



THE EPISCOPAL DIOCESE OF VIRGINIA

Journal of  
**The 224<sup>th</sup> Annual Convention**

**including**

Proceedings of the November 1-3, 2018 meeting  
of the 224<sup>th</sup> Annual Convention

Parochial Statistics

Annual Reports

Audits

The Constitution and Canons of the Diocese of Virginia







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The 225<sup>th</sup>  
Annual Convention of the  
Diocese of Virginia  
is appointed to meet  
November 14 - 16, 2019,  
in Arlington, Virginia.

## **Diocesan Officers**

*As of the 22<sup>4<sup>th</sup></sup> Annual Convention.*

### **The Bishop**

The Rt. Rev. Shannon Sherwood Johnston

### **The Bishop Suffragan**

The Rt. Rev. Susan E. Goff

### **The Bishop Associate**

The Rt. Rev. Robert Wilkes Ihloff

### **The Secretary**

The Rev. Deacon Edward W. Jones

### **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 224<sup>th</sup> Annual Convention

## Canonically Resident Clergy

*\* Indicates registered for 2018 Convention*

\*The Rev. Peter Ackerman, St. Christopher's, Springfield  
The Rev. John D. Adams Jr., Retired  
\*The Rev. Dr. Christopher M. Agnew, St. Paul's, Nomini Grove  
The Rev. Charles D. Aiken Jr., Retired  
\*The Rev. J. Randolph Alexander Jr., Immanuel-On-The-Hill, Alexandria  
The Rev. Charles D. Alley, Retired  
\*The Rev. Deacon Barbara Ambrose, St. Andrew's, Richmond  
\*The Rev. T. Grant Ambrose, Ware, Gloucester  
The Rev. Paul John Andersen, Retired  
The Rev. Anthony F. Andres, Retired  
The Rev. Pati Mary Andrews, Retired  
\*The Rev. Collins Asonye, Meade Memorial Church, Alexandria  
The Rev. Deacon Anne Logan Augustine, Non-Parochial  
The Rev. Heather K. Baggett, Non-Parochial  
\*The Very Rev. Bertram Cass Bailey, Trinity, Charlottesville  
The Rev. John Baker, St. Aidan's, Alexandria  
\*The Rev. Rhonda W. Baker, Grace Memorial, Port Republic  
\*The Rev. Robert Banse, Retired  
\*The Rev. Dr. Richard Evans Bardusch Jr., St. Timothy's, Herndon  
\*The Rev. Ann Barker, St. John's, Arlington  
\*The Very Rev. Gary J. Barker, Kingston, Mathews  
\*The Rev. Jane W. Barr, Christ Church, Gordonsville  
\*The Rev. Joshua C. Bascom, Christ Church, Charlottesville  
\*The Rev. Ralph W. Bayfield, Retired  
\*The Rev. Dr. Rosemary Beales, Non-Parochial  
\*The Rev. Deacon Emmetri Monica Beane, Little Fork, Rixeyville  
The Rev. Stephan P. Beatty, Retired  
The Rev. Dr. Robert A. Becker, Retired  
The Rev. Stephen D. Becker, Retired  
\*Rev. Fanny Marthe Sohet Belanger, Non-Parochial  
\*The Rev. Jo J. Belsler, Church of The Resurrection, Alexandria  
The Rev. Gloria K. Berberich, Retired  
The Rev. Craig Biddle III, Retired  
The Rev. Dr. Donald D. Binder, Non-Parochial  
The Rev. Rachelle E. Birnbaum, Retired  
The Rev. Dr. Thom Blair Jr., Retired  
\*The Rev. Molly Bosscher, St. Paul's, Richmond  
\*The Rev. Ellis Tucker Bowerfind, St. Luke's, Alexandria  
The Rev. Mary W. Brake, Retired  
The Rev. Michael Brenneis, Non-Parochial  
\*The Rev. Theresa Brion, Non-Parochial  
The Rev. Anna Lynn Broadbent, Non-Parochial  
\*The Rev. Charles F. Brock, St. James', Mount Vernon  
\*The Rev. Sarah Brockenbrough, Non-Parochial  
The Rev. Canon Dwight L. Brown, Retired  
\*The Rev. Mary Kay Brown, St. David's, Ashburn  
The Rev. W. Hill Brown III, Retired  
\*The Rev. Jonathan R. Bryan, Retired  
The Rev. Katherine S. Bryant, St. James', Leesburg

\*The Rev. William H. Burk, Church Of The Creator, Mechanicsville  
\*The Rev. J. Michael Cadaret, Olivet, Alexandria  
\*The Rev. Deacon Donald H. Cady, Grace, Cismont, Keswick  
The Rev. George M. Caldwell, Retired  
\*The Rev. Benjamin P. Campbell, Retired  
\*The Rev. Catherine Campbell, La Iglesia de San Jose, Arlington  
The Rev. Grace Cangialosi, Retired  
The Rev. Diane Carroll, Retired  
The Rev. J. Currie M. Carter, Retired  
\*The Rev. Sean Cavanaugh, Non-Parochial  
\*The Rev. Kathleen D. Chipps, Retired  
\*The Rev. Young Kwon Choi, St. Francis Korean, McLean  
\*The Rev. James H. Cirillo, Grace, Casanova  
\*The Rev. Constance Clark, Buck Mountain, Earlysville  
The Rev. Dr. Vienna Cobb-Anderson, Retired  
\*The Rev. Laura Doud Cochran, St. Anne's, Reston  
The Rev. Dr. E. Allen Coffey, Retired  
\*The Rev. Kim L. Coleman, Trinity, Arlington  
The Rev. Deacon Carey Dougherty Connors, St. George's, Fredericksburg  
The Rev. Ruth E. Correll, Pohick, Retired  
The Rev. Richard S. Corry, Retired  
The Rev. Geoffrey D. Coupland, Retired  
The Rev. Charles Robison Cowherd, Good Shepherd, Burke  
The Rev. Ronald C. Crocker, Retired  
\*The Rev. David M. Crosby, Non-Parochial  
\*The Rev. Deacon J. David Curtis, St. John's, Richmond  
The Rev. Mary Fisher Davila, Non-Parochial  
The Rev. Alice D. Davis, Retired  
The Rev. Gordon B. Davis, Retired  
\*The Rev. Judith Davis, All Saints', Richmond  
The Rev. Susan W. Degavre, Retired  
The Rev. John J. Desaulniers, Retired  
The Rev. Taylor Devine, Non-Parochial  
The Rev. Robert W. Dickey Jr., Retired  
The Rev. Patricia J. Dickson, Non-Parochial  
The Rev. W. Scott Dillard, Retired  
The Rev. Timothy W. Dols, Retired  
The Rev. William L. Dols, Retired  
\*The Rev. Katherine G. Dougherty, All Soul's, Mechanicsville  
\*The Rev. Emily H. Dunevant, Grace, Goochland  
\*The Rev. Andrew Dunks, St. Bartholomew's, Richmond  
The Rev. G. Edward Dunlap, Retired  
The Rev. Lindon J. Eaves, Retired  
\*The Rev. Susan N. Eaves, Retired, Interim, St. Paul's, Richmond  
The Rev. William E. Eberle, Non-Parochial  
\*The Rev. Whitney Zimmerman Edwards, Non-Parochial  
The Rev. Robert M. Elder, Retired  
\*The Rev. Deacon Lawrence James Elliott, Church of Our Saviour, Charlottesville  
The Rev. Gail Epes, Retired  
The Rev. Dr. Margaret Ann Faeth, Retired  
The Rev. Mark Feather, St. James' Church, Leesburg  
\*The Rev. Deacon Katherine V. Ferguson, La Iglesia de Santa Maria, Falls Church

- \*The Rev. Richard E. Fichter Jr., Hanover-with-Brunswick, King George
- The Rev. Jeffrey P. Fishwick, Retired
- \*The Rev. Marlene Eudora Forrest, St. Peter's In The Woods, Fairfax Station
- \*The Rev. Kevin Nicholas Forti, The Fork Church, Doswell
- \*The Rev. Donna L. Foughty, St. Mark's, Alexandria
- The Rev. William G. Frank, Retired
- The Rev. Dr. Robert D. Friend, Retired
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- \*The Rev. Francine B. Gardner-Smith, St. Thomas, McLean
- \*The Rev. Deacon Frederico Garza, St. Philip's, Richmond
- The Rev. Sarah Kinney Gaventa, Non-Parochial
- The Rev. Robert Douglas Geddes, Retired
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- The Rev. Ann H. Gillespie, Non-Parochial
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- The Rev. Dr. Mario S. Gonzalez Del Solar, Non-Parochial
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- The Rev. Peter H. Gray, Retired
- The Rev. Michael Gray, Retired
- \*The Rev. April Trew Greenwood, Westover, Charles City
- The Rev. Dr. Andrew Guffey, Non-Parochial
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- \*The Rt. Rev. Edwin F. Gulick Jr., Retired
- The Rev. Deacon Sally Gunn, Grace, Non Parochial
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\*The Rev. Robin Razzino, St. Clement, Alexandria  
\*The Rev. Elizabeth Rees, St. Paul's, Alexandria  
The Rev. William Reeves Jr., Retired  
The Rev. Alwin Reiners Jr., Retired  
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\*The Rev. Kimberly A. Reinholz, Grace & Holy Trinity, Richmond  
\*The Rev. Matthew W. Rhodes, Cunningham Chapel, Millwood  
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\*The Rev. Rachel Amelia Rickenbaker, Immanuel-On-The-Hill, Alexandria  
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The Rev. Roger M. Robillard, Retired  
\*The Rev. Sean K. Rousseau, St. Paul's, Haymarket  
The Rev. Emily E. Rowell Brown, Non-Parochial  
The Rev. Dr. Stephen Paul Rowles, Retired  
The Rev. Bradford Rundlett, Retired  
The Rev. Deborah W. Rutter, Retired  
The Rev. William Sachs, Non-Parochial  
\*The Rev. Jamie S. Samilio, Holy Cross, Dunn Loring  
\*The Rev. Stuart E. Schadt, Trinity, Manassas  
The Rev. Warren A. Schaller Jr., Retired  
The Rev. Roger Schellenberg, Retired  
The Rev. Cecelia C. Schroeder, Non-Parochial  
The Rev. Jeffrey H. Seiler, Non-Parochial  
\*The Rev. Jeffrey S. Shankles, St. Alban's, Annandale  
\*The Very Rev. John Thomas Sheehan, Church Of Our Redeemer, Aldie  
The Rev. John Bolin Shellito, St. George's, Arlington  
\*The Very Rev. Benson E. Shelton, St. Stephen's, Culpeper  
The Rev. Stephen G. Shepherd, St. Dunstan's, McLean  
\*The Rev. James H. Silcox Jr., Wicomico Parish, Wicomico  
\*The Rev. Thomas W. Simmons IV, St. Peter's, Purcellville  
The Rev. Kira Skala, Non-Parochial  
The Rev. David Hayes Smith, Non-Parochial  
\*The Rev. G. Miles Smith, Grace, Cismont, Keswick  
\*The Very Rev. Dr. Hilary B. Smith, Holy Comforter, Richmond



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The Rev. Thomas R. Smith, Retired  
\*The Very Rev. Shirley E. Smith Graham, Christ Church, Richmond  
The Rev. Katherine Sonderegger, Non-Parochial  
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The Rev. Dr. Haywood B. Spangler, Non-Parochial  
The Rev. Charles B. Spigner, Retired  
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The Rev. Darren Franklin Steadman, Christ Church, Glen Allen  
The Rev. Canon Leslie Nunez Steffensen, Non-Parochial  
The Rev. Jeffrey Neal Stevenson, Non-Parochial  
\*The Rev. J. Bruce Stewart, Non-Parochial  
\*The Rev. David M. Stoddart, Church Of Our Saviour, Charlottesville  
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The Rev. Jess H. Stribling Jr., Retired  
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The Rev. Jack T. Sutor Jr., Retired  
\*The Rev. Catherine Swann, Retired  
\*The Rev. Charles R. Sydnor Jr., Retired  
\*The Rev. Nicholas S. Szobota, St. Mary's, Colonial Beach  
The Rev. Gregory B. Taylor, Retired  
The Rev. Robert L. Tedesco, Retired  
\*The Rev. Andrew B. Terry, St. Peter's, Richmond  
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\*The Rev. Deacon Kathryn Thomas, Piedmont/Bromfield Parish, Madison  
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\*The Rev. Denise Ann Trogdon, Holy Cross, Dunn Loring  
\*The Rev. Ann H. Truitt, Non-Parochial  
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The Rev. Linnea S. Turner, Retired  
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The Rev. Frank R. Vandevelder, Retired  
\*The Rev. Daniel Velez-Rivera, St. Gabriel's, Leesburg  
The Rev. Thomas R. Waddell, Retired  
The Rev. Stephen H. Wade, Retired  
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\*The Rev. Seldon Matthew Walker, Christ Church, Alexandria

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The Rev. Frederick S. Wandall, Retired  
The Rev. Edwin M. Ward, Retired  
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The Rev. Lynne E. Washington, Non-Parochial  
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The Rev. David F. Wayland, Retired  
\*The Rev. John Weatherly, Retired  
The Rev. Joseph T. Webb III, Retired  
The Rev. Pamela Webb, Retired  
\*The Rev. Cornelia Weierbach, Church Of The Spirit, Alexandria  
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The Rev. Eleanor Lee Smith Wellford, Retired  
The Rev. William S. Wells Jr., Retired  
The Rev. Matthew Adam Welsch, Non-Parochial  
\*The Rev. Anne West, Grace Church, Stanardsville  
\*The Very Rev. Hillary T. West, Epiphany, Oak Hill  
The Rev. Elisa D. Wheeler, Retired  
The Rev. Dr. Dorothy A. White, Non-Parochial  
The Rev. Harold N. White, Retired  
The Rev. Hugh C. White III, Retired  
\*The Rev. R. Ellen White, Cople Parish, Hague  
\*The Rev. Deacon Dina E. Widlake, St. John's, McLean  
\*The Rev. John Douglas Wigner Jr., Retired  
\*The Rev. Shearon Williams, St. George's, Arlington  
\*The Rev. Barbara C. Willis, Trinity, Fredericksburg  
\*The Rev. Dr. Ann Bagley Willms, Non-Parochial  
\*The Rev. Amelie Wilmer Minor, St. John's, Richmond  
The Rev. Deacon Dan Wilmoth, Non-Parochial  
The Rev. Ronald S. Winchell, Retired  
\*The Rev. Dr. Marian K. Windel, Retired  
The Rev. Anne Lane Witt, Non-Parochial  
The Rev. Hunter H. Wood, Retired  
The Rev. Sarah Anne Wood, Non-Parochial  
\*The Rev. Stuart C. Wood, Christ Church, Saluda  
The Rev. Karen B. Woodruff, Retired  
The Rev. Daniel O. Worthington Jr., Retired  
The Rev. George W. Wyer, Retired  
\*The Rev. Noelle M. York-Simmons, Christ Church, Alexandria

## Lay Delegates and Alternates

*\*Indicates registered for 2018 Convention*

<i>Church</i>	<i>Name</i>	<i>Status</i>
Abingdon, White Marsh	Linda Tjossem	Delegate
	Keith Webb	*Alternate
All Saints, Richmond	Elizabeth Cockriel	*Delegate
	Hazel Konerding	*Delegate
All Saints Sharon Chapel, Alexandria	Jim Taylor	*Delegate
	Eunice Achiaa	Alternate
All Soul's, Mechanicsville	Beth Harper	*Delegate
	Tricia Williams	Alternate
Aquia, Stafford	Curt Bradford	*Delegate
	Jean Golas	*Delegate
	Mary Nixon	*Delegate
Buck Mountain, Earlysville	Susan Bagby	*Delegate
	Ruth Gibson	Alternate
Calvary, Front Royal	Margaret Miller	*Delegate
	Karl Petrick	Alternate
Calvary, Hanover	Marvin Tillman	*Delegate
Christ Ascension, Richmond	Evelyn Davis	*Delegate
	Rick Linker	Alternate
Christ Church, Alexandria	Cynthia Bartol	*Delegate
	Tillman Finley	Delegate
	Annisa Parekh	Delegate
	Russell Randle	*Delegate
	Jack Wilmer	*Delegate
	Cornelia Horner	*Alternate
	Tom Linthicum	Alternate
Christ Church, Brandy Station	No Certificates of Election Received	
Christ Church, Charlottesville	No Certificates of Election Received	
Christ Church, Glen Allen	Thomas Crockett	*Delegate
	Kay Holmes	*Delegate
	Sally Raderer	*Delegate
	Kendall Royston, Jr.	*Delegate
Christ Church, Gordonsville	Gale Martin	Delegate
	Carolyn Smith	*Delegate
Christ Church, Lucketts, Leesburg	Paul Muench	*Delegate
	Brett Wiseman	Alternate
Christ Church, Luray	Susan Zorn	Delegate
	Shea Godwin	*Alternate
Christ Church, Spottsylvania	Werner Weiland	*Delegate
	James Kenkel	Alternate
Christ Church, Winchester	Dianne Schnoor	*Delegate
	Sandy White	*Delegate
Christ Church Parish, Saluda	Velma Gray	Delegate
	Grace Parker	*Alternate
Church of Our Redeemer, Aldie	No Certificates of Election Received	
Church of Our Saviour, Charlottesville	Barrie Barrett	*Delegate
	Carolyn Voldrich	Alternate

Members of the 224<sup>th</sup> Annual Convention

<i>Church</i>	<i>Name</i>	<i>Status</i>
Church of Our Saviour, Montpelier	Robert Lewis	*Delegate
	Ann Gladstone	Alternate
Church of St. Clement, Alexandria	Marybeth Sanders-Wilson	*Delegate
	Kathy Keenoy	Alternate
Church of the Creator, Mechanicsville	Amanda Stuckey	*Delegate
Church of the Epiphany, Richmond	Kathy Jimerson	*Delegate
	Gray Corbett	Alternate
Church of the Good Shepherd, Bluemont	Timothy Hall	*Delegate
Church of the Good Shepherd, Burke	Peggy Barr	*Delegate
	Steven Goldman	Delegate
	Frank Vincent	*Alternate
Church of the Holy Comforter, Richmond	Elizabeth Long	*Delegate
	Pamela James	Alternate
Church of the Holy Comforter, Vienna	John Davison	*Delegate
	Richard Fitzsimmons	*Delegate
	Debra Suyama	*Delegate
	June Harper	Alternate
	Susan McGuire	Alternate
	Laura Mixer	Alternate
Church of the Holy Cross, Batesville	Anne Rothenberger	*Delegate
	W. Roy Barksdale, Jr.	Alternate
Church of the Holy Cross, Dunn Loring	Kate Hayes	*Delegate
	Adam Kline	Alternate
Church of the Incarnation, Mineral	William Thomas	Delegate
	James DeBusk	Alternate
Church of the Messiah, Fredericksburg	Thomas Moreland	Delegate
	William Riggs	Alternate
Church of the Resurrection, Alexandria	Elizabeth Faga	*Delegate
	W. Robert Reeves	Alternate
Church of the Spirit, Alexandria	Anthony Knight	*Delegate
Cople Parish, Hague	Laurel Corner	*Delegate
	Elaine Neal	Alternate
Cunningham Chapel Parish, Millwood	Macon Uskurait	Delegate
	Jeff Harris	*Alternate
Emmanuel, Alexandria	Elizabeth Frank	Delegate
	Joesph Dresen	Alternate
Emmanuel, Delaplane	Robert Baldini	*Delegate
	J. Lee Johnson	Alternate
Emmanuel, Greenwood	Mary Elizabeth Via	*Delegate
	Anne Dagner	Alternate
Emmanuel, Harrisonburg	David Penrod	*Delegate
	Joseph Paxton	Alternate
Emmanuel, King George	John Meyers	*Delegate
	Charles Pasto	Alternate
Emmanuel, Middleburg	Robert Pettit	*Delegate
	Alexandra Wilson	Alternate
Emmanuel, Rapidan	India Rose	Delegate
	Virginia Stanley	Alternate
Emmanuel, Woodstock	Margaret Sylvester	*Delegate
Emmanuel, Brook Hill, Richmond	Ben Cleary	*Delegate
	Debra Sharp	Alternate

Members of the 224<sup>th</sup> Annual Convention

<i>Church</i>	<i>Name</i>	<i>Status</i>
Epiphany, Oak Hill, Herndon	Wilbert Forbes	*Delegate
The Falls Church, Falls Church	Sophia Perry	Alternate
	Paul Rosbolt	*Delegate
The Fork Church, Doswell	Elizabeth Bass	Alternate
	Paul Newell	*Delegate
	Michael Thomas	Alternate
Good Shepherd-of-the-Hills, Boonesville	Donna Lydon	Delegate
Grace and Holy Trinity, Richmond	Dawn McNamara	*Delegate
	Sara Jo Williams	*Delegate
	Emily Horn	Alternate
Grace Church, Alexandria	Michael Jones	*Delegate
Grace Church, Berryville	Jean Reed	*Delegate
	Madine Pruchinsky	Delegate
	Carolyn Gordon	*Alternate
Grace Church, Casanova	No Certificates of Election Received	
Grace Church, Goochland	No Certificates of Election Received	
Grace Church, Kilmarnock	Shirley Crockett	*Delegate
	Martha Matteisen	*Delegate
	No Certificates of Election Received	
Grace Church, Millers Tavern	No Certificates of Election Received	
Grace Church, Stanardsville	Gwendolyn Atwood	Delegate
	Linda Robbins	*Alternate
	Keith Stroud	*Delegate
Grace Church, The Plains	Bruce LeLacheur	Alternate
	Margaret Wachenfeld	*Delegate
Grace Church, Cismont, Keswick	Stephen Wachenfeld	Alternate
	Tara Morris	*Delegate
	Pat Holloway	Alternate
Grace Memorial, Port Republic	Cecilia Moon	*Delegate
Holy Cross Korean, Fairfax	No Certificates of Election Received	
Immanuel, King and Queen Court House	No Certificates of Election Received	
Immanuel Church-on-the-Hill, Alexandria	Sanjiv Augustine	*Delegate
	Debbie Hewson	*Delegate
	Tom Hewson	*Delegate
	Jethro Piland, Jr.	*Delegate
Immanuel, Old Church, Mechanicsville	Warren Rice	Alternate
	Mary Chapman	*Delegate
	Reed Lawson	Alternate
La Iglesia de Cristo Rey, Arlington	Norka Antelo	*Delegate
La Iglesia de San Jose, Arlington	Valeria Antelo	Alternate
	Sonia Sevilla	*Delegate
	Veronica Jackson	Alternate
La Iglesia de San Marcos, Alexandria	No Certificates of Election Received	
La Iglesia de Santa Maria, Falls Church	Ericka Maslas	*Delegate
	Miguel Taborga	Alternate
Leeds, Markham	Ursula Baxley	*Delegate
	Prenille Brandt	Alternate
Little Fork, Rixeyville	Evelyn Ruffin	*Delegate
	Elizabeth Turner	Alternate
Meade Memorial, Alexandria	Thomas Jones	*Delegate
	Nelson Greene, Jr.	Alternate
Meade Memorial, White Post	Ginger Mackay-Smith	*Delegate

<i>Church</i>	<i>Name</i>	<i>Status</i>
North Farnham Parish, Farnham	Ed Marks	*Delegate
	Becky Marks	Alternate
Olivet, Alexandria	R. Scott Caulkins	*Delegate
	Jeff Underwood	Alternate
Piedmont/Bromfield Parish, Madison	Delano Kreis	*Delegate
Pohick, Lorton	John Pasour	*Delegate
	Rita Stankwitz	*Delegate
	Don Brownlee	Alternate
	Hank Foresman	Alternate
St. Aidan's, Alexandria	Edward Boling	*Delegate
St. Alban's, Annandale	Catherine Casey	*Delegate
	Fay Froh	*Delegate
	Nancy Harrell	Alternate
	Michael Sinsabaugh	Alternate
St. Andrew's, Arlington	Ana White	*Delegate
	Tom Cassidy	Alternate
St. Andrew's, Burke	Alice Roerig	*Delegate
	Jane Griondo	Alternate
St. Andrew's, Ada, Marshall	No Certificates of Election Received	
St. Andrew's, Mt. Jackson	Alan Spear	*Delegate
St. Andrew's, Richmond	Karen Salter	*Delegate
	Dale Holcomb	Alternate
St. Anne's, Reston	Emily Besuden	*Delegate
	Angie Gray	*Delegate
	Paul Jones	*Delegate
	Chris Cameron	Alternate
	Honey Dennis	Alternate
	Evan Gray	Alternate
St. Anne's Parish, Scottsville	Tracy Kaminer	*Delegate
	Cecelia McGurk	Alternate
St. Asaph's, Bowling Green	Lynn Lenahan	*Delegate
	Kathy Hancock	Alternate
St. Barnabas, Annandale	Sharon Jones	*Delegate
	Katherine Westerlund	Alternate
St. Bartholomew's, Richmond	Jill Wood	*Delegate
	Kevin Dyer	Alternate
St. Christopher's, Springfield	Margaret Kirk	*Delegate
	Evelyn Knox	*Delegate
	Bill Price	Alternate
	Trish Taylor	Alternate
St. David's, Ashburn	Cory Brunet	*Delegate
	William Gibson	Delegate
	Virginia Fecteau	*Alternate
	Bruce Johnson	Alternate
St. David's, Aylett	Floranne Snyder	*Delegate
St. Dunston's, McLean	Elizabeth Lee	*Delegate
St. Francis', Great Falls	Eric Larson	*Delegate
St. Francis', Manakin-Sabot	Richard Walker	*Delegate
	Joseph Broussard	Alternate
St. Francis Korean, McLean	Sophia Kim	Delegate
	Mina Choi	Alternate

Members of the 224<sup>th</sup> Annual Convention

<i>Church</i>	<i>Name</i>	<i>Status</i>
St. Gabriel's, Leesburg	Chuck Mitchell	*Delegate
	Cindy Jones	Alternate
St. George's, Arlington	Melissa Burman	*Delegate
	Bradford Hardin	Delegate
	Michael Giaquinto	*Alternate
	Nina Janopaul	Alternate
St. George's, Fredericksburg	Jessica Atkinson	*Delegate
	Anne Beals	*Delegate
	Jack Farrington, III	*Delegate
	Jeannette Cadwallender	Alternate
	Casey Hu	Alternate
	Craig Rains	Alternate
St. George's, Stanley	No Certificates of Election Received	
St. James', Leesburg	Dorothy Bannock	*Delegate
	George Garlick	Alternate
St. James', Louisa	John Plunkett	*Delegate
	Sharon Boivin	Alternate
St. James', Montross	Bonnie Chandler	Delegate
	Ferdinand Chandler	Alternate
St. James', Warrenton	Bonnie Zacherle	*Delegate
	Aileen Laing	Alternate
St. James', Mt. Vernon, Alexandria	Mike Morgan	*Delegate
	David Batcheller	Alternate
St. James the Less, Ashland	George Spagna	*Delegate
St. James's, Richmond	Thomas Baker	*Delegate
	Ronald Odom	Delegate
	Janet Peyton	*Delegate
	Richard Rumble	Delegate
	Wilson Trice	*Delegate
	Michael Whitlow	*Delegate
	Willson Craigie	*Alternate
	Nancy Rogers	Alternate
	Michael Smith	Alternate
	Mark Wickersham	Alternate
St. John's, Arlington	Debbie Carter	*Delegate
	Cassandra Winger	Alternate
St. John's, Centreville	Robert Faithful	*Delegate
	Walter Cooner	Alternate
St. John's, Columbia	Beth Sherk	*Delegate
	Susan Fletcher	Alternate
St. John's, King George	James Lynch	*Delegate
	Linda Kramer	Alternate
St. John's, McLean	James Howell	*Delegate
	Margaret Keller	*Delegate
	Kevin Swanson	Delegate
	Katherine Armstrong	Alternate
	Margaret Vanderhye	*Alternate
St. John's, Richmond	Jane Hunnicutt	*Delegate
	August Butler	Alternate
St. John's, Tappahannock	Anita Harrower	*Delegate
	Ann Eubank	Alternate

Members of the 224<sup>th</sup> Annual Convention

<i>Church</i>	<i>Name</i>	<i>Status</i>
St. John's, Warsaw	Mary Douglas Lawton	*Delegate
St. John's, West Point	W. Frank Herrin	*Delegate
	Martha Edwards	Alternate
St. John-the-Baptist, Ivy	June Tate	*Delegate
	Michelle Sprouse	Alternate
St. Luke's, Remington	No Certificates of Election Received	
St. Luke's, Simeon, Charlottesville	Lillian Salley	*Delegate
	Edith Kindler	Alternate
St. Luke's, Wellington, Alexandria	Robert Lamb	*Delegate
	George Omohundro	Alternate
St. Margaret's, Woodbridge	Winnie Gilmore	*Delegate
	Alton Tucker	Alternate
St. Mark's, Alexandria	David Walton	*Delegate
St. Mark's, Richmond	Karen Franklin	*Delegate
	Margaret Jones	Alternate
St. Martin's, Richmond	James Burr	*Delegate
St. Mary's, Arlington	Mike Gilliland	*Delegate
	John Keith	Delegate
	Dianne Simmons	*Delegate
	Diane Hellens	Alternate
	Paul Wojcik	Alternate
St. Mary's, Berryville	Edwina Mason	*Delegate
	Maurita Powell	Alternate
St. Mary's, Colonial Beach	Gladys Clark-Johnson	*Delegate
	John Johnson	Alternate
St. Mary's, Fleeton, Reedville	No Certificates of Election Received	
St. Mary's, Goochland	Andrew Blair	*Delegate
	Mike Blanks	*Delegate
	Margaret Mickel	*Delegate
	Sally Lee Roberts	*Delegate
St. Mary's, Whitechapel, Lancaster	Jane Fortin	*Delegate
	William Pennell	Alternate
St. Matthew's, Richmond	Louis Allin	Delegate
	Douglas LeBlanc	Delegate
	John Alley	*Alternate
	Lissa Powe-deFur	Alternate
St. Matthew's, Sterling	Fred Brittain	Delegate
	Barbara Thomas	*Delegate
	Candace Timmons	*Delegate
	Thomas Leary	Alternate
	Maria Palmer	Alternate
	Heather Tomaszek	Alternate
St. Michael's, Arlington	Barbara Adams	Delegate
	Mary Cushing	*Alternate
St. Patrick's, Falls Church	Kathy Oliver	*Delegate
	Joseph Hiller	Alternate
St. Paul's, Alexandria	David Brown	*Delegate
	Scott Broetzmann	Delegate
	Larry Campbell	*Delegate
	Karen Grane	*Delegate
	Robert Long, Jr.	*Delegate



Members of the 224<sup>th</sup> Annual Convention

<i>Church</i>	<i>Name</i>	<i>Status</i>
St. Paul's, Alexandria	Jim Morrell	Delegate
	Heidi Schneble	*Delegate
	Dale Allen	Alternate
	Sally Bawcombe	Alternate
	Carole Cloyd	Alternate
	Dale Cloyd	Alternate
	Bob O'Connell	Alternate
	Cathy Sachs	Alternate
	Gregory King	*Delegate
	W. Hamilton Holloway	*Delegate
St. Paul's, Bailey's Crossroads, Falls Church	Ruthie Cunningham	*Delegate
	John Cunningham	Alternate
St. Paul's, Hanover	Kyle Enfield	*Delegate
St. Paul's, Haymarket	Karen Smith	*Delegate
	Scott Chirichetti	Alternate
	Scott Gillespie	Alternate
	Estalena Thomas	*Delegate
St. Paul's, Ivy	Linda Hutt	*Delegate
	Maria Clark	Alternate
St. Paul's, Millers Tavern	Phillip Short	*Delegate
	Justin Rice	Alternate
St. Paul's, Nomini Grove, Montross	Michelle Walker	*Delegate
	Emily Wingfield	Delegate
St. Paul's, Owens, King George	Henry Burt	*Alternate
	No Certificates of Election Received	
St. Paul's, Richmond	David Litherland	*Delegate
	Phil LaMar	Delegate
	Steve Bolton	Alternate
	Christie Thomas	*Alternate
St. Paul's, West Point	W. Robert Lovan	*Delegate
	Patric Link	*Delegate
St. Paul's Memorial, Charlottesville	William Montgomery	*Delegate
	Kathleen O'Neill	*Delegate
St. Paul's on-the-Hill, Winchester	Susan Bentley	Alternate
	Allan Fabritz	*Delegate
St. Peter's, Arlington	Matthew Danielson	Alternate
	Tom Smallwood	*Delegate
St. Peter's, New Kent	Cyrus Murphy	Alternate
	John Davis	*Delegate
St. Peter's, Oak Grove	Helmut Linne von Berg	Alternate
	Jonathan Corbett	*Delegate
St. Peter's, Port Royal	Danny Dean	*Delegate
	Ronald Carey	Alternate
St. Peter's, Purcellville	Leonard LeRoy	*Delegate
	Karen Lund	Alternate
St. Peter's, Richmond	Henry Davis	*Delegate
	Maria Poindexter	Alternate
St. Peter's in the Woods, Fairfax Station	Leslie Cox	Delegate
	Troy Elliott	*Delegate
St. Philip's, Richmond	Amy McCabe	Alternate
St. Stephen's, Catlett		
St. Stephen's, Culpeper		

Members of the 224<sup>th</sup> Annual Convention

<i>Church</i>	<i>Name</i>	<i>Status</i>
St. Stephen's, Heathsville	Ben Green	*Delegate
	Sandra Kirkpatrick	Alternate
St. Stephen's, Richmond	Sarah Bartenstein	*Delegate
	John Bates	*Delegate
	Mary Holly Bigelow	*Delegate
	Judith Buchanan	*Delegate
	Jack Burtch	Delegate
	Marie Carter	*Delegate
	Todd Culbertson	Delegate
	Nancy Joy Hein	*Delegate
	James Hoffman	*Delegate
	John McElroy	Delegate
	John Sherman	Delegate
	Martha Sherman	Delegate
	Beverly Bates	Alternate
St. Stephen's and the Good Shepherd, Elkton	No Certificates of Election Received	
St. Thomas', McLean	Stephen Wickman	*Delegate
St. Thomas', Orange	Sunithi Gnanados	*Delegate
	Barry Barr	Alternate
St. Thomas', Richmond	Margaret Woody	*Delegate
St. Timothy, Herndon	Robert Kimmel	Delegate
	Ugo Nwachukwu	Delegate
	Kenton Miller, Jr.	*Alternate
Trinity, Arlington	Edward Phifer	*Delegate
	Joy Warburton	Alternate
Trinity, Charlottesville	B. Stephanie Commaner	*Delegate
	Amy Griffin	Alternate
Trinity, Fredericksburg	Michael Frye	*Delegate
Trinity, Lancaster	Carol Roscher	*Delegate
	Christina Camarata	Alternate
Trinity, Manassas	Pamela Cribbs	*Delegate
	Anne Henry	*Delegate
	Nicole Raquedan	*Delegate
	Suzanne DeForest	Alternate
	Jeffrey Schneider	Alternate
	William Shark	Alternate
Trinity, Upperville	No Certificates of Election Received	
Trinity, Washington	Michael Mahoney	Delegate
	Carolyn Emerick	*Alternate
Varina, Richmond	John Austin	*Delegate
	Kaaron Austin	Alternate
Vauter's, Loretto, Champlain	Macdowell Garrett	*Delegate
Ware, Gloucester	Peggy Moncure	Delegate
	Ann Brown	Alternate
Westover Church, Charles City	Katherine Whitbeck	*Delegate
	B. Hunt Whitbeck	Alternate
Wicomico Parish Church, Wicomico Church	Michael Rhodes	Delegate
	C. Austin Pritchard	Alternate

## Lay Members *Ex Officio*

<i>Position</i>	<i>Name</i>	<i>Church</i>
Chancellor	J.P. Causey*	St. John's, West Point
Collegiate Delegate		
*William Hayes	George Mason University, Delegate	
*Stephanie Whitehouse	James Madison University, Delegate	
Ben Jenkins	James Madison University, Alternate	
Elizabeth Parsons	Mary Washington University, Delegate	
Savannah Steblein	Mary Washington University, Alternate	
*Sarah Paquette	Virginia Commonwealth University, Delegate	
Lachlan Hassman	Virginia Commonwealth University, Alternate	
*Gabriel Arrington	University of Virginia, Delegate	
Julia Terhune	University of Virginia, Alternate	
ECW President	*Cindy Helton	
Executive Board		
	*Ann Brown	Ware, Gloucester
	*Steve Clifford	Christ Church, Spotsylvania
	*Roger Inger	St. Paul's on-the-Hill, Winchester
	*Diane Miller	St. Timothy's, Herndon
	*Jack Schick	St. Peter's, Arlington
	*Robert Steventon	St. Paul's, Alexandria
	*Deborah Taliaferro	St. Philip's, Richmond
	Janet Taylor	St. James the Less, Ashland
Standing Committee	*Betsy Anderson	St. Alban's, Annandale
	*Brad Davenport	Grace & Holy Trinity, Richmond
	*Helen Spence	St. Christopher's, Springfield
	*Steve Wachenfeld	Grace, Cismont, Keswick
	*Steve Walker	Cople Parish, Hague
	*Diane Wright	St. Mary's, Arlington
Regional President		
Alexandria Region	June Huber	Grace, Alexandria
Arlington Region	Peter Wehmann	St. Andrew's, Arlington
Central Richmond Region	*Mickie Jones	St. Mark's, Richmond
Charlottesville Region	*Barbara McMurry	Grace, Cismont, Keswick
Culpeper Region	*Cady Soukup	Trinity, Washington
Fredericksburg Region	*Harry Dickinson	Trinity, Fredericksburg
Harrisonburg Region	*Jeff Guenther	Emmanuel, Woodstock
North Fairfax Region	*Joni Langevoort	Holy Comforter, Vienna
North Richmond Region	*Dave Jennings	Immanuel, Old Church, Mechanicsville
Northern Neck Region	*Becky Marks	Farnham Parish, Farnham
Northern Piedmont Region	*Janet Lyman	Christ Church, Lucketts
Potomac Region	Doug Varner	St. Mark's, Alexandria
South Fairfax Region	*Cindy McLaughlin	St. Barnabas, Annandale
Upper Tidewater Region	*Josie Thorpe	Kingston Parish, Mathews
West Richmond Region	*Rick Gibbs	St. Martin's, Richmond
Winchester Region	*Nadine Pluchinsky	Grace, Berryville
Youth Delegate		
Alexandria Region	*Meghan Wommack	Christ, Alexandria
Arlington Region	No Certificate of Election Received	
Central Richmond Region	No Certificate of Election Received	
Charlottesville Region	No Certificate of Election Received	
Culpeper Region	No Certificate of Election Received	

Members of the 224<sup>th</sup> Annual Convention

Fredericksburg Region	No Certificate of Election Received
Harrisonburg Region	*Anne Penrod Emmanuel, Harrisonburg
North Fairfax Region	Sophia Perry Epiphany, Oak Hill, Herndon
North Richmond Region	No Certificate of Election Received
Northern Neck Region	*Mears Pollard Trinity, Lancaster
Northern Piedmont Region	*Aislinn Garcia St. Paul's, Haymarket
	Chad Prosper St. David's, Ashburn, Alternate
Potomac Region	No Certificate of Election Received
South Fairfax Region	*Garrett Patterson St. Barnabas, Annandale
Upper Tidewater Region	*Kennedy Jones Christ Church, Saluda
West Richmond Region	No Certificate of Election Received
Winchester Region	No Certificate of Election Received

# List of Clergy of the Diocese in Order of Reception

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

*As of December 31, 2018*

<i>Bishops</i>	<i>Date of Consecration</i>	<i>Received from</i>
Lee, Peter James	5/19/84	North Carolina
Matthews, F. Clayton	9/11/93	East Carolina
Jones, David C.	6/24/95	Virginia
Johnston, Shannon S.	5/26/07	Mississippi
Gulick, Jr., Edwin F.	4/17/1994*	Kentucky
	*Transferred 1/1/2011	
Goff, Susan E.	7/28/12	Virginia
<i>Priests/Deacons</i>	<i>Date of Reception/ Ordination</i>	<i>Received from/ Ordained in VA</i>
Frank, William G.	5/20/54	Kentucky
Marshall, McAlister C.	5/16/57	Ordained
Prest, Jr., A. Patrick L.	2/28/58	Connecticut
Van Scoyoc, Gardner W.	6/13/58	Ordained
Brown, III, W. Hill	11/24/62	Ordained
Aiken, Jr., Charles D.	6/15/63	Ordained
Adams, Jr., John D.	9/1/64	Maryland
Harris, Carl B.	1/1/65	Washington
Wood, Hunter H.	6/12/65	Ordained
Davis, Gordon B.	11/15/65	Southern Virginia
Campbell, Benjamin P.	11/12/66	Ordained
Stribling, Jr., Jess H.	1/1/67	Washington
Dickey, Jr., Robert W.	1/1/69	Delaware
La Rue, Howard A.	10/1/69	Southern Virginia
Sydnor, Jr., Charles R.	6/20/70	Ordained
Wandall, Frederick S.	9/1/70	Southwestern Virginia
Dols, William L.	4/2/72	Massachusetts
Praktish, Carl	4/15/72	Ordained
Prior, Randall L.	10/6/72	Central Gulf Coast
Coffey, E. Allen	5/26/73	Ordained
Hobson, III, Jennings W.	5/26/73	Ordained
Hodge, Vincent S.	5/26/73	Ordained
Myers, William F.	11/1/73	Central New York
Wyer, George W.	2/27/74	South East Florida
Corry, Richard S.	4/22/74	Florida
Prichard, Robert W.	5/24/74	Ordained
Bayfield, Ralph W.	12/10/74	Pennsylvania
Morton, III, W. Brown	1/15/75	Cnv.Am.Churches, Europe
Dols, Timothy W.	4/1/75	Maryland
Murray, Michael H.	8/3/75	Southwestern Virginia
Smith, John M.	9/2/75	North Carolina
Thomas, John A.	5/13/76	Ordained
Berberich, Gloria K.	5/22/76	Ordained
Worthington, Jr., Daniel O.	5/22/76	Ordained
Reeves, Jr., William	1/4/77	Southern Virginia
Turnbull, Malcolm E.	6/4/77	Southwestern Virginia
Biddle, III, Craig	8/1/77	Connecticut
Poist, David H.	9/1/77	Maryland

Clergy of the Diocese in Order of Reception

White, Harold N.	9/13/77	West Virginia
Jones, David C.	1/1/78	West Virginia
Klam, Warren P.	6/16/78	Ordained
Brake, Mary W.	8/18/78	Ordained
Knight, David H.	10/15/78	Western Massachusetts
McCusker, III, Thomas B.	4/6/79	Pittsburgh
Hergenrather, Lynda S.	6/23/79	Ordained
Holliday, C. Thomas	6/23/79	Ordained
Stewart, J. Bruce	9/4/79	Newark
Matthews, F. Clayton	1/1/80	East Carolina
Okrasinski, Ronald S.	2/6/80	Ordained
Kettlewell, Paula S.	6/14/80	Ordained
Taylor, Gregory B.	7/18/80	Ohio
Lee, David E.	1/26/81	Michigan
Noe, William S.	1/28/81	East Carolina
Kunz, Jr., Andrew G.	5/15/81	Missouri
Morrow, Andrew T. P.	6/7/81	Ordained
Goff, Susan E.	6/23/81	Newark
Hallock, Jr., Harold H.	9/1/81	Tennessee
Ward, Edwin M.	9/10/81	Connecticut
Miller, John E.	12/12/81	Ordained
Bryan, Jonathan R.	6/9/82	Ordained
Stribling, Anna J.	6/9/82	Ordained
Carter, J. Currie M.	6/15/82	Southern Virginia
Brown, Dwight L.	6/17/82	Western Massachusetts
Windel, Marian K.	6/28/82	Washington
Reiners, Jr., Alwin	11/20/82	Missouri
Smith, Thomas R.	4/21/83	Washington
Horne, Martha M. J.	6/11/83	Ordained
Maycock, Roma W.	6/11/83	Ordained
Rutter, Deborah W.	8/6/83	Pittsburgh
Gray, Peter H.	9/1/83	Western Michigan
Milliken, Jean L.	12/12/83	Atlanta
Johnston, Philip G.	1/1/84	Lexington
Blair, Jr., Thom W.	2/1/84	Missouri
Mohn, Michael	3/1/84	Western North Carolina
Hetherington, Robert G.	5/11/84	Western New York
Lee, Peter James	5/19/84	North Carolina
Phipps, Jr., Robert S.	7/1/84	Texas
Chipp, Kathleen D. M.	7/25/84	Ordained
Trumbore, Frederick R.	10/12/84	Central Florida
Elder, Robert M.	3/13/85	Maryland
Desaulniers, John J.	6/22/85	Ordained
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

Clergy of the Diocese in Order of Reception

Gray, Bruce A.	6/22/87	Albany
Davis, Alice D.	9/13/87	Maryland
Webb, III, Joseph T.	5/12/88	Maryland
Wood, Stuart C.	6/18/88	Ordained
Mansella, Thomas G. A.	3/1/89	Argentina/Uruguay
Cangialosi, Grace L.	6/10/89	Ordained
Turner, Linnea S.	6/10/89	Ordained
Malm, Robert H.	6/15/89	New Hampshire
Hearn, Roger D.	1/1/90	Easton
Schadt, Stuart E.	2/1/90	Texas
McWhorter, Stephen	7/15/90	California
Morales, Roberto	2/25/91	New York
Maypole, Sara J. Chandler	12/1/91	Connecticut
Walsh, Ruth D.	12/10/91	Ordained
Eaves, Susan N.	12/12/91	Ordained
Alley, Charles D.	1/21/92	Alabama
Papile, James A.	6/13/92	Ordained
Strasser, Gabor	6/13/92	Ordained
Winchell, Ronald S.	7/6/92	Utah
Jackson, Brad L.	11/23/92	Kansas
Dillard, W. Scott	6/12/93	Ordained
May, David H.	6/12/93	Ordained
Johnson, Charles L.	6/24/93	Maine
Klemmt, Pierce W.	1/1/94	West Missouri
Rundlett, Bradford A.	1/1/94	Maryland
Hunter, Jr., H. Miller	2/1/94	Alabama
Huynh, Tinh T.	6/11/94	Ordained
Mullaly, Jr., Charles F.	6/11/94	Ordained
Peacock, Joan L.	6/11/94	Ordained
Woodruff, Karen B.	6/11/94	Ordained
Kempell, Jr., Howard F.	7/1/94	Massachusetts
Lord, Richard A.	8/15/94	Connecticut
Fishwick, Jeffrey P.	1/1/95	South Carolina
Ohmer, John R.	1/23/95	Indianapolis
Eaves, Lindon J.	1/27/95	Oxford, UK
Ritchie, Anne Gavin	6/19/95	Washington
Hammond, James A.	6/27/95	Easton
Krejci, Scott	7/31/95	Michigan
Greenwood, April Trew	10/10/95	Rhode Island
Rice, Jr., John F.	11/1/95	Massachusetts
Wade, Stephen H.	11/1/95	Massachusetts
Moore, Melvin L.	11/27/95	Ordained
White, III, Hugh C.	3/1/96	Southern Virginia
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	Roman Catholic
Miller, Jr., Edward O.	10/18/96	Massachusetts
Hancock, Carol	11/22/96	Upper South Carolina
Spigner, Charles B.	11/22/96	Upper South Carolina
Packard, Laurence K.	1/1/97	Atlanta
Faeth, Margaret A.	1/7/97	Ordained



Clergy of the Diocese in Order of Reception

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
Anderson, Vienna Cobb	1/26/98	Washington
Caldwell, George M.	6/13/98	Ordained
Simmons, IV, Thomas W.	6/13/98	Ordained
Thomson, Jacqueline C.	6/13/98	Ordained
Birnbaum, Rachelle E.	6/15/98	Arkansas
Weiler, William L.	1/22/99	Upper South Carolina
Murphy, Jo-Ann	1/26/99	Newark
Washington, Lynne	4/13/99	Southern Virginia
Keill, David	6/14/99	New Jersey
McDonald, Janet S.	6/19/99	Ordained
Baker, John M.	8/31/99	West Tennessee
Gibson, Webster	10/1/99	Southern Virginia
Warder, Oran E.	1/15/00	Delaware
Han, Valentine	2/1/00	Korea
Pollock, Margaret C. F.	3/29/00	Honduras
Smith, Hilary B.	6/24/00	Ordained
Webb, Pamela	7/1/00	Southern Virginia
Newcomb, Deborah J.	9/8/00	Maryland
Newbold, Simeon E.	9/14/00	Central Florida
Hollerith, Melissa K.	12/1/00	Georgia
Lainson, Vinnie	12/7/00	Ordained
Kiblinger, Charles E.	12/28/00	Colorado
Huntington, Frederic D.	1/1/01	South East Florida
Morgan, Philip	1/8/01	Northern Indiana
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
Barker, Ann	11/2/01	Atlanta
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

Clergy of the Diocese in Order of Reception

Foughty, Donna	1/15/02	North Dakota
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
Robillard, Rogert M.	11/8/02	Rhode Island
Haddix, Jr., Theodore	11/11/02	Restored
Millner, Jr., Bollin	2/17/03	North Carolina
Sonderegger, Katherine	4/11/03	Vermont
Murphy, Diane G.	6/14/03	Ordained
Neville-Reeder, Robyn	6/14/03	Ordained
Proctor, Judith H.	7/25/03	Missouri
Howell, S. Caitlin	8/21/03	Maine
Spangler, Haywood B.	10/7/03	Western New York
Bowerfind, Ellis T.	10/9/03	Massachusetts
Agnew, Christopher M.	11/1/03	Delaware
Queen, William L.	11/6/03	Southern Virginia
Brenneis, Michael	1/14/04	Ordained
Harman, Torrence M.	1/14/04	Ordained
Turner, Anne M.	1/28/04	Washington
Sutor, Jack	4/15/04	West Virginia
Hutchson, Lee	5/14/04	Florida
White, Ellen	6/1/04	Southwestern Virginia
Johnson, Candine	6/26/04	Ordained
Kimball, Jennifer	6/26/04	Ordained
Morris, Jay	6/26/04	Ordained
West, Hillary T.	6/26/04	Ordained
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
Davila, Mary F.	6/18/05	Ordained
Gaventa, Sarah Kinney	6/18/05	Ordained
Lloyd, Lucia	6/18/05	Ordained
Martens, Ann	6/18/05	Ordained
Staley, Mary	6/18/05	Ordained
Willis, Barbara	6/18/05	Ordained
Jones, Gary D.	8/31/05	West Tennessee
Stoddart, David	9/29/05	Western Massachusetts
Gonzalez del Solar, Mario	12/22/05	Southern Virginia
Campbell, Catherine	1/4/06	Northern California
Andersen, Paul J.	1/10/06	Western Massachusetts
Andrews, Pati Mary	1/16/06	Upper South Carolina
Geddes, Douglas	2/1/06	Southern Virginia
Phillips, Kevin A.	2/15/06	Camino Real
Carroll, Diane P.	5/10/06	Southern Virginia
Becker, Robert A.	6/24/06	Ordained
Hinson, Michael B.	6/24/06	Ordained
Peyton, William P.	6/24/06	Ordained

Clergy of the Diocese in Order of Reception

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
Ponsodolt, Megan L. Holloway	6/16/07	Ordained
Marques, Barbara B.	6/16/07	Ordained
Norton, Marlee	6/16/07	Ordained
Rees, Elizabeth	6/16/07	Ordained
Banse, Robert L.	6/16/07	Ordained
McKenzie, Jennifer	10/15/07	Washington
Weiher, Joie C.	12/12/07	Texas
Markham, Ian S.	1/23/08	Connecticut
Hutton, Linda V.	1/24/08	Northern Indiana
Beatty, Stephan P.	3/8/08	New Jersey
Brown, Mary Kay	5/24/08	Ordained
Tibbetts, Catherine J.	5/24/08	Ordained
Trogdon, Denise A.	5/24/08	Ordained
vanBaars, Sven L.	5/24/08	Ordained
Niemeyer, J. David	6/7/08	Received, Roman Catholic Church
Ackerman, Peter K.	8/5/08	Los Angeles
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
Hallmark, Charlotte	7/12/10	North Carolina
Gulick, Jr., Edwin F.	1/1/11	Kentucky
Martinez-Jantz, Jeanie	1/10/11	Southeast Florida
Schroeder, Cecelia	1/10/11	North Carolina
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, Louis	3/28/11	Florida
Rousseau, Sean	4/3/11	Received, Roman Catholic Church
Choi, Young Kwon	6/4/11	Ordained
Guin, Kathy	6/4/11	Ordained
Jones, Herbert	6/4/11	Ordained
Kelly, Tracey	6/4/11	Ordained
Wilmer, Amelie	6/4/11	Ordained
Brock, Charles	6/7/11	Olympia
Pickering, William	7/26/11	Connecticut
Roaf, Phoebe	8/16/11	Louisiana
Hendrickson, Thomas	10/11/11	Connecticut
Orihuela, Roberto	11/20/11	Received, Roman Catholic Church
Forti, K. Nicolas	11/21/11	Southern Virginia
Garcia, Christine	2/11/12	Ordained
Garza, Frederico	2/11/12	Ordained
Liles, Eric J.	3/26/12	Alabama
Knouse, Amanda	3/27/12	Maryland
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
Locher, Elizabeth	6/2/12	Ordained
Ramey, B. Cayce	6/2/12	Ordained
Steffensen, Leslie	6/2/12	Ordained
Limburg, Megan	6/9/12	Ordained
Morris, Robert	6/9/12	Ordained
Spagna, Amy	6/9/12	Ordained
Terry, Andrew	6/9/12	Ordained
Dunks, Andrew	7/31/12	Southwestern Virginia
Ambrose, T. Grant	9/20/12	East Carolina
Heflin, Timothy R.	10/13/12	Louisiana
Velez-Rivera, Daniel	11/2/12	Massachusetts
Silcox, James H. Jr.	11/27/12	Southeast Florida
Hooker, Alan B.	12/19/12	Southern Virginia
Shelton, Benson E.	1/22/13	Southwestern Virginia
McCoart, Charles C.	2/9/13	Received, Roman Catholic Church
Beane, Emmetri M.	2/23/13	Ordained
Connors, Carey Dougherty	2/23/13	Ordained
Hanback, Holly	2/23/13	Ordained
Higgins, IV, Harrison	2/23/13	Ordained
Jones, Edward W.	2/23/13	Ordained
Thomas, Kathryn	2/23/13	Ordained
Wilmoth, Dan	2/23/13	Ordained
Maas, Benjamin W.	3/5/13	Kentucky
Newlun, Connor J.	6/8/13	Ordained
Truitt, Ann	6/8/13	Ordained
Barker, Gary J.	6/11/13	Southern Virginia
Riffie, Charles Alexander	6/26/13	Albany

Clergy of the Diocese in Order of Reception

Higgins, Jeffrey	7/27/13	Ordained
Maher, John F.	8/1/13	Arizona
Sullivan, Rosemari G.	9/25/13	Washington
Melton, Brent A.	10/8/13	East Carolina
McKinney, Catherine R.	11/4/13	Southern Virginia
Smith, G. Miles	11/25/13	Western North Carolina
Hayes, Valerie J.	11/25/13	Southern Virginia
Wigner, J. Douglas	11/27/13	Southwestern Virginia
Feather, Mark R.	1/23/14	Kentucky
Alexander, Jr., J. Randolph	1/23/14	New York
Davis, Judith	6/7/14	Ordained
Guffey, Andrew	6/7/14	Ordained
Keeler, Elizabeth	6/7/14	ordained
LeCouteur, Eugene	6/7/14	ordained
Correll, Ruth E.	7/14/14	Pittsburgh
White, Dorothy A.	9/13/14	ordained
Peel, Margaret	12/2/14	Tennessee
Hensley, Joseph H. Jr.	1/21/15	North Carolina
MacDonald, Susan	3/19/15	West Virginia
Tomlin, Kyle	6/5/15	Pennsylvania
Ivatts, Justin	6/6/15	Ordained
Pratt, Grace King	6/6/15	Ordained
Miller, Christopher	6/6/15	Ordained
Samilio, Jamie S.	6/6/15	Ordained
Shellito, John	7/22/15	New Hampshire
Nash, Penny	10/10/15	Southern Virginia
Graham, Shirley Smith	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
Johnson, Kristine	6/11/16	Ordained
Rickenbaker, Rachel	6/11/16	Ordained
Hall, John C.N.	8/19/16	Southwest Florida
Reinholz, Andrew	9/1/16	Bethlehem
Streever, Hilary	10/3/16	Southwestern Virginia
Goldsborough, Charles	11/29/16	Central Gulf Coast
Hughes, James Anthony	12/10/17	Received, Roman Catholic Church
Brown, Emily Rowell	1/10/17	Alabama
Reinholz, Kimberly	1/19/17	Bethlehem
Bosscher, Molly Ann	1/23/17	Central Florida
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

Clergy of the Diocese in Order of Reception

Devine, Taylor	6/10/17	Ordained
Dougherty, Katherine	6/10/17	Ordained
Leonard, Jaime	6/10/17	Ordained
Packard, William	6/10/17	Ordained
Rhodes, Matthew	6/10/17	Ordained
Belanger, Fanny	7/16/17	Convocation of Episcopal Churches in Europe
Becker, Stephen	8/25/17	Louisiana
Gardner-Smith, Francine	9/12/17	California
Mathews, Edward Weston	9/18/17	Southwestern Virginia
Mendoza, Christine Love	10/5/17	Texas
Bardusch, Richard E.	10/31/17	Massachusetts
McCard, John	10/31/17	Atlanta
Warren, Heather	11/28/17	North Carolina
Murray, Kathleen	11/29/17	New Jersey
Rickenbaker, James	12/15/17	East Carolina
Kaval, Lura	1/4/18	Maryland
Magill, Elizabeth Anne	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
Broadbent, Anna Lynn	6/9/18	Ordained
Cowherd, Charles Robison	6/9/18	Ordained
Forrest, Marlene Eudora	6/9/18	Ordained
Goldsmith, Gail Austin	6/9/18	Ordained
Krudys, Emily Judin	6/9/18	Ordained
Lenow, Joseph Earl	6/9/18	Ordained
Mansfield, Robert Grant	6/9/18	Ordained
Steadman, Darren Franklin	6/9/18	Ordained
Stevenson, Jeffrey Neal	6/9/18	Ordained
Walker, Seldon Matthew	6/9/18	Ordained
Welsch, Matthew Adam	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
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

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

<i>Priest</i>	<i>Date of Transfer</i>	<i>Transferred to</i>
Kuratko, Ryan	1/16/18	New York
Rowe, Grayce O'Neill	1/24/18	Arizona
Packard, Jeffrey	1/29/18	Central Pennsylvania
Cutshall, Jason	2/13/18	Minnesota
Thomas, Elaine Ellis	2/27/18	Newark
Ledgerwood, Mary Jayne	3/1/18	Central Gulf Coast
Emerson, Mary Beth	3/3/18	Massachusetts
Bailey, Abbott	3/19/18	California
Schroeder, Bernie	5/18/18	Easton
Erdeljon, Lisa	6/11/18	Chicago
Adams-Riley, Wallace	8/15/18	Upper South Carolina
VanDeventer, Heather	8/15/18	Spokane
Hutcherson, Brian	9/18/18	Southwestern Virginia
Spoon, Bryan	9/18/18	West Missouri
Chadwick, Leslie	9/21/18	Washington
Robayo, Daniel	9/25/18	North Carolina
Guffey, Emily	10/11/18	Michigan
Yung, Bernard	10/13/18	Hawaii
Blanchard, Louise Browner	10/16/18	Colorado
Colvin, Sarah Mararet	10/18/18	Olympia
Wingo, Patrick James	10/18/18	East Tennessee
Wingo, Sara-Scott	10/18/18	East Tennessee
Germino, Carmen	10/22/18	North Carolina
Maxfield-Steele, Erin	11/7/19	Western North Carolina

**Clergy who have died***Since November 2017 Council*

The Rev. John Harris Hatcher, Jr.	11/8/17
The Rev. Frances L. Nunn	12/17/17
The Rev. Norman Siefferman	2/23/18
The Rev. Richard DeMott	3/31/18
The Rev. Christopher Brookfield	6/15/18
The Rev. Barbara Blakemore	7/16/18
The Rev. Jonathan Voorhees	7/28/18
The Rev. Peter Way	10/6/18
The Rev. Frank R. vanDevellder	11/18/18
The Rev. Donald H. Cady	11/27/18





# Necrology

**MRS. ELIZABETH KING BALDWIN**

December 8, 1921 – January 1, 2018

Mrs. Elizabeth King Baldwin, widow of the Rev. Harry W. Baldwin, Jr., a priest of the Diocese of Virginia, passed away Monday, January 1, 2018.

Born in Hartford, Alabama, she relocated to Washington, DC, and served as a secretary at the Pentagon. At her church, Epiphany Episcopal Church, Washington, DC, she met Virginia Theological Seminary student, Harry W. Baldwin, J, where they were married in 1950 by the Rt. Rev. Frederick Dean Goodwin, Bishop of Virginia.

Mrs. Baldwin taught Sunday School, coordinated church nurseries, and served as church hostess at her husbands various cures, St. Andrew's Episcopal Church, Richmond, 1952-1982; Our Saviour, Sandston, 1982-1987; St. Martin's Church Doswell, 1987-1994; and St. John's, Petersburg, 1997-1999. The Rev. Mr. Baldwin predeceased her February 3, 2015.

She is survived by her son, Mr. Harry W. Baldwin, III, the Executive Director at Goodwin House, Alexandria, and his wife, three grandchildren, and three great-grandchildren.

The funeral liturgy was held Friday, January 5, 2018, at 11 A.M., at St. Andrew's, Richmond, with interment following in Hollywood Cemetery, Richmond.



**THE REVEREND BARBARA KELLER BLAKEMORE**

April 28, 1938 – June 16, 2018

The Reverend Barbara Keller Blakemore, a retired priest of the Diocese of Virginia, entered eternal rest on Monday, June 16, 2018

Born in Roanoke, Virginia, she was educated at Randolph-Macon Women's College, graduating in 1960. That same year she married William A. Blakemore. While raising a family, she also served as Director of Christian Education at Galilee Episcopal Church, Virginia Beach, Virginia, and served as the first female Senior Warden of Old Donation Church, Virginia Beach.

The Rev. Ms. Blakemore received her MDiv from Virginia Theological Seminary in 1990, and was ordained a deacon May 26, 1990, by the Rt. Rev. Claude Vache, Bishop of Southern Virginia, and a priest February 23, 1991 by the Rt. Rev. Frank H. Vest, Jr., Bishop of Southern Virginia. While in the Diocese of Southern Virginia, she served as Assistant at St. Thomas, Great Bridge, Chesapeake, Virginia, 1990-1996. Called to the Diocese of Virginia in 1996, she served as Rector of St. Paul's, Hanover, until her retirement in 2003.

She is survived by her husband of 58 years, William A. Blakemore, and her children, William A. Blakemore, Jr., James P. Blakemore, and John B. Blakemore.

The funeral liturgy was held on Saturday, August 4, 2018, at 2:00 P.M. at St. James the Less Episcopal Church, Ashland, Virginia.



**THE REVEREND CHRISTOPHER MORGAN BROOKFIELD**

June 12, 1936 – June 15, 2018

The Reverend Christopher Morgan Brookfield, a retired priest and educator of the Diocese of Virginia, died of a heart attack at Charlottesville, Virginia June 15, 2018

Originally from Rye, New York, he was educated at Princeton University and Columbia University, and received his divinity degree from Union Theological Seminary, New York, in 1968.

Before coming to Virginia, he served in the United States Army 1958-1961, and as Chaplain and Chairman of the Religion Department of Philips Exeter Academy, Exeter, New Hampshire.

In 1975 he was chosen Dean of Church Schools in the Diocese of Virginia, post he held until 1989. While Dean, he was ordained to the diaconate December 19, 1976, and to the priesthood, December 10, 1977, by the Rt. Rev. Robert B. Hall, Bishop of Virginia. The Rev. Mr. Brookfield subsequently served as Chaplain and Chairman of the Religion Department, St. Catherine's School, Richmond, 1988-1995; as an adjunct professor at Virginia Theological Seminary, Alexandria, Virginia, 1988-1994; and Associate Rector, St. Mary's, Goochland, 1996-2008. He retired in 2008.

The Rev. Mr. Brookfield was also a prolific author on the topics of religion and education. His books and articles include *What Was Kierkegaard's Task?: a Frontier to be Explored*, 1962; *Experiment in Religion and Literature: Exploring Their Interrelationships*, 1964; *In Search for Wholeness in Education: the Teaching of Religion*, (1972), "Inviting the Unexpected: Where is the Cutting Edge in the Religion of Teaching Today?," *Independent School Bulletin*, October 1972, and, with G. Robert Cain, *A Question of Priorities: Perspectives on the Ministry of the Head in Church Related Schools*, 1978.

He is survived by his wife of 55 years, Lynne Robinson Brookfield; two children, Nora Miller Brookfield Bacock and Christopher Lord Brookfield; and six grandchildren.



**THE REVEREND RICHARD ARTHUR DEMOTT**

January 17, 1930 – March 31, 2018

The Reverend Richard Arthur DeMott, retired priest of the Diocese of Virginia, passed away in Boone, North Carolina, on March 31, 2018.

Born in Rockville Center, Long Island, New York, the Rev. Mr. DeMott was educated at Union College, Schenectady, New York, and his theological training took place at the Yale University Divinity School, MT 1965, Lutheran Theological Seminary, Philadelphia, MTh 1966, and General Theological Seminary of the Episcopal Church, New York, 1974. He was first ordained in the United Presbyterian Church of the U.S.A., serving its congregations 1955-1976.

The Rev. Mr. DeMott was ordained a deacon in the Episcopal Church August 21, 1976, by the Rt. Rev. George E. Rath, Bishop of the Diocese of Newark, and to the priesthood December 21, 1976 by the Rt. Rev. John Shelby Spong, Bishop Coadjutor of the Diocese of Newark. In 1977 he was called to the Diocese of Virginia to serve as the Associate of St. Timothy's Church, Herndon. While there he helped to plant St. Matthew's, Sterling, where he served as vicar until his retirement in 1995.

Retiring to the Seven Devils, North Carolina, the Rev. Mr. DeMott continued his ministry as Priest-in-Charge of Our Saviour Lutheran/Episcopal Church, Newland, 1996-2001, thereafter occasionally assisting at his own church, St. Mary of the Hills, Blowing Rock.

The Rev. Mr. DeMott's wife of thirty-nine years, Jane Randolph DeMott, predeceased him in 2009.

The funeral liturgy was held May 19, 2018 A.M. at St. Mary of the Hills Episcopal Church, Blowing Rock, North Carolina.



**THE REVEREND JOHN HARRIS HATCHER, JR.**

March 25, 1929 – November 8, 2017

The Reverend John Harris Hatcher, Jr., retired priest of the Diocese of Virginia, died November 8, 2017

Born in Castalian Springs, Tennessee, the Rev. Mr. Hatcher received a BA from Vanderbilt University in 1956 and an MDiv from Virginia Theological Seminary in 1963. He was ordained to the diaconate June 21, 1963 by the Rt. Rev. George S. Gunn, Bishop of the Diocese of Southern Virginia, and to the priesthood, May 19, 1965 by the Rt. Rev. David S. Rose, Bishop Coadjutor of the Diocese of Southern Virginia.

Before coming to the Diocese of Virginia, the Rev. Mr. Hatcher served at Bruton Parish, Williamsburg, Virginia, 1963-1967, Calvary, Williamsville, New York, 1967-1968, Church of the Good Samaritan, Knoxville, Tennessee, 1969-1970; and St. Augustine's Chapel, Nashville, Tennessee, 1971-1987. In 1987 he was called to the rectorship of St. Anne's, Reston, where he served until his retirement in 1998.

The Rev. Mr. Hatcher was survived by two children, Douglass and Julia.

A memorial service was held at St. Anne's, Reston, on January 20, 2018.



**MRS. FRANCES WILLSON SPINDLER McALLISTER**

November 9, 1933 – June 17, 2018

Mrs. Frances Spindler McAllister, widow of the Rev. Dr. James L. McAllister, Jr., died at Westminster Canterbury, Richmond, Virginia, on June 17, 2018.

Born in Dayton, Tennessee, she spent most of her childhood in Nottoway and Prince Edward Counties Virginia and attended Longwood College, Farmville, Virginia, graduating in 1955. December 27, 1957, she married Dr. James L. McAllister, Jr., Professors of Religion and Philosophy, Mary Baldwin College, Staunton, Virginia, 1957-1983.

In 1976, Dr. McAllister was ordained a deacon and priest by the Rt. Rev. William H. Marmion, Bishop of the Diocese of Southwestern Virginia. After his retirement from Mary Baldwin College, the Rev. Dr. McAllister was called to the rectorship of Grace Church, Goochland, in the Diocese of Virginia, where he served 1983-1989. Following his second retirement, the McAllisters returned to Staunton, where the Rev. Dr. McAllister died in 1992.

A celebration of her life was held at Emmanuel Episcopal Church, Staunton, on Friday, July 27, 2018, at 10 A.M., with internment shortly thereafter at Thornrose Cemetery, Staunton.



**THE REVEREND FRANCES LOUISE NUNN**

March 29, 1925 – December 17, 2017

The Reverend Frances Louise Nunn., retired priest of the Diocese of Virginia, died December 17, 2017 at King’s Daughters Heal and Rehabilitation Center in Staunton, Virginia.

Born in Washington, DC, she was educated at Vassar College and the George Washington University School of Law. Prior to entering the ministry, she was an attorney with the United States Department of Justice.

The Rev. Ms. Nunn was ordained to the vocational diaconate October 14, 1978, by the Rt. Rev. Robert B. Hall, Bishop of Virginia, and to the priesthood November 1, 1982, by the Rt. Rev. David H. Lewis, Jr., Bishop Suffragan of the Diocese of Virginia. She served as a curate at St. George’s, Arlington, 1978-1987, assisting with its partner Spanish-speaking congregation, San Jose, and using her attorney skills to work with the Presidential Executive Order Family Fairness Program for legal status for “split-eligibility” immigrant families. After her retirement from St. George’s, she served as an Episcopal Church Center, New York, liaison for the same program.

In 1994 she relocated to Monterey, Virginia, and founded the Good Shepherd Episcopal Church, Blue Grass, Virginia.

Her graveside funeral was conducted Thursday December 21, 2017, at 12 P.M. at Fort Lincoln Cemetery, Brentwood, Maryland.





**MRS. EDITH PARRISH BARTON SHEERIN**

November 9, 1930 – June 17, 2018

Mrs. Edith Parrish Barton Sheerin, widow of the Rev. Charles W. Sheerin, passed away in Charlottesville, Virginia, on June 17, 2018.

Born in Richmond, Virginia, she was educated at Miss Porter's School, Farmington, Connecticut and Wellesley College. On June 21, 1952, she married Charles W. Sheerin, Jr., and relocated to Alexandria, Virginia, where her husband entered Virginia Theological Seminary in that Fall. After his 1955 graduation subsequent ordination to the diaconate in 1955 and priesthood in 1956 by the Rt. Rev. Frederick D. Goodwin, Bishop of Virginia, the Sheerins served together at St. Timothy's, Herndon, 1955-58; Bruton Parish and the College of William and Mary, 1958-1961, and Woodberry Forest School, 1970-1974; as well as other parishes in New York and Massachusetts. In addition to sharing her husband's ministry and raising her children, she maintained her own career in real estate and as a preschool teacher, as well as her deep love of music and gardening.

The Sheerins retired to Charlottesville, Virginia, where the Rev. Mr. Sheerin predeceased her October 4, 2011. Mrs. Sheerin is survived by her three children and six grandchildren.

Mrs. Sheerin's memorial service was held at St. Paul's Memorial Church, Charlottesville, Friday, February 2, 2018, at 2 P.M. She is interred beside her husband at St. Paul's Cemetery, Ivy, Virginia.



**THE REVEREND NORMAN CLYDE SIEFFERMAN**

February 27, 1934 – February 23, 2018

The Reverend Norman Clyde Siefferman, retired priest of the Diocese of Virginia, died February 23, 2018.

Born in Cincinnati, Ohio, his education was delayed by service in the United States Air Force during the Korean conflict. Subsequently, he graduated from Mercer University in 1958 and the Seminary of the Southwest in 1962.

The Rt. Rev. Randolph R. Claiborne, Bishop of Atlanta ordained him to the diaconate June 1, 1961, and to the priesthood July 1, 1962. The Rev. Mr. Siefferman first served congregations in Georgia, as Vicar, St. Augustine, Forest Park, 1961-1962; Vicar, St. Mary's, East Point, 1961-1964; Assistant Rector, Trinity, Columbus, 1964-1966; and Rector, Trinity, Columbus, GA, 1966-1979.

After a non-parochial period of additional study at Emory University, the Rev. Mr. Siefferman was called to the Diocese of Virginia, the locale of the remainder of his active ordained ministry. From 1982 until his 1998 retirement, he served what was then known as the Churches of King George County," St. Paul's, Owens, and Hanover-with-Brunswick Parish, which included St. John's, King George, Emmanuel, Port Conway, and Lamb's Creek.

While in Virginia, the Rev. Mr. Siefferman taught Philosophy and German at Mary Washington College, now the University of Mary Washington, Fredericksburg, Virginia. He was also a noted author of many publications, including "Science and Religion: Rely to John F. Miller," in *Science and Religion* (September 1970), as well as articles in *The Free Lance Star* newspaper, Fredericksburg.

He was survived by his wife of 64 years, Sara Ethel Mote Siefferman; three children, Phyllis McCown (Walter), Eric Sifferman and his companion James Pohlman, and Elizabeth Liersch; and five grandchildren.

The funeral liturgy was held Saturday, March 3, 2018, at 11 A.M. at St. Paul's, Owens. Interment followed at St. Paul's Church cemetery with Air Force honors.



**SARA ETHEL MOTE SIEFFERMAN**

December 28, 1935 – July 22, 2018

Mrs. Sarah Ethel Mote Siefferman, widow of the late Reverend Norman Clyde Siefferman, retired priest of the Diocese of Virginia, entered into eternal life at Mary Washington University Hospital on July 22, 2018.

She was born December 28, 1935 in Winder, Georgia, to the late Charles Mote, Sr., and Ethel Cochran Mote. On June 20, 1954, she married Norman Clyde Siefferman, who would be ordained a priest in the Episcopal Church July 1, 1962. The Rev. Mr. Siefferman ministered in a number of Georgia churches until his 1982 call to Virginia to the rectorship of what was then termed the Churches of King George County, which included St. Paul's, Owens, and the Hanover-with-Brunswick Parish churches of St. John's, King George, Emmanuel, Port Conway, and Lamb's Creek. The Rev. Mr. Siefferman retired in 1997 and they chose Fredericksburg, Virginia, as their retirement home.

Mrs. Siefferman loved horses and was an administrator of the horse boarding facility, Powhatan Farm, King George, Virginia. In addition, she was an avid tennis player, a devoted reader of classics, and has studied Russian History on the undergraduate level.

She is survived by her three children: three children, Phyllis McCown (Walter), Eric Siefferman and his companion James Pohlman, and Elizabeth Liersch; and five grandchildren.

Her memorial service was held Saturday, July 28, 2018, at 11:30 A.M., at St. Paul's, Owens. Internment followed in the St. Paul's Church Cemetery, where she was laid beside her husband who had preceded her in death on February 23, 2018.



**THE REVEREND JONATHAN ANDREW VORHEES**

August 12, 1966 – July 18, 2018

The Reverend Jonathan Andrews Vorhees, a canonically resident clergy of the Diocese of Virginia, died at home in Kent, Connecticut, on July 18, 2018.

Born and raised in Turlock, California, the Rev. Mr. Vorhees was educated at the United States Military Academy and the University of California at Santa Cruz. After receiving his MDiv from the Church Divinity School of the Pacific, Berkeley, California, in 1992, he was ordained to the diaconate June 27, 1992, by the Rt. Rev. Richard L. Shimpfky, Bishop of the Diocese of El Camino Real, and to the priesthood May 1, 1993 by the Rt. Rev. George Edmund Pages, Bishop of the Diocese of Utah.

His entire ministry was that of a chaplain and teacher. Prior to coming to Virginia, he served as a chaplain at Rowland Hall-St. Mark's School, Salt Lake, City, Utah, and Oregon Episcopal School, Portland, Oregon. In 1999, he was called to Virginia to serve as Chaplain to University of Virginia Students and as an Associate Rector of St. Paul's Memorial Church, Charlottesville. In 2004 he accepted a position at Kent School where he served until his death. The Rev. Mr. Voorhees was also a commissioned chaplain in the United States Army Reserve.

The Rev. Mr. Voorhees is survived by Amy Meyer Voorhees, his wife of 20 years, and two daughters, Beatrice and Althea.

A celebration of his life was held at St. Francis Episcopal Church, Turlock, California August 18, 2018 at 1:00 P.M. and a Memorial Eucharist was held for him in St. Joseph's Chapel, Kent School, Kent, Connecticut, September 15, at 1:00 P.M.



**THE REVEREND PETER TROSDAL WAY**

August 15, 1936 – October 6, 2018

The Reverend Peter Trosdal Way, retired priest of the Diocese of Virginia, passed away October 6, 2018.

Born in Jacksonville, Florida, the Rev. Mr. Way was educated at Shattuck School (now Shattuck-St. Mary's School), Faribault, Minnesota, and the University of Virginia. His first career was in education, serving as a teacher in Buckingham County, Virginia, and a teacher and Dormitory supervisor of the Blue Ridge School, Duke, VA. In 1962 he founded Tros-dale Home for Boys at Keene, Virginia, one of the first group homes in the Commonwealth of Virginia.

The Rev. Mr. Way entered the ordained ministry after his 1972 graduation from Virginia Theological Seminary, Alexandria, in 1972, with ordination to the diaconate on May 27, 1972, by the Rt. Rev. Robert B. Hall, Bishop Coadjutor of the Diocese of Virginia, and to the priesthood on May 12, 1973 by the Rt. Rev. Robert F. Gibson, Bishop of Virginia.

His entire ordained ministry was to parishes within the Diocese of Virginia, first as curate of St. Anne's Parish, Scottsville, 1973-9177; Vicar of Grace Church, Bremono Bluff, 1977-2001; Associate Priest of St. Anne's Parish, Scottsville, 2001-2011; and Vicar of Christ Church, Brandy State, 2012-early 2018.

During his long ministry in Albemarle County, the Rev. Mr. Way served the local community in additional secular roles as an elected member of the Albemarle County Board of Supervisors, a member of the Albemarle County School Board, and in 1992-1998 as an elected representative to the Virginia House of Delegates.

He is survived by his wife of 54 years, Elizabeth Crockett "Libby" Way, four children, eleven grandchildren, and sixteen great-grandchildren.

The funeral liturgy was held October 11, 2018 at 11 a.m. at Christ Church, Glendower, St. Anne's Parish. Internment followed in the Christ Church cemetery.





# Alphabetical Listing of Churches and Missions

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

*List reflects changes made at the 224th Annual Convention*

### Churches

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



Alphabetical Listing of Churches and Missions

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

Alphabetical Listing of Churches and Missions

St. Mary's Church	Colonial Beach	Fredericksburg
St. Mary's Church	Reedville	Northern Neck
St. Mary's Church	Richmond	West Richmond
St. Mary's Whitechapel Church	Lancaster	Northern Neck
St. Matthew's Church	Richmond	West Richmond
St. Matthew's Church	Sterling	Northern Piedmont
St. Michael's Church	Arlington	Arlington
St. Patrick's Church	Falls Church	South Fairfax
St. Paul's Church	Alexandria	Alexandria
St. Paul's Church	Falls Church	South Fairfax
St. Paul's Church	Hanover	North Richmond
St. Paul's Church	Haymarket	Northern Piedmont
St. Paul's Church	Ivy	Charlottesville
St. Paul's Church	King George	Fredericksburg
St. Paul's Church	Millers Tavern	Upper Tidewater
St. Paul's Church, Nomini Grove	Warsaw	Northern Neck
St. Paul's Church	Richmond	Central Richmond
St. Paul's Church-on-the Hill	Winchester	Winchester
St. Paul's Memorial Church	Charlottesville	Charlottesville
St. Peter's Church	Arlington	Arlington
St. Peter's Church	New Kent	Upper Tidewater
St. Peter's Church	Oak Grove	Northern Neck
St. Peter's Church	Port Royal	Fredericksburg
St. Peter's Church	Purcellville	Northern Piedmont
St. Philip's Church	Richmond	Central Richmond
St. Peter's In The Woods Church	Fairfax Station	South Fairfax
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>
<b>Cople Parish</b>		
Nomini Grove	Mt. Holly	Northern Neck
St. James'	Tidwells	Northern Neck
Yeocomico	Tucker Hill	Northern Neck
<b>Cunningham Chapel Parish</b>		
Christ Church	Millwood	Winchester
Emmanuel	Boyce	Winchester
Old Chapel	Millwood	Winchester
<b>Hanover with Brunswick Parish</b>		
Emmanuel	King George	Fredericksburg
St. John's	King George	Fredericksburg
Lamb's Creek	King George	Fredericksburg
<b>Kingston Parish</b>		
Christ Church	Mathews	Upper Tidewater
Trinity	Mathews	Upper Tidewater
<b>McIlhany Parish</b>		
Church of the Good Shepherd	Hickory Hill	Charlottesville
Grace Church	Red Hill	Charlottesville
<b>Piedmont Parish</b>		
Emmanuel Parish	Delaplane	Culpeper
Trinity	Marshall	Culpeper
<b>St. Anne's Parish</b>		
Christ Church	Glendower	Charlottesville
St. John's	Scottsville	Charlottesville
St. Stephen's	Esmont	Charlottesville

## Diocesan Missions

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

## Missions of Founding Churches

These are included on the previous list.

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

## Existing Churches not having Weekly Services

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

## Churches Used by Other Communions

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

## Diocesan Schools

<i>School</i>	<i>Location</i>	<i>Region</i>
Christchurch School	Christchurch	Upper Tidewater
St. Catherine's School	Richmond	Central Richmond
St. Christopher's School	Richmond	Central Richmond
St. Margaret's School	Tappahannock	Upper Tidewater
St. Stephen's & St. Agnes School	Alexandria	Alexandria
Stuart Hall School	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 Annual Convention of the Episcopal Diocese of Virginia**

1. On each day of Convention there shall be appropriate worship services including a celebration of Holy Communion at each regular meeting of the Convention.
2. On the first day of Convention the Presiding Officer, having taken the Chair, shall declare a quorum present, if such be the case, or he may direct that the roll of the members of the clerical and lay order be called to determine a quorum.
3. On the first day of Convention, a Program of Convention shall be adopted.
4. On the first day of each regular meeting of Convention, the Presiding Officer may appoint assistant secretaries to the Secretary of the Convention.
5. Prior to each regular meeting of Convention, the Presiding Officer shall appoint the following Committees of Convention to serve until their successors have been appointed.
  - A. Committee on Credentials
  - B. The Committee on Constitution and Canons, to which all proposed amendments to the Constitution and Canons shall be referred. The Committee on Constitution and Canons shall conduct a hearing at a session of the Convention and thereafter make a report to Convention.

Notice having been given that amendments to the Constitution and Canons should be submitted prior to the Convention meeting, no additional amendments to the Constitution and Canons shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless it shall be reported by a Committee of Convention. All such amendments submitted on the floor of Convention 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.

All resolutions shall be introduced in writing in such electronic or written format as specified by the Diocesan Office. Resolutions shall be introduced no later than three days before the first open hearing of the Resolutions Committee, which may occur at a Pre-Convention meeting, provided that the date of such meeting and the intent to hold a hearing shall have been announced at least a month previous. If no such hearing occurs before the opening of Convention, all resolutions shall be submitted no later than ten calendar days before the opening day of Convention.

Other than Courtesy Resolutions, no additional resolutions shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless it shall be reported by a Committee of Convention. All such additional resolutions must be submitted in 600 copies ready for distribution. Unless a resolution addresses circumstances arising after the deadline for submission of resolutions, it may be ruled out of order.

Courtesy Resolutions are those expressing thanks, congratulations, or condolences to individuals, families, or organizations, as may be appropriate for the occasions of retirement, departure, achievement, anniversary, or death. Courtesy Resolutions may



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

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

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

The Committee on Budget shall conduct a hearing at a session of the Convention and thereafter report to Convention by presenting:

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

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

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.

- E. The Committee on Church Status, to which shall be referred all petitions for church status prepared and presented as prescribed by Canon.
- F. The Committee on Related Organizations, which shall study, review and report to Convention the relationship existing between the Diocese and any organization, institution, corporation, board or other group which by charter or custom or for any reason may be considered to have a relationship with the Diocese or a desire to have such a relationship. All requests to change or create such relationship shall be referred to this Committee. This Committee is charged with presenting to Convention, or to the Executive Board between meetings of Convention, nominations or elections for confirmation, of officers or board members of all related organizations whose articles of incorporation or bylaws require such action.
- G. The Committee on the Journal of the Convention, composed of three persons of whom the Secretary of the Diocese shall be one, and of either order, to whom shall be referred all matters to be printed in the Annual Journal of the Convention, which said Committee shall have power to act during recess of the Convention, and report to the Convention.
6. The Presiding Officer shall appoint such other committees of Convention as the Convention may direct or the Presiding Officer may determine and he may designate the chairman of any committee.

7. The size and composition of every committee of Convention shall be in the sole discretion of the Presiding Officer, except where otherwise provided by the Constitution and Canons.
8. The President may appoint a parliamentarian for any meeting of Convention.
9. Elections: In every election where more persons are nominated than are to be elected, the balloting shall be:
  - A. On each ballot, the nominee(s) receiving the highest number of votes, but not less than a majority of valid ballots cast, shall be declared elected. A ballot on which there is indicated a clear preference by the voter, in the sole judgment of the Head Teller, to vote for at least one person and not more than the number of persons to be elected on the ballot shall be a valid ballot.
  - B. If any office remains to be filled after the first ballot, second and subsequent ballots shall be taken. On each later ballot, the number of nominees shall be reduced by one-half, but such reduction shall always provide for two more nominees than offices to be filled. In the event of a single vacancy, the number of nominees shall be reduced to two. Depending upon the distribution of votes, the presiding officer may, on the advice of the Chief Judge of Election and with the approval of Convention, authorize the retention of three more names than offices to be filled.
  - C. In the event of an impasse, declared to be such by the Presiding Officer, the Convention may change or modify Section A and B of this rule by a majority vote of members present, notwithstanding the requirement for a two-thirds vote to suspend a Rule of Order. Notwithstanding paragraph 9(B), where a special Convention is electing a bishop, a nominee may be removed from the ballot only at a nominee's request.
  - D. Whenever the Convention must fill a vacancy on the Standing Committee, the order of election shall be:
    - (1) The member for a regular term;
    - (2) The member or members for the longest vacancy to be filled;
    - (3) The member or members for the remaining vacancy to be filled.
10. When a motion is made and seconded, it shall be stated by the Presiding Officer, and, if in writing, be read by the Secretary. After a motion is so stated or read, it shall be deemed in possession of the Convention, but may be withdrawn by the mover at any time before amendment or decision, with the consent of the second.
11. Every motion shall be reduced to writing if the Presiding Officer or any member requires it.
12. A. When a motion is pending, the following amendments shall be in order:
  - (1) One amendment may be made to each independent or separable portion thereof; and
  - (2) one motion to amend that amendment shall be in order; and it shall be in order also
  - (3) to offer a further amendment by way of substitute to which may be offered
  - (4) one amendment.
- B. No proposition not germane to the subject under consideration shall be received under color of an amendment or a substitute. Neither the substitute nor its amendment shall be voted on (except to lay on the table) until the original matter is perfected. An amendment or a substitute may be withdrawn by the mover with the consent of his seconder before amendment thereof or before decision is had thereon.

- C. The amendment or the substitute shall be debatable only when the main question is debatable.
  - D. The adoption of an amendment by way of substitute or otherwise shall not displace the main resolution, which, after being amended, shall be the question before the Convention.
  - E. The following questions cannot be amended:
    - 1) The call for the Order of the Day,
    - (2) an appeal from the decision of the Chair,
    - (3) an objection to consideration of any question, or the motions
    - (4) to adjourn,
    - (5) to lay on the table,
    - (6) to take from the table,
    - (7) for leave to continue speaking,
    - (8) to postpone indefinitely,
    - (9) to reconsider,
    - (10) to suspend rules,
    - (11) to take up business out of order or
    - (12) for leave to withdraw a motion.
  - F. The order of decision of a question before the Council shall be:
    - (1) Amendment to the amendment of the main question;
    - (2) Amendment to the main question;
    - (3) Amendment to the substitute motion;
    - (4) The substitute motion;
    - (5) If the substitute fails, then the main question.
13. When a question is under debate no motion shall be received but to
- (1) adjourn,
  - (2) to lay on the table,
  - (3) for the previous question,
  - (4) to take at a certain time,
  - (5) to commit or recommit,
  - (6) to amend or substitute,
  - (7) to postpone to a certain day, or
  - (8) to postpone indefinitely, which several motions shall have precedence in the order enumerated and be settled by a majority vote.
14. A motion for the previous question shall be put in this form: "Shall the previous question or questions before the Convention now be put?" If the previous question is voted, only the immediately pending questions before the Convention shall be put without debate.
15. A motion to adjourn, or lay on the table, shall always be in order and shall be decided without debate.
16. When two or more members of Convention rise at once, the Presiding Officer shall decide who is entitled to the floor.
17. Except by leave of the Convention, no member shall speak more than twice in the same debate, nor longer than two minutes at one time. No applause shall be permitted when a question is under debate.

## Rules of Order

18. The vote on all questions shall be taken by orders whenever as many as five members request it.
19. Reports of all committees shall be in writing. Statistical and other reports of officers and committees which require no action by Convention may be read by title only, and any report may be read in part only when the Presiding Officer shall, without obligation, so direct, or when the Convention shall so require.
20. No member shall absent himself from the meetings of the Convention without leave, unless he be sick or unable to attend.
21. All persons elected as officials of the Diocese by the Convention or by the Executive Board of the Convention, Presidents of the Regions, and members of the Executive Board-elect who will take office at the conclusion of the regular meeting of Convention, shall by virtue of their respective offices, be entitled to a seat and voice, but no vote, at all meetings of the Convention.
22. These rules may be amended or special orders for the conduct of business adopted at any time by a two-thirds majority of the members present.
23. In all matters not specifically covered by these Rules of Order or by the Constitution and Canons of the Diocese, Robert's Rules of Order, Revised, shall govern the Convention in all cases to which they are applicable.
24. Rules in force: At the meetings of the Annual Convention, the rules and the orders of the previous meeting shall be in force until they are amended or repealed by the Convention.

# Program of the 224<sup>th</sup> Annual Convention

**“Now into the World”**

Program of the 224<sup>th</sup> Annual Convention  
Richmond Marriott Hotel, Richmond, VA  
November 1-3, 2018

**Thursday, November 1**

- 4:30-6 p.m. Registration  
4:30-5:30 p.m. Committee Open Hearing: Resolutions  
5-7 p.m. Reception in Honor of Archbishop Daniel Sarfo and Bishop Paul Bayes  
6 p.m. Convention Orientation for Youth and Collegiate Delegates  
9 p.m. Compline

**Friday, November 2**

- 7-9 a.m. Registration  
7-8:30 a.m. Coffee and Breakfast  
7-8 a.m. Discussion of the Bishop Provisional process (How we got here) – Helen Spence,  
Standing Committee Chair  
8 a.m. Convention Orientation Session – Mr. J. P. Causey  
8:30 a.m. Opening Session  
9:10 a.m. The Pastoral Address – The Rt. Rev. Shannon S. Johnston, Bishop of Virginia  
9:50 a.m. “Faith in the Public Square” Panel Discussion  
10:35 a.m. “Stories of Celebration”  
11:40 a.m. Convention in Recess until 1:30 p.m.  
11:45-12:30 p.m. Committee Open Hearings – Budget  
12:30-1:30 p.m. Yoga/Meditation  
1:30-2:30 p.m. Report of the Committee on Resolutions  
2:30 p.m. Convention in Recess until 8:30 a.m. on Saturday  
2:40-3:30 p.m. Workshops  
Workshop 1 A Journey to Joy: One Parish’s Message of Hope, Love  
and Reconciliation  
Workshop 2 Transforming Through Beloved Community  
Workshop 3 Matches, Kindling and Incense: How to Light the Fire of the  
Spirit Without Burning Out Volunteers  
Workshop 4 Redeeming Dementia in our Churches  
Workshop 5 Triangle of Hope  
Workshop 6 Virginia Diocesan Homes: Repurposing Parish Assets  
for Mission  
4 p.m. 224<sup>th</sup> Annual Convention Holy Eucharist  
Celebrant: The Rt. Rev. Shannon S. Johnston, Bishop of Virginia  
Homilist: The Rev. Dr. Lauren Winner  
5:45-7 p.m. Festive Reception Honoring Bishop Johnston  
7 p.m. Dinner on your own  
9:30 p.m. Compline

**Saturday, November 3**

- 7 a.m. Hot Breakfast
- 7:30 a.m. Healing Eucharist
- 8:30 a.m. General Session reconvenes
- 8:45 a.m. Report of the Standing Committee
- 10:05 a.m. “Stories of the Diocese”
- 10:45 a.m. Report of the Church Status Committee: Trinity, Charlottesville
- 11 a.m. General Session continues
- 1 p.m. Adjournment





# Proceedings

## **Day One**

### **Friday, November 2, 2018**

#### **Opening Session**

THE RT. REV. SHANNON S. JOHNSTON: My brothers and sisters in Christ, welcome, now into the world of the 224th Annual Convention of the Episcopal Diocese of Virginia. I call on the Rev. Benson Shelton of St. Stephen's in Culpeper who will now deliver the invocation.

THE REV. BEN SHELTON: The Lord be with you.

MEMBERS OF CONVENTION: And also with you.

MR. SHELTON: Let us pray. Almighty and all-loving God, you so loved the world that you became weak and died on a cross for us. By sending forth your son, Jesus Christ into a world that welcomed him not, you showed true love for the whole human race. Humble us this day by your grace, guide our hearts and kindle in us the lamp of charity that never fails, that it may burn in us and shed its light on those around us to your glory and to the glory of your Son in whom there is no darkness at all.

Who is the true and never failing light that enlightens the world, illumine our minds to that what you have accomplished and engender in us true gratitude for all that you have done, are doing, and will do through your Holy Church. We thank you for our many blessings and we ask your blessing upon us as we gather together for Annual Convention. We thank you for all who are present and for all who are praying for us this day. We thank you for the many extraordinary missions and ministries that are proclaiming the Gospel of Jesus Christ in word and deed throughout the Diocese and throughout the world. We thank you for those people whom you have empowered to lead them, those who we will see and hear from this Convention and those who are not with us.

We thank you, especially, for the ministry and the vision of your servant Bishop Shannon Johnston and his wife, Ellen. We pray that you will be with them and keep them in whatever further good works that you have prepared for them to walk in. Inspire us, God, as we enter this time of transition in our Diocese, help us to avoid facile and short-sighted thinking, and instead to discern the mind of Jesus Christ our Lord.

Relieve our anxieties and take away our fears, open our hearts to perceive your life-giving Spirit moving among us. Lastly, empower us to go out 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 JOHNSTON: Thank you very much, Benson. As we begin, I'd like to welcome all of you, each and every one of you whether you've come from very near, right here in Richmond or from further. Sometimes, in the case of some of our guests, very, very much farther away. We're delighted that we are all able to gather. Please know that I am most grateful for the fact that this Convention will be more, will be better for you yourself being here.

Please do not hesitate to reach out to our diocesan staff members should you have any questions during your time here at Convention. You'll recognize them by their red name badges. They have put in, I've seen it, countless hours for this Convention to be truly an opportunity for us to go Now into the World. Take a moment over the next two days to connect in person with your diocesan staff.

I'd like to thank now two staff members in particular. Bill Martin has coordinated all of our logistics and with meticulous detail, and Julie Simonton has directed the Convention's planning. They have done extraordinary work. My thanks to both of them for their diligent efforts on behalf of all of us to make this what we need it to be, that we'll certainly enjoy along the way.

Before we begin, a few notes about your phones and devices. Don't turn them off. Please do silence them, but throughout our time together at Convention, tell people where you are, what you're doing, and what you're hearing. As we go Now into the World, there are several ways in which you can follow along with us and share through social media. We'll be keeping up with our diocesan Facebook, Twitter and Instagram accounts. We're also excited to see what conversations develop among all of us who are here.

On the screens, you'll find the URL addresses. I still don't know what that means. As well as the hashtags we're using for this Annual Convention. Be sure to tag us in your posts. Yes, as I've mentioned before, I know a hashtag is not a sharp sign on a music sheet. To access the wireless connection, please use the information that you received upon check-in to this hotel, if you're staying here, or found on the screens.

### **Program of Convention**

THE RT. REV. SHANNON S. JOHNSTON: I ask for a motion to adopt the program of the 224th Annual Convention. I hear it moved. Is it seconded? Seconded. Thank you. Are there questions about, or comments about, the program? Hearing none, I call the question. All in favor of the motion to adopt the program of the 224th Convention, please say aye.

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

### **Determination of Quorum**

THE RT. REV. SHANNON S. JOHNSTON: I call on Ed Jones for the determination of quorum.

THE REV. DEACON ED JONES: Thank you very much, Bishop Shannon. 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 434 members of the clerical order, 145 are required for a quorum. There being 308 members of the lay order, 154 are required for a quorum. At 8:30 a.m., a quorum was achieved with 157 members of the clerical order and 221 members of the lay order who had registered.

### **Appointment of Parliamentarian, Secretary and Committees of Convention**

THE RT. REV. SHANNON S. JOHNSTON: Thank you, Ed. I'd like to announce the appointment of John Paul Causey Jr., Esq. of Saint John's, West Point, as Parliamentarian of this Convention. I'd also like to announce the appointment of the Rev. Deacon Ed Jones as Secretary of the Convention. I announce the appointments of the Committees of Convention. The members of the Committees of Convention have been posted on the diocesan website. I would like to thank each of them for their service and recognize the chairs of these committees. Thanks to one and all.

Ms. Terry Long, Credentials

Mr. J.P. Causey, Jr., Constitution and Canons

The Rev. Jay Morris, Resolutions

The Rev. Sean Rousseau, Church Status

Mr. Jack Schick, Budget

The Rev. Emily Krudys, Related Organizations

The Rev. Deacon Ed Jones, Convention Journal

## Report of the Credentials Committee

THE RT. REV. SHANNON S. JOHNSTON: I call on Ms. Terry Long, Holy Comforter, Richmond, and Chair for her report of the Credentials Committee.

MS. TERRY LONG: I have examined the certificates of election of the lay delegates and filed with the Secretary of the Convention a list of those persons duly elected as delegates and alternate delegates to this meeting of the 224th Annual Convention.

BISHOP JOHNSTON: Thank you, Terry.

## Resolutions & Canonical Amendments Not Previously Submitted

THE RT. REV. SHANNON S. JOHNSTON: Let me call for resolutions and canonical amendments not previously submitted, reminding you there are three points here. Number one, according to the Rules of Order, resolutions and amendments to the constitutions and canons not submitted prior to Convention are subject to provisions of the Rules of Order requiring two-thirds of the Convention vote to allow resolutions from the floor in order to be considered. That's Rule 5, sections B and C. Number two, 600 copies of the resolution must be available for distribution immediately after the resolution is accepted for consideration. Three, courtesy resolutions do not require 600 copies or the two-thirds consent of Convention. I remind the Convention also that no floor amendment to the proposed budget will be considered unless the subject matter of the proposed amendment has been presented to the Budget Committee prior to, or during, open hearings. I understand that we will have one resolution submitted with the required 600 copies.

At this time, we're going to go in immediately into our balloting. Before the balloting, I've been advised that we should call for someone that wants to submit this resolution for the budget committee. A general resolution. I'm sorry. I stand corrected. Microphone five, yes?

MR. RUSS RANDLE (CHRIST CHURCH, ALEXANDRIA): Mr. President, 600 copies of the resolution tentatively labeled R2 have been distributed and have been provided in advance to the Resolutions Committee. The resolution's subject matter is to address the tragic Pittsburgh synagogue massacre. I move the suspension of the Rules of Order to take that resolution in due order.

BISHOP JOHNSTON: Motion is made. Is it seconded?

DELEGATES OF CONVENTION: Second.

MR. RANDLE: Resolutions Committee has in fact already corrected that in anticipation that permission will be granted. This was taken up with the hearing yesterday on the assumption that this Convention would, in fact, allow this to be heard.

BISHOP JOHNSTON: All right we have a motion to suspend the rules to accept this resolution. All in favor say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? The ayes have it. The resolution is accepted. It's ruled as a two-thirds vote, thank you. This will be referred to the Resolutions Committee.

## First Ballot

THE RT. REV. SHANNON S. JOHNSTON: Let's now go into the balloting for the Standing Committee, ballot number one, per Article XV of the Constitution of the Diocese of Virginia: at each regular meeting of the Convention, the Convention shall elect to the Standing Committee two members of each order for a term of three years. Among its many duties, the Standing Committee acts as a council of advice to the Bishop and, in absence of Bishops in the Diocese, is authorized to act as the diocesan Ecclesiastical Authority in accordance with our national Episcopal Church canons. Six members of the clerical order and four members of the lay order have offered themselves for election to this office. Winning candidates must receive a majority of all ballots cast.

Before we begin voting are there any additional nominations from the floor for Standing Committee? Hearing none. Now the ballots used for this election, you'll see are machine-readable forms located in your registration packet. For this vote, you are to use the form with the green number one beside the word "ballot." A copy of this ballot is displayed on the screen. For this initial vote you are to vote for no more than two persons in each order. To do so, use the number two pencil included in your registration packet to completely fill and blacken the oval with the number corresponding to the persons for whom you wish to vote. If someone is in need of a ballot, let us know. Those who are on the ballot are:

The Rev. Nik Forti, The Fork Church, Doswell  
 The Rev. Andrew T.P. Merrow, St. Mary's, Arlington  
 The Rev. Jay Morris, Aquia Church, Stafford  
 The Rev. Jane Piver Calvary, Front Royal  
 The Rev. Jeff Shankles, St. Alban's, Annandale  
 The Rev. Bambi Willis, Trinity, Fredericksburg  
 Mr. John Ambrose, St. Andrew's, Richmond  
 Ms. Ashley Cameron, St. Mary's, Goochland  
 Mr. Thomas Hahn, Christ Church, Alexandria  
 Ms. Christie Thomas, St. Paul's Memorial, Charlottesville

You are reminded that you are to vote for more than two candidates in each order. Ballots recording votes of more than two votes in each order will be declared invalid and ineligible for counting. Please make no other extra marks on the ballot as those marks may render your ballot unreadable to the voting machine. When you are finished marking your ballot do not fold it but pass it face down to the tellers collecting the ballots. If you need a ballot or a number two pencil raise your hand and the tellers will assist you.

## Pastoral Address

THE RT. REV. SHANNON S. JOHNSTON: On January 26, 2007, during the 212th meeting of the Annual Convention of the Diocese of Virginia, the laity and clergy assembled agreed (on the 3rd ballot) that the Holy Spirit had led them to elect this relatively unknown, 48-year-old Rector in Tupelo, Mississippi, to be Bishop Coadjutor of this Diocese, one of the largest and most historic in the Episcopal Church. As if that wasn't intimidating enough, I was eventually to succeed the much admired and long-serving XII diocesan bishop, the Rt. Rev. Peter James Lee. That election surprised many, not only in this Diocese but also across the whole of The Episcopal Church.

That surprise was due to several factors: I did not attend the Virginia Theological Seminary, I had not spent any of my ministry in the Diocese of Virginia, and I was an admittedly "High Church" devotee who had the cheek to interview for the ministry of bishop in the very birthplace of the Evangelical wing of the Church. The walkabouts you hosted across our Diocese about three weeks prior to the election that January were "successful" in introducing us to each other, but (let's be honest) "walkabouts" are indeed only an introduction.

There is a very telling illustration that I'd like to share with you of what my prospects were at the time. After my election was announced, a priest of this Diocese emailed a friend of his who was then serving a congregation somewhere in California. This Virginia priest knew that his friend and I had attended Seabury-Western Theological seminary together in the mid-1980's. His email asked the disturbingly honest question: "We know who Ellen Johnston is because of her music conferences, but who is HE?"

We have come a very long way together since then! It has, to say the least, been an intense decade. As the truism goes, we have to look at our history to understand the present. From the time of my election as Bishop Coadjutor in 2007, through becoming Bishop Diocesan in 2009, then with the "Dayspring" initiative, and until all legal matters were definitively settled in 2014, we faced what in many ways was the most significant crisis the Diocese of Virginia had faced since the Civil War. Even so, not only did we win the questions in dispute, but also—in my view—we came through it and arrived, in the end, the stronger for it all.

Now, one last thing about those trying times—and this did not occur to me until I began to reflect on my episcopal ministry around the beginning of this year when I first started seriously to think about when I might retire. From the very beginning of our ministry together, it was crystal clear to me precisely what my "job" was, and that was to do all I could to be sure that our Diocese was absolutely focused on keeping the "main thing the main thing!" It seems off-base to call this a "gift" but now I think that—at least in some sense—it was, because it is generally accepted in the Church that the ministry priorities of a bishop cannot truly be discerned until about three years into the job. Not so here in those days! And this Diocese responded—very strongly—that the Church must never lose sight of the fact that our irrevocable priority must remain that Jesus Christ has a Church, and this Church has a mission, a mission to proclaim the Gospel, a mission to serve, a mission to be agents of God's grace. No issue, no concern, no business can ever supersede this commitment as the "North Star" of all that we would say or do.

It was in that light, that context, that we were able to share a very broad consensus that our legal claims were faithful and true. Of course, I was surely confident that we had very fine legal representation, and other rock-solid advisors who were always at the ready. Moreover, I thank God for Bishop Suffragan David Jones for his wisdom and the heartening encouragement he offered in those early years of my ministry as the Bishop Diocesan. While it is true that on entering the episcopate I found myself in quite claustrophobic circumstances that seemed, at times, to limit our opportunities and choices for ministry, that commitment to the Church's rightful mission and the indispensable support I enjoyed from so many, freed me, as soon as I succeeded Bishop Lee, to lead our Church to be the Church during those threatening and turbulent times. And it is important that you know I really couldn't have led then as I did without the laser-like focus and perspective of our then-Chief of Staff, Henry Burt, himself a knowledgeable, unflappable, and extremely perceptive attorney.

Moreover, at the heart of what has sustained us all along has been a relationship built on trust. I never had any reason whatsoever to doubt that you trusted me—you trusted me to be the one who had to oversee and to make some very consequential decisions with respect to the legal proceedings AND you trusted me to be the bishop who was leading in a way that cared most of all for the spiritual welfare, integrity, and growth of the Diocese of Virginia, whatever was going on at any given time. I have been deeply committed to your trust as a sacred responsibility. Although there certainly have been times when I have fallen short of the mark, from my very soul I always did the best I could to live up to that trust. As I said to you in my letter of resignation, I am proud of this era in the history of the Diocese of Virginia that we have shared together.

So now, I'm led to the questions: "Who, then, are we today as a part of the Body of Christ? Just what kind of church is this Diocese of Virginia as a result of all that we've undertaken, experienced, and

accomplished together over these eleven years we've shared?" To begin to look at our story during my ministry as the XIII Bishop of Virginia, I want to be perfectly clear that we must all know that virtually everything we've done was made possible by the Spirit-led faithfulness of the recent generations of diocesan leadership. My predecessor bishops and our previous Conventions were stewards of our diocesan Church, and we remember and give thanks to God for their own vision and accomplishments. As bishop, I know that I stand on the shoulders of those who came before me.

So now, to the question about "What kind of diocese have we become over these past eleven years?" First, I believe that a hallmark of my ministry and leadership as your bishop is that EVERYTHING begins with WORSHIP. I am very happy to say that within the context of The Episcopal Church as a whole, the Diocese of Virginia is a diocese that goes to church. Year after year, we have remained—against all of the socio-cultural trends to the contrary—the Episcopal diocese with the largest "Average Sunday Attendance." But be clear: this is definitely not about simple numbers—not at all! I am utterly convinced that this statistic is a defining and crucial one because it is worship that is the very bedrock of the Church. In my view, worship is our primary means of Christian formation—the way through which we become and remain committed disciples of Jesus Christ, the way in which our eternal souls are shaped and oriented toward the Triune God, and the way we grow and mature in the faith. Worship is therefore both the first task and the first privilege of the Church. I also think that the Diocese of Virginia has developed a much "broader" range in our style of liturgical worship, a style that better reflects generally the style across the whole Episcopal Church.

I will add, however, that it is not simply mere "attendance" at worship that counts but the personal transformation, more and more into the likeness of Jesus and the saints, that is enabled through Word and Sacrament and Community that gives the Gospel true life. And so, here in my final address to you as your Diocesan Bishop, I've searched for the most profound words I can offer as emblematic of my legacy: "Go to Church!"

Next, I say that the Diocese of Virginia is now a truly unified Church. But please understand that in saying this I am not asserting that we "agree" on everything (many of you may remember my motto, "agreement is overrated!"), and neither am I suggesting that we have come fully to terms with our various kinds of diversity (we're doing much better than years ago, but we certainly still have considerable work to do). No, but I am saying that we are committed to our unity with one another in the sense that we are now a diocese that has learned (the hard way!) how to disagree well (or, at least, to disagree "better"). I ask you to consider what a huge difference this is from eleven years ago. I actually think that this quality in our diocesan life is, in fact, more important than "agreement," a like-mindedness which I consider to be like "fool's gold." As a very complex community of 180 churches, encompassing some 20,000 households, and almost 80,000 communicants, we are not as "diverse" as the Church should be (whether racially, ethnically, or socio-economically), and yet we are [I would argue] a cohesive and coherent body. Yes, we do indeed have some pockets of squeamishness, timidity, and defensiveness about "diversity" here and there. I know of places that simply refuse to discuss it. But today, I honestly believe that the overwhelmingly large majority of Virginia Episcopalians would pass St. Paul's standard that one part of the body cannot say to another part "I have no need of you."

A really good example of this quality in our diocesan life together lies in the fact that we are now a diocese that has reached a kind of settled consensus around questions that have been disputed for decades. Instead of continuing to "kick the cans down the road," we have made very strong progress. Certainly the most obvious example here is that there is no longer any question that the Diocese of Virginia has, over these years, moved to embrace LGBTQ Christians into the fullness of our community—and that includes access to ALL of the sacraments of the Church, not only Baptism and Communion, but (perhaps more pointedly) Holy Matrimony and Ordination. We are a diocese that can affirm "All the sacraments for ALL the baptized." This means that the same norms and rules apply equally to everyone, and so—for example—we've been able to do away with the unacceptable

“don’t ask, don’t tell” policy when it comes to discernment for Ordination. And yet it is certainly true that there is nonetheless disagreement about this new reality. This disagreement is deeply held by faithful communicants and clergy of this Diocese and it is open and honest. But now, instead of destructive arguments that can break relationships, we are able to hold to our own convictions, amicably finding a way to work through just “how” we can ensure that the Church’s ministry can be offered to everyone who seeks full inclusion in a congregation of this Diocese, while honoring and preserving individual integrity. In my opinion, we are now truly an example of that classic Anglican DNA, which knows how to respect both sides of a polarity while holding together in the Center. Obviously, it takes everyone to do this. More importantly, it takes God’s grace to do this. It has been my great privilege to serve as bishop of a diocese that is, in fact, “somehow” now living into and expressing that grace over questions and quarrels that (as we have seen “up close and personal”) can tear everything apart. I would not want to be in a Church that doesn’t know that it depends on God’s grace to make room for everyone, whether Left, Right, or Center. Would you?

While it is true that I am profoundly gratified that we were able to steer our way through those controversies and embrace the full inclusion of the LGBTQ community in the Diocese of Virginia (this is surely one of the most important “legacies” of my episcopate), I am no less grateful that the great majority of our more conservative brothers and sisters who stayed with our Diocese during and after the schism of 2007—even as they disagreed with the direction of the The Episcopal Church—continued to stand with us through all these years as the dramatic, reforming decisions came into being. I have received several personal notes from these communicants in the Diocese expressing their feelings about this. In particular, one priest wrote that he could stay within our Church because he believed that I respected the conservatives’ conscience and that I “had their back.” I’ll always treasure those expressions of trust, which are representative of another “legacy” that is as important as any other, our conviction that the Church needs EVERYONE. The Church has room for EVERYONE. Our Lord Jesus draws EVERYONE into the fold. And “EVERYONE” means everyone!

Similarly, over these past eleven years, our Diocese has become more willing and able to engage issues in “the Public Square” as people of faith. It cannot be denied that many so-called “political” issues have strong and deep implications for matters that are addressed directly by Jesus’ own vision of the Kingdom of God, articulated in the Gospels. Because of this, we bishops moved more and more into that Public Square, and invited anyone who felt called to use their voice and their presence in witness to the Gospel’s values within our society and in our governance. But our call has never been intended to be partisan; our only bias is Jesus and his vision for God’s will to be lived out in human life and relationships. The standard for our ministry of advocacy begins and ends with what we affirm in the Baptismal Covenant. I understand that this initiative has made a significant number of our parishioners uncomfortable and nervous that such efforts will only bring unnecessary controversy into the Church and be divisive within our congregations. In fact, I agree that there is such danger, which is why I reserve my own leadership and personal involvement for matters that are obviously beyond issues of honest political debate and disagreement, matters that all too clearly “step over the line.” I think that these issues are actually rather easy to see for what they truly are—such as Nazis and White Supremacists in our streets. From my perspective, it was a great moment for the Diocese of Virginia when so many of us, clergy and laity, showed up for a peaceful counter-presence in Charlottesville on August 12, 2017. That is an easy example to cite, but there have been a number of other issues that have attracted appropriate Christian advocacy, such as the growing incidents of mass shootings, the increasing intensity and consequences of the immigration and refugee crisis, the expansion of Medicaid, and our government’s outrageous policy of separating children from their families at the border.

It’s true that for many years any form of activism that could even be interpreted as being “political” was forbidden for clergy in our Diocese. But, the times have changed dramatically and I don’t think that it is right for the Church to hide its lamp under a bucket. Even so, as the bishop who



has removed that prohibition against public advocacy, I also want to urge you to be extraordinarily judicious about this kind of witness. It's not for everyone and the line separating Gospel advocacy from partisan advocacy can become quickly and confusingly blurred. That is why being able to have straightforward, calm, and "ordinary" conversations with one another, preferably in small groups, is so important. Often, trained facilitators are necessary to keep that "line" in focus.

One line, however, remains very clear indeed: the sin and experience of racism, and our own Diocese's complicity in this dreadful history. Rooted in our very beginnings over 400 years ago, being the primary means of building our economy (and our buildings) through the institution of slavery, erecting overpowering monuments to the sentimentality and half-truths of the "Lost Cause Movement," and then exercising abusive political and socio-economic power in the "Jim Crow" era, which gave birth to the Civil Rights movement and its ongoing aftermath, racism has exerted an incalculably poisonous influence and taken a horrifying toll. But, even after many opportunities for information, study, and debate, many of our people are completely unaware that they have been "infected" and "affected." This is why our Diocese has, for the past several years, been examining racism as never before—in our lives, in our congregations, in our ministries, in our camping programs, in our diocesan schools, and in the communities surrounding us. This work is being done in many different ways in our various places, and in some examples there have been remarkable developments, even the healing of many decades of history. This has been brave, difficult work, but I know that it shall continue because while there is much going on, there is still so much to do. This is not limited to White racism toward African Americans. It is also very much a concern with respect to the Latino/Hispanic population. So, I'm announcing that just as the Race and Reconciliation Committee was the very first diocesan committee that I re-activated when I became bishop coadjutor in 2007, I have recently provided for that same committee's re-structuring, more than tripling its size and asking them to be more directly involved with the programs and ministries of our Regions. The committee has readily and energetically accepted this new vision and mandate. Be ready to hear more about their work and to be called personally into their vital ministry throughout this Diocese. And to those of this Diocese who fear even having the conversation, I say . . . trust it. Trust it because it is so obviously the work of the Gospel of our Lord Jesus. This means that new and life-giving horizons await!

How else are we different as a diocese after these eleven years? Maybe the most quantifiable progress we've experienced is that we are now more able to meet the needs of our children, youth, and adolescents than perhaps ever before. This is most certainly because of the historic "Shout It From the Mountain" campaign (the most successful fund-raising effort for ministry in the Diocese that we've ever had), raising well over \$2.5 million dollars to add new facilities, improve existing structures, establish an endowment for scholarships to make camp more affordable and thus attract a broader range of our youth, as well as to subsidize the salaries of camp staff so that more people can afford to work at our camps. Finally, the campaign also provided funding for regular maintenance and upkeep, eliminating that dreaded term "deferred maintenance" from our Shrine Mont camps vocabulary. In all respects, the numbers speak for themselves as to the growth and success of our camping ministry, which is—from my perspective—right at the top of the list of how we ensure real Christian formation of our youth in the Diocese of Virginia. In this, we are definitely going from strength to strength, and I'm here to say now that we've never been at a higher level for this absolutely vital ministry for our Church.

Our emphasis on youth and young adult formation is also strongly present in our re-envisioned "Triangle of Hope" ministry, which is built on a relationship among three dioceses from different Provinces of the Anglican Communion: the Diocese of Kumasi in Ghana, the Diocese of Liverpool in England and our Diocese of Virginia. The common thread among our dioceses is that we were each a primary facilitator of the horrific slave trade. The Triangle relationship was actually inaugurated before I came to the Diocese of Virginia, but over time we re-vitalized this ministry by giving it more specific goals and a new structure of leadership, so that there may be the fullest

possible cooperative participation from all three dioceses who are truly EQUAL partners together. I am so grateful to my colleagues, Archbishop Daniel Sarfo of Kumasi (the Primate of West Africa) and Bishop Paul Bayes of Liverpool, for the friendship, vision, and witness we share. Our Triangle of Hope is unique in the whole of the Anglican Communion, seeking to build stronger relationships across three very different Anglican Provinces by finding first-hand, concrete, and forward-looking ways of facing and learning about our own sinful common history. The point of this is to bring healing to that history, and out of that healing to imagine new possibilities of common ministry for generations to come. This is why a key component of this shared ministry is the annual Youth Pilgrimage, allowing adolescents and young adults to visit each other in all three dioceses. Our one big challenge is how to secure adequate funding to cover the expensive cost of their international travel, but I'm confident that we can make this happen and continue for years to come.

Meanwhile, back on the “home front,” this past decade has also seen the Diocese of Virginia re-claim and firmly establish something that had been debated in our Diocese over many years—the Sacred Order of Deacons. Although I would say that we're still somewhat in our “formative” stage in the revival of this ministry for our Diocese (our first ordination class was in 2011), I am very pleased to tell you that we now have some 25 deacons ministering among us, assigned to a particular congregation or area. Our School for Deacons, sponsored jointly with the Diocese of Southern Virginia, provides both the educational and the spiritual formation work. The standards are high and the results have been excellent. As future classes are presented for ordination, more congregations throughout the Diocese will have the opportunity to experience the ministry of a deacon. Our experience is showing that deacons are making a real difference “on the ground”—not just in congregations but also in homes, on the streets, in prisons and jails, and in broadly-based community outreach efforts. Most importantly, the deacons are calling and empowering our parishioners to their own ministries of Christian service in daily life. We thank our deacons for revitalizing the ancient term “servant leadership” in the Diocese of Virginia.

“Last but not least” of the major markers in diocesan ministry we've seen together may not seem to reach as high a bar as the others I've discussed, but it is something that is very important indeed for all of our congregations to understand and live into faithfully. I strongly believe that because of the new method for scheduling the bishops' visitations to our congregations—having only one visitation per Sunday—we are now a diocese that can establish much closer and much more knowing relationships between bishops on the one hand, and congregations on the other. It seems that a large number of our parishioners don't really understand the ministry of “bishop” (and very often question why we have bishops in the first place), and bishops are discouraged by the fact that probably most of our parishioners think of us as a kind of CEO. Such a set up tells me that here we have an opportunity for deeper, more authentic relationships in ministry together.

As you remember, the old schedule for the bishops' visitations was premised on every congregation having a visitation each and every year, so that each bishop almost always had two, and sometimes even three visits on a given Sunday. Consulting with both clergy and lay leadership, the feedback we received largely reported that this model was actually very frustrating because everything felt quite rushed and, as a result, impersonal and superficial. Not to be underestimated was the fact that nearly EVERYONE hated and resented being scheduled for an afternoon visitation!

After working with a number of different approaches, we came up with the system we have now: only ONE visit per bishop each Sunday, based on an every-other-year schedule for all but the largest congregations, and an option for an evening mid-week visit for those congregations that were in their “off” year.

The core principle for the “new” system is that QUALITY beats quantity. Both bishop and congregation get a “quality” visitation because we have MUCH more time to pay attention to the things that matter in all aspects of a congregation's life. We have the time to meet with the

Vestry, church groups (such as a youth group). We can take a generous period for a general forum conversation (always an opportunity for a bishop and the congregation to feel better connected personally). And, going out to lunch together is a real treat for all who might attend. Your bishops invite your creativity as to what can happen during your visitation.

No longer are we limited to just a service and a short stay at a reception. SO USE YOUR BISHOPS! And, expect that the bishop will also have some priorities (such as a Vestry meeting) for your visitation. The goal is that by the time the bishop leaves, there will be a stronger sense of connection, for both bishop and congregation. We will all know more about each other than we did the day before.

We have indeed seen that “quality beats quantity” . . . so far, the feedback is virtually unanimous that we’ve found a good and promising way to make episcopal visitations really work. We can therefore have a stronger diocese, because the importance of a knowing relationship between the bishops and the churches, a feeling of really belonging together, will have been built up over time.

We’ve spent a lot of time here considering what our Diocese has experienced and accomplished over these years. It’s important to know “what kind of diocese” we are today, but it is absolutely vital that you BEGIN today to use what have become to BUILD THE FUTURE—next week through next year. It’s all about WHAT WE DO with “who we are” right now.

Ever since I made my announcement that I had decided to resign my position as Bishop of Virginia, I have heard your questions: “Why?” And “Why NOW?” In some ways, it doesn’t make sense to you, and that has made you wonder, “What is “really” going on? Fair enough. Clearly, many of you were caught by surprise. For that surprise and bewilderment, I’m sorry. But, to be completely honest with you, the decision caught ME by surprise as well. So I’ll try to put some things together to help you understand, at least inasmuch as I myself have come to understand.

There’s really no surprise as I tell you that there are a whole host of reasons why I feel it is time for me to resign—personal reasons, family reasons (both of which I have written about in previous statements), and—most importantly—insights I can attribute only to the presence and movement of the Holy Spirit in my life and ministry right now. If you believe, as I do, that the Holy Spirit was active in calling me to be the XIII Bishop of Virginia, then I think that you must allow, as I do, for the possibility that the Holy Spirit can also be involved in a decision to stand down from this ministry. And I honestly feel that in my heart and in my soul, I have heard that call. After months of reflection and consultation, I believe that I have done all I can do to fulfill my call to be the Bishop of the Diocese of Virginia. In a word, the season of my ministry as bishop here has come to fruition. It is this sense that has convinced me that new vision and fresh energy are needed now.

How can I say with such confidence that the Holy Spirit has now “called me away” from the ministry of being your bishop? The only way to explain this is that from the very beginning of my more mature spiritual awareness, I have been called to embrace the unlikely, the unexpected, and the surprising. From the time of my call to be a priest in 1973 when I was in the ninth grade and hated “church,” until the phone call I received in 2006 asking if I would allow my name to go forward in the search process to be Bishop Coadjutor of the Diocese of Virginia, God has ALWAYS called to me through that “unlikely,” something I would not choose, do, or accept on my own. And, it was always on those occasions when I did set out my own course that things proved wrong or didn’t turn out. As my spiritual director for the last 28 years noted many years ago, because I pay so much attention to my intellectual life—and put so much store in that—it was only by means of the non-sensical that God could ever get my attention! And shortly after that diagnosis, I understood that THIS—the “unlikely,” the “unexpected,” the “surprising”—is the way God asks me to “trust” the Holy Spirit. I’m trusting now, and you can, too.

All of this is why I've always trusted TRANSITIONS. But, remember, "trusting" a transition is a much different—and much deeper—dynamic than "liking" transition! Liking it is not the issue and it is not important. What IS at stake is that "transition" is always a time when new realities, new opportunities can break through. We all know that a diocese as old, and as big, and as complex as ours can surely use a different perspective and rejuvenated ways of operating from time to time, especially in these days, when the Church is being constantly challenged to "re-invent" itself, and seems to be morphing not by the year but by the month. Simply from a common-sense or a pragmatic point of view, the fact that I have been diocesan bishop for almost ten years means that I'm now too embedded in all of the complex array of systems and policies, procedures and norms to be the one to lead that work. It is work that must be taken up by someone else.

So, especially during this time of transition and all of the work that must be done, I urge you to offer every prayer and lend all the support you can give to your diocesan leadership. The Standing Committee will continue to work hard in order to be able to call your new Bishop Provisional. I have been assured by the Presiding Bishop's Office that this work will indeed be ongoing as a priority, with the hope that such a call may happen in the nearer future. Bishop Goff, in assuming the responsibilities of what is canonically termed the "Ecclesiastical Authority" for the Diocese (in addition to her continuing status as a Bishop Suffragan), will have a greatly expanded scope of leadership, ministry, and oversight, and thus she will be carrying quite a heavier charge, even if only temporarily. Pray for her—for her sake and the sake of the Diocese—and say "yes" when she calls upon you. And our Executive Board, our Deans, and the Regional Presidents will find their deliberations and counsel to be of deeper consequence in the times ahead. You may be quite sure that they are all up to their tasks.

I know that all of this is new, and some difficult work beckons. But I think that this is truly a great opportunity for fresh insight and inspiring vision and renewed commitment throughout the Diocese. Now, let's make the most of what God the Holy Spirit is offering to us for a new era.

I'm going to be doing the same thing for my home life and marriage. Although Ellen is NOT retiring now, my resignation will mean something of a "new era" for our life together. After taking an extended period for rest and reflection, I will of course be in discernment for new, meaningful opportunities for part-time ministry, but—right now—the most exciting thing to me about what my life will be like is that I will get to spend more time with Ellen. Simply being around her—just being at home together—is nothing less than the grace of God to me. Her love and support have sustained me each and every day. It is unimaginable to me that I could have lived into the ministry as fully as I have—whether as priest or bishop—without her. And I am so proud of her own highly accomplished contributions to the Church, both here at Holy Comforter in Richmond, and from coast to coast for the whole Episcopal Church, through her position as Director of the Center for Liturgy and Music at the Virginia Theological Seminary. Ellen has always been my whole world, only now I'll be able to live in THAT world more fully. I told you the story about Ellen being nationally known by Episcopalians while the question was asked about me "But who is HE?" OK, "Who am I?" More than anything, I'm Ellen's husband.

All that is left is for me to say "thank you." Thank you from the very bottom of my heart for the opportunity to serve you as the XIII Bishop of this iconic Diocese. May God bless you richly, one and all.

### **The Bishop Shannon S. Johnston Fund for Youth and Young Adult Formation**

MS. JULIE SIMONTON: Throughout his episcopacy, Bishop Shannon consistently lifted up youth and young adult ministry as one of the most important aspects of our life together. He understood that ensuring their presence, gifts and perspectives was important, and he looked for ways to grow our ministries to and with young people.

MS. PARIS BALL: That's why at this time we are so delighted to announce the Bishop Shannon S. Johnston Fund for Youth and Young Adult Formation. This fund is in honor and in thanksgiving for his ministry to our Diocese and his great passion for young people. This fund will assist and promote youth and young adult formation in our Diocese, and in particular, it will support the next stage of the Triangle of Hope ministry, and create additional opportunities for diocesan endeavors with and for our college students.

MS. SIMONTON: On your table, you'll find a card which has more information about the various ways in which you can give to this fund to acknowledge Bishop Shannon and his long-standing belief in Young Adult and Youth Ministry. Also, later today we will have some time to practice text to giving, so make sure to bring your smartphones with you when we reconvene in the afternoon. For now, though, thank you for your support as we honor the legacy of Bishop Shannon.

### **"Faith in the Public Square" Panel Discussion**

THE REV. DEACON ED JONES: Thank you very much Julie and Paris, two members of our wonderful diocesan staff. Now we're going to try to follow up on, and maybe even build on, one of the key priorities that Bishop Shannon mentioned in his pastoral address. That was faith in the public square, and how we go about witnessing to that. We are delighted to have with us a panel of members who have direct experience in witnessing to Gospel Truth in the public square.

Let me introduce them. Beginning on your far right is the Very Rev. Dr. Hilary Smith, Rector of the Church of the Holy Comforter in Richmond. Next to her is Kim Bobo, Co-Executive Director of Virginia Interfaith Center for Public Policy. Next to her is Aisha Huertas, another member of our diocesan staff, Director of Mission, Outreach and Diversity for the Diocese of Virginia. And with impeccable timing, on the far left would be the Rev. Cass Bailey, Rector of Trinity Episcopal Church in Charlottesville. Who's congregation, by the way, will celebrate their official designation as a parish with us tomorrow. Let's welcome all four members of our panel.

Cass, if I may begin with you. You and your congregation, along with other churches, were at the epicenter of the events that led to the tragedy in Charlottesville last year, and as we all know the reverberations of those days are still being felt all over our nation and beyond, even more so, as the divisions in our country seem to be growing. So Cass, if I may ask, and I know these are difficult questions, but take us back to the time, if you would, when you as the leader of a community of faith in Charlottesville had to make some key decisions. Decisions that in retrospect may look a lot easier then they actually were at the time.

For example, Cass, the basic question, what did these emerging events and threats that you saw coming have to do with the church? That's a pretty basic question. How did you deal with that question?

THE REV. CASS BAILEY (TRINITY, CHARLOTTESVILLE): Well, as you asked me to consider the event of 18 months ago, I put down some points of reflection. So I just want to share those. I think they will capture some of the things that you alluded to. I wanted to come up with about four or five points that I think we learned as a community, as a part of our reflection on those events of 18 months ago.

The first is that you really have to do the work in the good times in order to be prepared for the bad times. It's like a good stewardship program. If the only time your congregation is about stewardship is in October-November, you really don't get the job done unless you talk about it all year long. I think our preaching on a weekly basis, as well as our relationship building, really have to do that in the good time in order to be prepared for the bad time.

Last Sunday, after the events of Pittsburgh, there was no question that Christian clergy would stand with the Rabbi in Charlottesville because we spent the year building those relationships. In fact, what he had to do was tell us that we were invited [to a community service] but that our congregations weren't because we didn't have a facility that could hold all of us. There was no more beautiful experience than to, at the end of that community service that they had on Sunday night, have Christian clergy up there singing with the Rabbi and the members of the Jewish congregation. Just the number of people that thanked us for being there as a show of support was wonderful. You really need to work in the good times in order to be prepared for the bad times.

A more direct answer to your question was that as a Parish, as a leader, I approached those events pastorally as much as I could. Fortunately, I was not in a position of having to convince members of my Parish that we should act. It's a part of our history and part of our DNA that we need to be engaged in the public square as a result of our faith. What I did have to do as a Parish leader was to discern different avenues where people could act. I had an older member who was about 95, who wanted to go down to the center of Charlottesville and protest. I had to convince her that that was not her role, that there were things that she could do during that event, as well as afterward, but that wasn't one of them. That there were others of us who could do that and there are others of us who could do other things. So that was important, and I know whatever people chose, nothing was better than the other.

The third thing that came up as a part of our reflection was something that is true and something that we know is true but we don't often say it, and that is the church is in a very different place today than it was, say for example during the civil rights movement. The church is not at the center of our society any longer, and I don't think of that as a bad thing. I think of that as a good thing, and it's true that some churches are just waking up, but the fact is that we have lost a great deal of moral authority and leadership. We have lost a great deal of moral authority and leadership because we haven't been willing to make sacrifices. We've been much more concerned that people might leave our church than taking a stand which might propel them to do that. That has cost us our moral authority and leadership.

Two more points. You need to start where you are. The inter-connectedness of issues will become apparent as well as the interconnection of ministry. It's all about being a witness to God, and to God's love. And maybe your Parish isn't at the place of being able to stand up to protesters or to people who come with guns into your community, but they might be at a place to have a stop sign put on a corner that is dangerous for people to cross. I can guarantee you this; that if you start with the stop sign sooner or later, somebody will be running for school council or city council.

Finally, when I was a kid, I lived in a fairly diverse community and I was always fascinated by the Jewish males who wore the yarmulke on their heads and the scarves on Saturday, and I was also fascinated by some of the older Hindu women who would wear the bindi, the little dot on their forehead. One of the most powerful images for me of my Christian faith is the sign of the cross that I have on my brow, and I've often wanted that to be much more visible, as a reminder to me and to others of who I am and what I must do. That's my reflection.

MR. JONES: Thank you very much, Cass. Beautifully said. Let me move quickly to our other panelists as we have only about 15 minutes left in our panel time.

MR. BAILEY: I'm sorry. He told me I had five minutes.

MR. JONES: Hilary, if I may ask you to look through a different lens specifically what Bishop Shannon had to say this morning about full inclusion of the LGBTQ community in our Diocese. What do you think that has meant to our Diocese?

THE VERY REV. DR. HILARY SMITH: I want to thank Bishop Shannon right now for all that he's done to move us to full inclusion of the LGBTQ community. One of the things that has definitely done is increase the health of our Diocese, because when people are able to be authentic, and when everyone is supported – and not just accepted but celebrated, and I mean everyone, all of you out there – we're a healthier diocese. We're a real diocese for being true to who we all really are as a community, so it's been so important.

A few years ago, maybe a couple of years before Bishop Shannon joined us, I was in a Diocesan meeting where the discussion was, "Hey, we have some really talented gay people who want to be in the ordination process, but we can't do that here. Hey, we've been doing the really kind thing of sending them elsewhere, but we're supporting them." What has it done for us as a diocese? Now, we're able to welcome the gifts and the skills and the faithfulness and the love of God that people in the LGBTQ community bring to us as a diocese. For years and years, we watched wonderful people have to walk away from our Diocese, and now that's not the case.

At another Diocesan meeting I attended just two years ago, a Commission on Ministry meeting, I learned, I didn't know this, that there were at that time maybe 14 people who self-identified as LGBTQ clergy in the Diocese. I didn't know that, so at Shrine Mont I said, "Why don't we get together?" There was an announcement made that we would meet as a group.

The reason I did was that the year before there were like three of us, and then there were like 12, and now there are closer to 20. We're getting together to support and you all can see us. What you were saying counts, about being seen. It's important for you to see us, and to know who we are and to see our members. It's about the dignity of every human being. We had the marriage of Ronnie and Darryl back in September. We had hundreds of people there for that marriage, and people said to me, one person in particular, I can't believe Jesus and this marriage can go together.

We actually already gained one member from that. How are we in the public square? How are we getting our message of God's love for all out there? We're being visible and it's making a difference. And the Gospel passage, the harvest is plentiful, that couldn't be more true in the LGBTQ community. People are longing to know us and to know God through a community that will fully embrace them. Thank you for asking me to be up here today. I'm certainly not the longest one out in this Diocese, and I feel greatly honored to be here. Thank you.

MR. JONES: Thank you. I should, if I may, go to you next, Aisha. Your job at the Diocese takes you literally into the center of the public square, the General Assembly of Virginia being one example, where legislators recently voted to expand Medicaid programs to those in need. The Bishop spoke of the criteria we use to engage in witnessing in the public square. What have you learned from your time working with him on how we can reclaim our voice on issues like Medicaid expansion without entangling ourselves or crossing lines that we should not cross as a church?

MS. AISHA HUERTAS: Thank you, Ed. Certainly what Bishop Shannon was saying about scripture, a Jesus bias and the Gospel is super, super important when we try to get out there and advocate for different issues. We live in such a divisive time where we're, I think, sort of forced to choose a side when it comes to something that we think is political, but I think issues have been politicized that shouldn't be. There are some issues that are something that we should consider as questions.

That's not to say that I'm a better person than you because I may consider this and the scripture says this or that, but because it invites us into a conversation with one another about the Gospel, and how Jesus would have us live and it may be that we will learn something from one another that the approach may not be appropriate. As Cass said, we all have a role to play and I think that's certainly Bishop Shannon's perspective, that we live to our true selves and discern for ourselves what God has

to do. Some of us will be called to stand and sometimes will stand alone, and amen to that, but some of us may be called to pray even if we don't agree. Can we agree that we're all one in Christ, one in baptism? Can you pray for one another as we seek to live the way of Jesus?

MR. JONES: Thank you. Kim is the Co-Executive Director of the Virginia Interfaith Center for Public Policy. You're also on the front lines of witnessing in the public square. You've heard a bit about what we discussed as an Episcopal diocese. What have you learned about the best way a church community can witness in this way?

MS. KIM BOBO: Well, first let me say thank you to your Bishop who really led in advocacy, I'm really grateful for your leadership in the Commonwealth. I think the priority on congregations being involved in the public square is around prayer, education and action. In terms of prayer, it's really what Cass said. It needs to be part of what we teach and pray about in our ministry in the congregation on a regular basis—that these issues around being a witness in the world, that these issues are not foreign to who we are as people of Faith.

Secondly education does play a role in every congregation. I think it is both the book studies, whether it's *Just Mercy* or *The New Jim Crow* or *White Fragility*, right? There's books that make sense for us looking at who we are in the world, but it's also making these issues real. How do we be in conversation and relationship with real people who need healthcare, that need Medicaid expansion, who need reforms on wage theft because they haven't gotten paid all their wages, or who are immigrants who are living in our communities and struggling because they can't get a driver's license? How do we be in relationship and hear from people in struggle?

Third, how do we take that prayer and that education and put it into action? If we don't take that third step, it, frankly, doesn't mean that much. In terms of action, we've got to have a plan. We have to have a strategy. We can't just do things. They have to be doing things, hopefully, that we think will be effective. As a local congregation, you can make a plan around your local stop sign. If you're going to be effective at the city-wide level or the state-wide level, you've got to be in partnership with organizations that can help you be effective. You have to have a strategy. You have to prepare people for action. They have to see simple things. They have to learn about the issues. They have to learn about legislation.

Then, frankly, you've got to push people to do it, to write the first letter, to do the first meeting, to go to an advocacy day. You've got to help people move beyond their fear to take some actual concrete actions. There are lots of opportunities in Virginia. There's our Day for All People on January 22. There's the advocacy training that we are doing together on November 26. You can be a witness at the Capitol volunteer. There's lots of ways to do it. You've got to do prayer, education and action. Just do it.

MR. JONES: Thank you very much, Kim. Perhaps there's a final question. I can ask our two rectors one more question. That is, you talked about the impact of LGBTQ inclusion, the impact of witnessing in the public square for something like Charlottesville, what it was like, what impact it has had. Can you say anything more about how it has changed you, personally, how it has impacted you, personally, given the events that Cass dealt with a year ago, given the evolution that you've seen? Hilary, do you want to take that for us?

MS. SMITH: Sure. I came to the party of self-awareness a little bit late. I actually wasn't that aware at all, as I was going through the ordination process, that I'm a gay woman. I didn't know that at the time. Had I known that, I would never have been ordained here 18 years ago. In a way, God works in mysterious ways of blessing. Then, as I was coming to greater awareness, really just about five years ago, I realized my authenticity. God created me to be who I am. I could not not talk about that anymore. I was able to stay here. I was willing to go to Starbucks at that point rather than be in the closet and be a priest, even though being a priest meant and means everything to me.



MR. BAILEY: One of the things that stays with me is I just have this image that I carry around a lot. The average person has a heartbeat of about 80 beats per minute. You can multiply that by how old you are now, and that's how many beats you've been given. You have no idea how many beats you have left, but the call is to do as best with those beats as you can. Every day I'm just, "Man, am I doing what I can?"

MR. JONES: Thank you. Ladies and gentlemen, I think we had the right people come up here to talk about these topics. Please join me in thanking them.

### **Ballot One Results and Second Ballot**

THE RT. REV. SHANNON S. JOHNSTON: Thanks so much to our panel and to Ed for facilitating. Moving ahead I have an announcement for ballot number one. The following member of the clergy was elected on the first ballot as a clergy member of the Standing Committee: the Rev. Andrew T.P. Merrow. One clergy member of the Standing Committee remains to be elected. Note rule 9B of the Rules of Order of the Convention of the Diocese of Virginia governs the reduction of the number of nominees for subsequent ballots. The amended slate of nominees is displayed on the screen. On the second ballot, in your registration packet bearing a turquoise blue number two, please use your number two pencil to completely blacken the oval corresponding to your choice of one nominee, either the Rev. Nik Forti or the Rev. Barbara Bambi Willis. One of the two. Vote for one nominee only and pass your ballots to the tellers. If you need a ballot number two, raise your hand and the teller will bring one to you.

Assuming that most people have already cast that ballot, let me push forward by announcing the results of the first ballot for the lay order of the Standing Committee. The following persons were elected on the first ballot as lay members of the Standing Committee. As all the lay positions on the Standing Committee have been filled, no more votes are required. Elected were Ms. Ashley Cameron and Ms. Christine Thomas.

We're turning in ballot number two, the turquoise blue. Be sure to get your ballot passed in. I will note happily that we are on schedule, so when you get your ballots passed in, we have a 15-minute break. Come back at 10:45, please.

### **Stories of Celebration: Shrine Mont Camps Presentation and Song**

THE RT. REV. SHANNON S. JOHNSTON: At this time, I call on Sven vanBaars for the Stories of Celebration segment.

THE REV. SVEN VANBAARS: Thank you, Bishop Shannon. Good morning. It is good to be here with all of us. This portion of our program is entitled "Stories of Celebration." Now, there's a good reason for that, because we do have much to celebrate. Yes, we've had challenges, but we've set lofty goals, and we've met most of those challenges. Even when we've fallen short, we've still had much to celebrate. Can I get an Amen?

We have much to celebrate. There are stories that we're going to hear in this next segment. They really live into the theme of these last 11 years that we're celebrating here "now into the world." Of course, we began with that now moment, that Jesus moment, 11 years ago. That gave us the energy, the urgency, the courage to enter into a time of divisiveness and litigation where breakaway congregations were battling for where they could be. We've moved into a place of Dayspring, that biblical image of new era, New Life. Displaced congregations went back into their church homes with a renewed sense of mission and understanding, knowing that church is the body of Christ, not the building of Christ. Amen.

We're celebrating folks. Internationally, we also have some stories to celebrate. The Triangle of Hope that was born in the heritage of bondage, darkness, of slavery has in these last years been re-energized with relationships. One of the stories we're going to hear is from our friends in Liverpool, England, and Kumasi, Ghana, as we build together a faithfulness, a hope to take us into the next relationship.

Dayspring, the Triangle of Hope. These are just two of the worlds that we have stepped into. There are many others for us to do so, but what's the best way? What's the best way to have energy? Personally, I think it's a camp song. Do you agree? Who better to lead a camp song than Paris Ball, the Director of Formation for our Diocese, the Director of Shrine Mont Camps and some of her good colleagues from up the mountain. Paris, will you come up?

MS. PARIS BALL: Good morning. Like it's been said, my name is Paris Ball. I serve on the Bishop's staff as Director of Christian Formation. One of the great joys of that work is that I get to serve as the Director of Shrine Mont Camps where we celebrate young people and their place in our church every day. Through our daily activities and programs at Shrine Mont Camps, we strive to live into the mission of encouraging and nurturing each person's relationship with self, others and God.

We practice the spiritual discipline of seeking God and each other in the created world and in our own hearts. Through our life together, we find so many things to celebrate at Shrine Mont Camps. Last year, Shrine Mont Camps hosted over 700 campers and more than 100 staff members, many of whom are college aged, worked at one of our camps. Each week, all throughout the summer, all the camps who are on the mountain come together for a service of Holy Eucharist.

I love to tell people that during the summer months, our diocesan Cathedral has an average weekly attendance of its services of nearly 200 people, and almost all of our worship leaders are under the age of 30. The church is indeed living and touching lives. Our diocesan ministry at Shrine Mont Camps is an important part of our life together. One thing that we celebrate at Shrine Mont Camps is our ability to provide scholarship funding to help grow our community on the mountain through the generosity of so many of you in this room, others from across the Diocese and beyond.

The success of the Shout It to the Mountain capital campaign has helped to provide scholarship funding to over 100 campers in 2018. Many of these campers we know also receive scholarship assistance from their local congregations. Thank you for supporting our camping ministry and helping to get more people to camp. We know that a strong scholarship fund helps our camps reach families and individuals who otherwise would not be able to come. We celebrate our scholarship funding all the time. Thank you for supporting our camps.

Now, this morning, we have Shrine Mont Camps campers and staff, and we want to share a little bit of that camp spirit with all of you. We hope that it will get everyone into a light-hearted, joyful and celebratory mood. If you could all please stand up.

*Delegates of Convention participate in a song, "I Thank You, God" with Shrine Mont Campers and Staff.*

## **Stories of Celebration: Litigation and Growth**

THE REV. SVEN VANBAARS: I told you that would get us moving. Now that we've been up on the mountain with that good experience, let's come down to another story. A very important story for us to hear. I want to call up to the stage two people that I hope you'll know, Henry Burt and Hillary West.

Henry Burt is probably known to a lot of people here. I think he's occupied every office on the diocesan staff. I think that he has been a litigator, the chief of staff, many, many things. Lover of all things Shrine Mont. He is here with us today because he is the delegate from St. Paul's, Richmond.

Interestingly enough, if you didn't know this about Henry, this is his first convention. True. 24 councils but this first convention.

Hillary West is Rector of Epiphany, Oak Hill, just outside of Herndon. That congregation was displaced. Now we know Hillary and the people of Oak Hill for their amazing hospitality. Remember, two years ago, we were there for diocesan Convention? That was that historic one. I remember when Bishop Shannon stood up and ripped the name of that Confederate legacy "council" and brought us to "convention." We've been there for ordinations. When they came back into their church home, they had some critical questions to ask. Let's hear this story of litigation transformed into Dayspring, into new life. Henry, Hillary.

MR. HENRY BURT: Thank you. The Bishop was so nice in his pastoral address, so I've spent the last 20 minutes furiously rewriting this because I knew I had the rebuttal position, so here goes. Bishop Johnston, Bishop Goff, Bishop Ihloff, Bishop Gulick, Your Grace Archbishop Sarfo, Bishop Bayes, Mr. Secretary, Chancellor, distinguished guests, esteemed Delegates to Annual Convention and Malcolm Rogers.

Just after supper on a chilly night, January 10, 2012, I received a call from Brad Davenport, our lead trial counsel in the property litigation. He was calling to inform me that the court had ruled. He said, "I just got it. It's over 70 pages. I haven't read it all, but it looks like total victory." I asked him if he wanted to call the Bishop and inform him, and he's demurred. He said, "No, I think that's your privilege." Straightway, I called the Bishop. "Hello, Bishop, this is Henry Burt." "Oh, hello, Henry," as he will so often answer. "Bishop, we have received the ruling from the court. It is total victory." The Bishop responded, and I quote, "Oh, dear God."

Bishop Johnston was elected in 2007 just as the property litigation, which was in many ways, an ecclesiastical civil war, kicked off. He became Diocesan on October 1, 2009, when the war was, in fact, all but lost. Bishop Johnston could have chosen a new track. He could have settled on unfavorable conditions, or just thrown in the towel. He faced constant calls both from outside and inside his own Diocese to do so, yet he had absolute steadfastness of purpose and provided that for us.

The litigation was about returning property to the mission of the Episcopal Church, yes, but it was also about who we are as a hierarchical church. He believed and he knew firmly that we had to have definitive answers not only for ourselves but for our posterity, but that certainly didn't make it easy. He and I had long talked about the case in terms that may surprise. I always thought that winning would be harder than losing.

If we lost it would be awful, particularly for the faithful in our continuing congregations, but the answer going forward from a legal and governance perspective would have been relatively simple, but it was in victory that it was complex and, in many ways, profoundly complex. "Oh, dear God." In those three words, he provided what we often risked losing throughout the litigation: perspective. A reminder that in a moment of triumph we were not to be triumphalist. Now in a confession, I will say that Brad Davenport and I, as Virginia low-churchmen, were disobedient. We were absolutely triumphalist, but we were careful not to get caught by the Bishop.

It was also a reminder, however, in all sincerity, that there were others, our brothers and sisters in Christ in the CANA churches, that were experiencing profound loss at the same time. It was also a reminder that in a moment of finality, the work, the real work of the church was only just beginning. It was my privilege to call the Bishop that chilly January night.

I thank Bishop Johnston for that privilege, for his steadfastness and for his perspective in that chapter of life in this Diocese, which is now thankfully closed. The real work, the work of those continuing congregations, which became the Dayspring congregations, that work of blessing and tribulation, of

joy and sorrow, of success and constant challenge continued and continues to this day. It's also my privilege to welcome the Rev. Hillary West of Epiphany, Herndon, to share their part in that ongoing story. Thank you.

THE REV. HILLARY WEST: Thank you, Henry. On behalf of Epiphany, Oak Hill, Herndon, Virginia, let me say, Bishop Johnston, how grateful we are for your steadfastness. Your determination coupled with the perseverance of a faithful remnant of Epiphany through the everlasting promise of God in Christ is what has led and leads us through turbulent times, to the joy of serving as Epiphany.

Thank you, Bishop Johnston, for believing in our possibilities. The victory you, the diocesan staff and litigators and all of you shepherded those many years ago returned the faithful remnant of Epiphany to rebuild. Almost immediately, God blessed us with young families and lots of children and youth. Gratefully, we quickly moved from one to three worship services. We often refer to ourselves as very messy, and messy means truly God has called Epiphany to be a body of faithful folks where God loves us all, no exceptions.

We discovered early on that we were in the real estate business. Forever appreciative of the watchful and supportive eye of the Diocese, we have become landlords, like many of you. There is a lot of juggling as we celebrate and occupy our space as shared space. Most of the time, serving as good stewards of our space is a win-win, and when a 30-year-old air conditioning unit breaks and our roof leaks once again, we do our best to team up and work together as partners in ministry serving God in Christ rather than as tenants and landlords.

With nearly 50,000 cars a day driving past our corner, folks can't help but see God's good work in action. First, it began with our neighborhood. We were committed to being the church on the corner ministering to the neighborhood. Adult teachings target interfaith groups in the surrounding area. Two scout troops find their home with Epiphany. A bounce house ministry is welcome relief for neighborhood families to enjoy on snow days.

The parking lot hosts a trunk-or-treat, fall fun days, yard sales, a basketball stand and plenty of space for our tenants and our preschool families to drop off and pick up, while at the same time allowing room for drive-by ashes on Ash Wednesday. Friendship Cafe flips burgers on the lawn and invites all passing by to enjoy a lunch now and then. Because you believe in God working in Epiphany, we've come to embrace the possible in the impossible.

Annually during Christmas week, we serve as a hypothermia shelter, which we could never accomplish without the assistance of our neighboring congregations from all faith traditions. We're especially grateful for our Jewish friends who are always there to minister on Christmas Eve and Christmas Day. And where once the neighborhood was not so supportive of having homeless folks wandering about, now the neighbors make it a point to help out with our hypothermia shelter guests at Christmas.

As well, because God always brings about miracles where we least expect, Epiphany's preschool continues to thrive. Once struggling to financially afford itself, now the preschool presents offerings to Epiphany's annual operating budget. We're busy planting God's world on our corner. If we were to measure our weekly occupancy, somewhere in the neighborhood of 500 people a week are blessed sharing in ministering in the space of Epiphany. God is so good, right? All the time, all the time.

Thank you, Bishop Johnston, for inviting us to serve as a diocesan landing spot. As daunting as our 40,000 square feet of space may be, it's also a space of welcome and invitation. Consequently, we joyfully host ordinations, an annual convention, an ECW ingathering, an intercultural summit, and a day of stewardship instruction for the Diocese of Virginia. Most of all though, we love being Epiphany, and for that we celebrate and give thanks day in and day out.

Bishop, you could have given up on us. Instead, you chose to persevere and so do we. The work is not without its challenges, and the odds actually are against us, but I don't have to tell anyone here of the miracles God works in our lives as the body of Christ. As your legacy builds, may Epiphany, Oak Hill, in the Northern Fairfax Region be a beloved memory for you. Now it seems God is blessing us as Epiphany, and all of us I imagine, with enough foolishness to believe that we can make a difference in this world. Thank you.

Bill Forbes would like to present a card to you, Bishop. I'm sure you all are aware that the Bishop asked for cards, so there's a giant one from Epiphany.

### **Stories of Celebration: Peter Paul Development Center**

THE REV. SVEN VANBAARS: One of the stories is just very close to here, about a mile into the East End of Richmond, the Peter Paul Development Center has a profound ministry offering light and hope. Their ministry is very basic. They provide a safe, nurturing space. At the same time, it's very profound. They provide a safe, nurturing space in a community where safety and nurturing are desperately needed. As part of our stories of these last 11 years, the Peter Paul Development Center undertook relaunching their physical structure. Relaunching their ministries. Rather than hear me tell it, let's watch a video they sent to us so that we can enjoy their story.

*A video from the Peter Paul Development Center is projected and watched by the Delegates of Convention. Damon Jiggetts, Executive Director, gives a tour of the Peter Paul Development Center on this video.*

MR. DAMON JIGGETTS: Hello and welcome to the Peter Paul Development Center. I have the honor of serving as our Executive Director. My name is Damon Jiggetts. You're standing out in front of the Peter Paul Development Center here in Richmond's East End. Come on in, and I'll tell you more about what we do. Congratulations on your annual diocesan Convention. I'm so sorry I couldn't be there with you all to celebrate this annual event. Although, I do know that you have our couple founders with you there. If you want to know more information about the Peter Paul Development Center, stop by our table at some point in the day. I do want to thank you all so much for your continued support. We couldn't be who we are and do what we do here in the East End without your support. As an affiliated organization of the Episcopal Diocese of Virginia, I'd like to say, thank you.

I'd also like to honor and recognize the founder of this wonderful organization back in 1979, Mr. John Coleman. He was considered to be a bridge builder here in this community. He was well-respected. He started a program where he wanted to make sure that kids had a safe place go after school and during the summer, where they can be engaged in positive activities, engage with positive peers and adults. Excuse me as I'm opening the door. You can see we're already busy here today at Peter Paul.

We've got 400 children here. That's the core of everything that we do here at Peter Paul. We serve approximately 400 students each and every day, making sure they have a strong educational foundation. That's exactly what Mr. Coleman wanted: To make sure that kids have everything that they needed to be a positive influencers and positive leaders in our community. We're still proud to be pushing his legacy for Peter Paul today, almost 40 years later.

We're standing here at the newly constructed educational wing here at Peter Paul. This part of our facility opened up in January of 2017. We had a pretty comprehensive campaign. We were able to solicit so many partners throughout the region to make this all possible. Partnerships are at the core of everything that we do here. We couldn't do it without our volunteers. We couldn't do it without our supporters. We couldn't do it without our parents, and so many other wonderful organizations in the East End. Making sure that our children had exactly what they need to not only graduate, but go on to bigger and better things beyond high school and become positive contributors to this community.

Our purpose statement is across the top of the wall here as we make our way to the educational wing. It says, “Educate the child, engage the family, and empower the community.” At the center of everything that we do is the child. Making sure that each child has their own individualized plan. The plan is called the PPEP, or Peter Paul educational plan. It’s an individualized approach to make sure that every child has what they need for success. We can’t do that, nor should we do that, without the involvement of their parents.

We’re talking about engaging our families in everything that we do here. We’re very intentional about reaching out to our parents. Making sure that they have what they need to positively contribute to their community, but also ensure the well-being of their families. We have a department solely dedicated to that. The last part of our purpose statement is also about empowering the community. What’s really important to us here is that we look at everyone we serve for the assets that they are. Everyone has their own gifts, talents, and abilities. We work with the people in our community to identify the priorities as they see it. We bring all the resources to bear.

All these wonderful organizations and other partners, whether its housing needs, health and wellness needs, employment needs, we bring everyone to the table to work with our residents in addressing those priorities. That’s the way it should be. Here at Peter Paul, we see ourselves and we are being recognized as a leader in the community in terms of how we’re able to convene everyone around priorities. Pulling the best out of those we serve, and letting them lead. They’re the experts in this community, not us the service providers, and that’s been so important here.

This is who we are, each and every day. We’re working with our children. We’re working with our families, and so many partners. This was something that was born out of the Episcopal Church. We couldn’t be more pleased to be a part of the Episcopal family. We are an affiliated organization of the Episcopal Diocese of Virginia. We would be remiss if I didn’t express my sincere gratitude and appreciation of Bishop Shannon. Congratulations on a wonderful tenure in your role. I know that you’re going to find something else to do in your retirement. You’ve been such a wonderful supporter of us here at Peter Paul for as long as I can remember. I’ve been here for almost seven years, and it’s been great.

I also want to recognize the Diocesan Missionary Society for finding us the original construction of this facility. Yes, we’ve expanded this facility, but we wouldn’t be where we are without you extending your faith, and your confidence and our ability to deliver on our mission. On behalf of all of the children here at Peter Paul Development Center, our board of directors, our parents, and our partners in the East End, we’d like to say thank you.

### **Stories of Celebration: Virginia Theological Society**

THE REV. SVEN VANBAARS: From Church Hill in Richmond to what some of us call the Holy Hill in Alexandria, there’s another story that needs to be heard. Virginia Theological Seminary, while not part of our Diocese structurally, is very much part of our diocesan ethos and certainly is in the geographic boundaries of this place that we call church. The Very Rev. Ian Markham, the Dean and President of the Virginia Theological Seminary is going to come forward and tell us how Bishop Shannon has shared his leadership with the board of VTS and with the rebuilding of the chapel there.

THE VERY REV. IAN MARKHAM: It’s a great privilege to be part of this moment of celebration of Bishop Shannon. Let me just start by saying that Bishop Shannon and I arrived in the Commonwealth of Virginia at about the same time. At our first meeting, Bishop Shannon just said to me, “I want you to know that I want to support your ministry as your Bishop, I want to support the seminary as a trustee.” He then proceeded to get out his business card and he made a note of all the relevant contact information, his cell phone number, his personal number so I could reach him at any time, and that card became a symbol of his commitment to the seminary.

Now, as many of you know if you're clergy, the seminary is really important in the Diocese of Virginia. That's because many of you were raised up as vocations through this Diocese, and many of you were subsequently employed in this Diocese. We have a deep and necessary connection with the Diocese, and Bishop Shannon has not only raised up some outstanding vocations in his tenure, for which the seminary is deeply grateful, he has also attracted some of the brightest and best back into the Diocese. See I'm flattering you all, you ought to be feeding on this.

It's true, it is a marvelous and important synergy between the Seminary and the Diocese. However, Bishop Shannon's legacy to the Seminary is huge, and Sven was right when he alluded to the tragedy of the chapel fire. We were in a predicament as a school. Our 1881 chapel was classically low church, snake belly low. We had an argument over candlesticks on the altar and we never used incense until that one fateful day.

We were thinking afresh about what we should now do as the new chapel emerges. Now, we are proud of our evangelical heritage and we appreciate the depth and wisdom that comes from the emphasis on the preaching of the word and going out and preaching the Gospel. That remains true of who we are. A new worship space is an opportunity and an obligation, and the faculty was divided when it came to the highly symbolic but hugely important question of the Ambry. Should that be visible from the congregation? It actually went to a board discussion and the board votes to determine whether or not we should move in this direction. There were significant voices who cancelled against it on the grounds that there's a coherent tradition we represent that the Episcopal Church needs. It was Bishop Shannon's contributions to that discussion which were decisive. He explained to the Board of Trustees that the Seminary is now responsible to actually feed and serve the entire ecclesial spectrum of the Episcopal Church. Part of that witness should be an Ambry, and so brothers and sisters, we actually even have a kneeler in front of the Ambry at Virginia Theological Seminary. This is huge. But what it represents is that the seminary continues to honor and celebrate our low church roots but we are genuinely a Seminary that actually needs to serve the spectrum of the Episcopal Church. This is the work we've been called into as we serve the church in this age.

Let me conclude with one final comment on observation, like many of the clergy in this room, we've had the privilege, Bishop Shannon, of standing next to you when you preside. It remains one of the most powerful moments of my life, the privilege of standing next to Bishop Shannon. There's this joke that circulates in seminaries all the time, and I'm sure you've all heard it. What is a critical mass? The answer is, seminarians watching a priest or a bishop do the Eucharist. In the end what always happens in theological education is you notice the manual acts. We think thoughts, but for all you wonderful lay people who are serving here today, can I just say the thoughts that go through the mind of a clergy person as another clergy person celebrates is weird, right? Trust me. You never want to know, don't ever ask, it's just true we noticed that this takes a certain worldview and eye to spot. The thing about Bishop Shannon though, when he presides, you know you're in the presence of somebody who really believes in the miracle of the Eucharist. You're in the presence of somebody who believes it's central to his ministry to feed the people of God. You're in the presence of somebody whose says those words with care and attention, so every single person hears them and understands with utmost seriousness the significance of what's happening. I've learned from Bishop Shannon and I'm enormously grateful that he was my Bishop for much of my tenure at Virginia Theological Seminary. Thank you, Bishop Shannon, for your service to the Seminary.

## Stories of Celebration: Triangle of Hope

THE REV. SVEN VANBAARS: One of the gifts that Virginia Theological Seminary brings to our Diocese is the enormous crossroads of the Communion that gather here. We benefit from many people visiting our Diocese because they're speaking or doing sabbatical at the Seminary. We in this story also hold up a crossroads experience in 1619. Unfortunately, the trade began in human lives. The degradating dark hour that linked Jamestown, Virginia, with Liverpool, England, and Ghana, and that triangle of subjugation. What we are doing with our Triangle of Hope is breaking the missional priority that will transform this relationship, stepping into our ministries together.

As a part of our stories, you're going to have an opportunity to attend a workshop this afternoon on the Triangle of Hope. I hope you'll do that, but this morning, we're pleased and honored to welcome two of the very special guests at this gathering. The Most Rev. Daniel Sarfo is the Bishop of Kumasi in Ghana. He's also the Archbishop of the province of the Church of West Africa. He is joined today with the Rt. Rev. Paul Bayes who is the Bishop of Liverpool in England. Bishop Sarfo is one of 39 primates in the Anglican Communion. We of course know that Bishop Michael Curry is our primate of our church.

The Archbishop has been a supporter of reconciliation and hope throughout the communion and he is no stranger to international travel. When he leaves here, he's going to the Bronx, to see his brother. Bishop Bayes was consecrated as the eighth Bishop of the Diocese of Liverpool. He, then, presides over our sister Diocese in the Church of England. That is one of the most creative and dynamic dioceses of the Church of England. Let me welcome both these leaders up to tell the story so that we may celebrate the Triangle of Hope. Bishops.

THE MOST REV. DANIEL SARFO: All protocol duly and respectfully observed for the sake of time. We of Kumasi got to know Bishop Shannon immediately after he was consecrated the thirteenth Bishop of the Episcopal Diocese of Virginia. We had already had the Triangle of Hope link during the term of his predecessor and then, Bishop James of Liverpool. Bishop Shannon, as soon as he became a Diocesan Bishop, hit the ground running and renewed the link with Kumasi and Liverpool, and this time with Bishop Paul. The three Diocesan Bishops, Shannon, Paul and I, and the assistants, have moved the Triangle of Hope to a higher pinnacle by founding it.

The three bishops also are active players in the Bishops in Dialogue and portray the Anglican Communion through celebrating our work together. After each gathering, we send a testimony to the Anglican Communion that we can come together and still work together. The essence of it is that the Anglican Communion is very important to us and we want to move along together. At the moment, we are writing a joint communique and we are in the process of starting with youth pilgrimage. Those of us in Ghana are ready. We are prepared for our brothers and sisters who are coming, 15 youth from each of the dioceses.

From Kumasi, we have selected one person, a youth, from 15 parishes and they are ready and waiting for the sisters to join them. We're saying that we are committed in transforming the triangle of despair into a triangle of hope for the mutual benefit of our people through other avenues like exchange experience programs, visits, gifts, relationship, parish to parish links, individuals. We also agreed to establish a covenantal friendship, which will endure the test of time. I want to salute Bishop Shannon. He has been a great pillar and somebody who has been a catalyst in getting us together.

We want to celebrate you, you are great and we will continue to pray with you wherever the Lord may use you at another angle. Thank you.

THE RT. REV. PAUL BAYES: Friends, I bring you the greetings of the Diocese of Liverpool and its synod and people. I bring you the personal greetings of the Archbishop of Canterbury. I'm most



grateful for the welcome that my friend, Canon Malcolm Rogers and I have received, in particular, on this my birthday. I'm grateful for the Episcopal cake that I received yesterday. It's great to know there are friends around the world. In the Diocese of Liverpool, we're asking God for a bigger church so that we can make a bigger difference and we say, "More people, knowing Jesus, more justice in the world."

When I began there, as Bishop in 2014, I preached about the table of the poor Christ, the carpenter, who sits beside us at this table that can be extended into every street and into every home, and where people together can find justice and peace. Shannon and Ellen Johnston heard me preach that sermon together with Henry Burt because they traveled all that way to be with me so that this link might be founded. In that vision, we stand together in the Anglican Communion. The Anglican Communion is a mixture of high ideals and little things, of the highest ideals expressed in little things.

It's shaped as it is, largely because of the work of the British Empire and the colonial past that casts a deep shadow across the world, including in this nation. And yet, we believe that today, it can speak words of light into the shadows, shadows of fear and anger. Today's shadows of the hatred of groups who never speak to each other. The fear of the other. The desire to win safety at the expense of freedom and dignity, a desire which is fed in my nation and in your nation by people who tried to make us afraid of the other so that they themselves can be exalted. Against that desire, we stand together.

In such a world, I speak to you this morning as a friend and as a fellow Anglican. These things have not always gone together, friendship and Anglicanism, in the history of our nations and of our communion. Struggles, issues and problems beset us too and yet, they can be overcome with the resources of our faith, which comes in little things. Prayer, friendship, connection, listening, visiting, learning, sharing. I would not be here if it were not for that friendship. I would not know you if it were not that Shannon introduced me to you. When I became Bishop there, they were these three members of your Diocese, their hands extended to me and I entered a tradition of friendship.

We, in our turn, extended a hand to you when we invited Bishop Goff to enrich our ministry in Liverpool by becoming an Assistant Bishop. She grasped our hand and accepted our offer, and we stand together now. When, at Shannon's invitation, I joined the consultation of Anglican Bishops in Dialogue, it was in Accra that I found the hand of Archbishop Daniel extended to me. As we three rebuilt the friendship between the dioceses and between peoples, that is the Triangle of Hope. These are big dreams that we're talking about here as we tell stories to celebrate.

The issue in little things, in practical connections, as young people from different parts of the world choose to meet on pilgrimage and to learn together. If you come to the workshop this afternoon, you'll see how these new links of hope and celebration are forged from the chains of slavery, which have been broken. I say to you that in this standing together, Bishop Shannon and the Archbishop and I stand with you at the front of the Anglican Communion. We are a flagship for cooperation across the differences of culture and theology in the world Church. Together with my brother here, I honor you for your commitment to this relationship. May God bless you for your commitment to friendship around the table and to the Triangle of Hope, which will go forward in the months and years to come. God bless you all.

### **Stories of Celebration: Conclusion**

THE REV. SVEN VANBAARS: Well, as you've noticed at our Convention this year, these stories have quite the international flavor and flair, don't they? Let's hear from one of our very own. The Rt. Rev. David Jones, Retired Bishop Suffragan of our Diocese, wants to bring his message of thanks to Shannon and Ellen. It comes to us from the Holy Land. No, I don't mean Tupelo, Bishop.

*A video of the Rt. Rev. David Jones is projected and watched by the Delegates of Convention.*

THE RT. REV. DAVID JONES: Shannon and Ellen, Kay and I bring you greetings from St. George's College in Jerusalem. We are so grateful, Shannon and Ellen, for your kindness to us during all of your years in the Diocese of Virginia. We pray that your retirement will bring you great joy. Thank you for your ministry.

MR. VANBAARS: We've heard stories from the mountain top. Stories of Dayspring living among us. Stories of regeneration and hope in Richmond. Stories from around the Communion, and hopefully, halfway across the globe. There are so many stories. We have much to celebrate. Amen.

Here's your charge. During lunch, share one of the stories that you celebrate. These last 11 years, with Shannon as our Bishop, we together as a body of Christ in Virginia have done much. Tomorrow you're going to hear some stories about things that we're doing in our Diocese, things to hopefully inspire and carry us forward. For right now, that's all the time we have. Bishop, back to you.

THE RT. REV. SHANNON S. JOHNSTON: Thank you, Sven, so very much. To my dear friends and brothers, Daniel and Paul, it has been wonderful to have you be a part of my ministry as Bishop of Virginia. I cannot imagine it being what it has without you there-to be with us and everyone who takes part in this wonderful ministry. Thank you.

### **Ballot Two Results**

THE RT. REV. SHANNON S. JOHNSTON: I have elections to announce. As we move forward, reporting on ballot number two, the following person was elected on the second ballot as clergy member of the Standing Committee. As all the clergy positions on the Standing Committee have now been filled, no more votes are required. The Rev. Barbara "Bambi" Willis is elected.

I want to applaud the tellers for their hard work and thank Brad Davenport for his exemplary work as chief judge. He loves that. Julia Randle is head teller and she certainly loves that too. Thank you both very much.

### **Introduction of Special Guests**

THE RT. REV. SHANNON S. JOHNSTON: All right. Introduction of the front table. It's my privilege to introduce the people who are seated before the dais at the front table here. I'll start with Ellen. Ellen Johnston, if you'll stand. Nancy Ihloff. The Rev. Tom Holliday.

Let's see. Are there any others? No, we have an absence there. Those are the ones that we've called together to be at this table before the dais, and then I'll call on Ed Jones to make some special announcements.

THE REV. DEACON ED JONES: We have some special guests that I'm going to introduce as well. I have a couple of announcements. Please bear with me because I do have some very special introductions to make before we break. First, let me ask you. How did Sven do as our MC? I thought he did a fantastic job.

Let me remind you of a couple of things. The budget committee will have an open hearing at 11:45 or as soon thereafter as we can in salon one, two, and three. The Budget, Resolutions and Constitution & Canons Committees will be meeting at 12:30 over lunch. Yoga is at 12:30. Don't forget that we're reconvening at 1:30 this afternoon. The workshops are at 2:40, Convention Eucharist in this room at 4:00.

Please do not leave any of your items and materials on the tables because this room is going to be set up again for Eucharist. Now, let me make this announcement because it wasn't on some of the

schedules you saw. Tomorrow morning at 7:00, lower lobby, hot breakfast. Let me repeat that. Hot breakfast in salons four and five. There will also be lunches for a variety of groups. We'll be posting all of that information with the specifics. Groups like the regional presidents, women clergy, youth and collegiate delegates, candidates for the priesthood, CCM, 12-step meeting, and so forth. Just one more announcement. May I ask our special guests to begin coming up on the stage. Bishop Shannon and Ellen, if I could ask you to join us up on the stage in the center of our group here for just a moment. As they do that, my final announcement is that the Race & Reconciliation Committee, which has a table right outside our hall, is asking all region deans and presidents to drop by there. They have a couple of books that they want to give you. That's a part of our efforts on racial reconciliation.

Is Peter Coffin in the audience and is Wendell Gibbs in the audience as well? Peter Coffin and Wendell Gibbs, are you here? Okay. They must've momentarily stepped out. Well, three of our special guests, you've already met this morning. They are the Most Rev. Daniel Sarfo, the Rt. Rev. Paul Bayes, and the Very Rev. Ian Markham.

Also joining us, do we have Canon Chip Davis up here yet? No, we don't. All right. Three of Bishop Shannon's special friends from seminary are going to be joining us at our festive reception this afternoon. They are the Rt. Rev. Wendell Gibbs, the Bishop of Michigan. He was a seminary suitemate of Bishop Shannon's from Seabury-Western. Also, the Rev. Canon Chip Davis of the Diocese of West Tennessee in Memphis, another suitemate of Bishop Shannon's.

Also, the Rev. Peter Coffin of New Hampshire, who also met our future Bishop on the Evanston, Illinois, campus at Seabury-Western. My friends, I think I know why they are not with us right now. Do come to our festive reception this afternoon at 5:45 in the hotel because these seminary mates will have a few words to say. That explains their sudden disappearance. Suffice it to say, they have the goods on Bishop Shannon.

You'll want to hear it. You'll want to hear those goods. You'll want to spread that accurately or inaccurately. I used to work in the newspaper business and our motto was, "If you can't get it right, at least get it in the right ballpark."

That's what we're asking to do here. The Rev. Canon Malcolm Rogers of the Diocese of Liverpool whom you've heard referred to, a great friend of our Diocese. Without whose presence, we could not hold a convention. It's actually in the Canons now. I don't know whether you've checked them, but it's actually there. Most especially, for Bishop Shannon, his wife Ellen, the Director of the Center for Liturgy and Music at Virginia Theological Seminary and the Director of Music at Church of the Holy Comforter. What an array. Please join me in welcoming this special group of friends and leaders.

Members of the Convention, the people you see on this stage, and those three you don't see, represent in important ways the ministries and the friendships that have helped form Bishop Shannon's episcopate and indeed his life. We're talking about the friendships that last for a lifetime. We're talking about the leaders who opened our eyes to the transforming force of reconciliation.

As we near the end of our program this morning, Bishop Shannon, I would like to take advantage of this special Convention moment because, particularly, since this will be your final day of presiding at our Convention. In the five and a half years, I've had the singular honor of serving as your Chief of Staff, Bishop Shannon. I have learned many things from you. I've learned that it's all right to be a person of deep and loving faith and still strongly dislike certain football teams. In fact, occasionally to trash-talk them. I have learned, Bishop Shannon, that infinitives were never made to be split. There's applause for that actually. I can't believe it. I strive regularly to achieve that or to achieve that regularly, but never to regularly achieve that. I hope I've made you proud, Bishop Shannon. I have learned that Tony Bennett, not Frank Sinatra, is the proper choice to sing *Fly Me to the Moon*. I've

learned so much. I have learned perhaps most importantly that Elizabeth Montgomery of *Bewitched* fame was the most underrated television star of the 1960s. In fact, perhaps of all time, at least from a perspective of a teenage boy in Alabama. I also have learned from you, Bishop Shannon, as I suspect have so many others in this hall, that our faith is a constant journey, that it is restless in its openness, that it is never static. That's how we open ourselves to God. That's how we learn from others. That's how we love others. That's the heart of reconciliation. Bishop Shannon, that is the heart of your episcopate. Journeys that are never static, journeys that never end.

We see it so vividly in your friends and in the leaders you've worked with. Those who hail from the great port of Liverpool, to the coastal plains of West Africa to, as we will hear later, a seminary dormitory in Evanston, Illinois. It would take more than one convention to tell the stories that have been shared with me over these past few months from people all over this Diocese and, indeed, from all over the Anglican Communion.

Stories of how our ministries together these past 11 years have transformed their lives and, indeed, Bishop Shannon, how you personally have transformed their lives. As you begin what I am confident will be the exciting next chapter of your journey, it becomes more and more clear that the power of your episcopate will be not just what we have accomplished together over 11 years, but it will be what we take forward in this Diocese.

As confident Christians full of love and committed to open doors, we have become better listeners to each other during our time with Bishop Shannon. You are right, Bishop Shannon. Agreement is overrated. That's the thought. That's not just a spiritual courtesy. It's an essential ingredient to growing our faith. Now, might we take some issue with a few of your beliefs, particularly the worldly ones? You bet. Was Gerald Ford really one of our great presidents? How could a man who regularly banged his head on the doorway of Air Force One be truly great? I pose that profound question. We may quibble with your opinion, that it is appropriate for an adult to wear a piece of cheese on his head during a football game. We may quibble. On the big things, the things that help us realize that what binds us at the foot of the cross is so much more powerful than the worldly disputes that divide us. You got it right. You got it right, Bishop Shannon.

Thanks to Ellen. Your reconciling message was delivered so often with the grace of beautiful music and we are all the better for it. On behalf of me, all the people on the stage, and I would strongly suspect, every other person in this hall, I want to thank you, Bishop Shannon. I want to thank Ellen, who is not retiring, for all you have given and for all you will continue to give to our beloved Diocese. The Lord be with you.

BISHOP JOHNSTON: I have to get my voice back. Knowing the three who were not here worries me. Tonight could be very entertaining. All right. Well, I'm reduced to a gelatinous mass right now. I announce that Convention is in recess until this afternoon at 1:30. We'll see you back here.

### **Committee on Resolutions**

*The full text of the resolutions from this Convention as submitted, amended by committee and adopted can be found on the following pages: CR1, page 160; CR2, page 162; CR3, page 162; R1, page 163; R2, page 165; R3 page 166.*

THE RT. REV. SHANNON S. JOHNSTON: Thank you. I now call us back in to order, and as the first order of business I want to welcome the Rev. Jay Morris to the podium to give us the report of the Resolutions Committee.

THE REV. JAY MORRIS: Bishop Shannon, Bishop Susan, Bishop Bob, distinguished guests, Members of Convention, sisters and brothers in Christ. The Convention's Committee on Resolutions

held an open hearing yesterday at which we discussed the two courtesy resolutions that had been submitted on time and an additional courtesy resolution which was made available in the supplemental packet on Wednesday of this week. Those three courtesy resolutions honor three rectors who have given long years of service to their parishes and to this Diocese. They are Don Binder from Pohick Church in Lorton, John Weatherly from St. Mark's in Alexandria and Ed Miller from St. John's in McLean.

*The full text of these courtesy resolutions can be found on the following pages: CR1, page 160; CR2, page 162; CR3, page 162.*

In each of the three courtesy resolutions, the Committee on Resolutions has recommended a few slight editorial changes that do not make any change of substance but rather strive in some cases for consistency or accuracy, for example re-numbering the particular convention being sighted or using Roman numerals instead of Arabic numerals for the mention of one particular region or another. The courtesy resolutions have been edited and are available for display on the boards but I assure you that no changes of substance have been made. Only slight editorial or typographical changes, largely for the sake of honoring accuracy and consistency. The committee recommends unanimously that these three courtesy resolutions be adopted by Convention.

The committee also received one resolution numbered R1 about the Way of Love, Rule of Life, then after the deadline received one resolution about the recent shootings at the synagogue in Pittsburgh which Convention decided earlier today to put on the agenda. In anticipation of the possibility that that resolution might be added to today's agenda, the committee discussed that resolution along with the others.

*The full text of these resolutions can be found on the following pages: R1, page 163; R2, page 165.*

We have, to those two regular resolutions, made some slight changes. The only change made to the resolution about the synagogue shooting is to correct the number of the convention being mentioned, namely this 224th Annual Convention, and to add at the end of the resolve a clause that the things being expressed in the resolution all follow in accordance with our baptismal covenant. That purpose was added in order to stress that what the resolution calls for follows quite naturally and logically from our baptismal covenant made at the time of our baptism.

For the first resolution about the Way of Love, Rule of Life, that is Resolution One, the Committee heard a great deal of suggestion at yesterday's open hearing that the number of reports to be filed by the clergy and lay leadership of each parish should be reduced so as not to be so burdensome on the parish. There were also strong suggestions made at the open hearing that the implementation of this resolution be made less burdensome on the parishes so as to allow for more flexibility in how they report what is being done at the parish level to each region and to the Bishop as well.

All of the editorial changes made in these five resolutions being brought forward as amended by the Committee on Resolutions are available for display on the board. Bishop Shannon, we present them to you all. We also want you to know that Resolution One, about the Way of Love, Rule of Life, makes reference to a video from the Presiding Bishop that was available for everyone to see as they read the resolution at home but since not everybody might have had access to a computer or might not have taken the time to see it, we have that video available for display now, Bishop Shannon, if you wish for it to be shown.

BISHOP JOHNSTON: I think that would be fine. Thank you.

*A video from the Most Rev. Michael Curry, Presiding Bishop of the Episcopal Church, about the Way of Love, Rule of Life is projected and watched by the Delegates of Convention.*

THE MOST REV. MICHAEL CURRY: Turn. Learn. Pray. Worship. Bless. Go. Rest.

Turn. Figure out how can I every day turn my life like a flower turning toward the sun, to turn my life in the direction of God's love, in the direction of Jesus.

Learn. Every day, what can I learn from the word of God through reading of Scripture, reading of spiritual materials that help to train up the spirit, if you will, but to wrestle and to live with Scripture paying particular attention to those passages and teachings where we actually hear the voice of Jesus.

Pray. To spend time every day. Some real time. It doesn't have to be long but some real time in real prayer and there are practices of prayer and different ways of prayer that can help us in that journey.

Worship. To gather in Christian community at least once a week, preferably for the Holy Eucharist if it is possible. To gather for worship as in community where we are with other Christians and other believers and other followers of Jesus where we can worship our God, open our lives to God and be blessed by God and by each other. Jesus said wherever two or three gather together in my name, there I am in the midst of them.

Turn. Learn. Pray. Worship, but then bless. Somebody once said we have been blessed so that we might be a blessing. To each day make a decision. I'm going to live my life as a blessing and at every turn in that day, every moment of decision, how can I be a blessing in this day, in this way, in this moment?

Then to go. To go into the world. To go into the world and touch somebody's life. To go into the world and to love the way Jesus loves, to give the way Jesus gives, to forgive the way Jesus forgives, to do justice and love mercy and walk humbly with God like Jesus.

Then after turning, learning, praying, worshipping, blessing and going, to rest. It is not an accident that the seventh day of creation in the book of Genesis is when God saw all that God had made and God rested. The soul must rest. The spirit must rest. If God rested, who are we not to?

Turn. Learn. Pray. Worship. Bless. Go. Rest. These are words that point to practices that can train up the spirit to follow in the way of Jesus and to look something like Jesus. The old hymn says it best, "Breathe on me breath of God. Fill me with life anew, that I may love what thou dost love, and do what thou wouldst do." God love you, God bless you and may God hold us all in those almighty hands of love.

MR. MORRIS: Again, Members of Convention, that video pertains to R1 that was available in the original pamphlet of documents.

### **Courtesy Resolutions: CR1, CR2, CR3**

*The full text of these courtesy resolutions can be found on the following pages: CR1, page 160; CR2, page 162; CR3, page 162.*

THE REV. JAY MORRIS: Mr. President, the Committee on Resolutions would like to submit for the Convention's consideration first the three courtesy resolutions CR1 about Don Binder, CR2 about John Weatherly, and CR3 about Ed Miller. May we suggest that the slightly revised versions be posted on the board so the Members of Convention may see them?

THE RT. REV. SHANNON S. JOHNSTON: All right. These are moved by committee, need no second. You are saying that you're presenting these three together to be discussed and voted upon?

MR. MORRIS: Yes, sir. They all come with the Committee's unanimous recommendation for adoption by Convention.

BISHOP JOHNSTON: Okay. We are opening discussion on CR1, CR2 and CR3. Discussion or questions, noting that the small edits will be available to see by posting them on the board. Seeing no one at the mic, I'll call the question. We will move the question to adopt all three on slate, all three together. All in favor of adopting the courtesy resolutions CR1, CR2, and CR3, please signify by saying aye.

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done. Thank you.

### **R1: Adoption of the "Way of Love" Rule of Life in the Diocese of Virginia**

*The full text of this resolution can be found on page 163.*

THE REV. JAY MORRIS: Mr. President, the Committee on Resolutions also submits with unanimous recommendation the two resolutions. The first one dealing with the Way of Love, Rule of Life. Its revisions will be posted on the screens for Convention's consideration, but if I may, for everyone's benefit, let me mention a couple of the non-typographical changes that the Committee recommends as amendments to what was originally submitted.

Under the resolve that has two bullet points that begin to specify what reports should come. On the first bullet point, the committee recommends that the bullet point read as follows, "Make a public commitment to follow the Way of Love, Rule of Life, set forth by our Presiding Bishop and endorsed by General Convention;" What the committee recommends as we are submitting it is to strike that the public commitment must be signed, and also striking that copies of those signed commitments should be sent to the office of the Bishop. On the following resolve that begins, "Resolved that the office of Bishop is asked," what the Committee suggests, is striking this phrase from the end of that resolve, striking and to compile written commitments to practice this Rule of Life and related reports.

In the next resolve, the Committee recommends eliminating the requirement of one report due on Ash Wednesday, 2019, though leaving in place the requirement of a report due by Trinity Sunday. In the next resolved, as in the previous one, striking the requirements that those reports be submitted in writing. In the next-to-last resolve, the Committee recommends adding the word "regional" near the beginning, so that it reads as follows, "Resolved that such regional reports," where the Committee recommends that the local congregations report to the region and to the Bishop, and then those regional reports would be further processed.

Those are the changes of substance that the committee recommends as amendments to the originally submitted resolution. Mr. President, we submit Resolution One as amended, as available on the board and as just mentioned here.

BISHOP JOHNSTON: All right. Thank you very much, Jay, for the clarity of that and the thoroughness of it. I'm seeking the will of Convention about how to approach the several amendments. I want to tell you we have a hard stop at 2:30. We must be out of this room by 2:30 so that they can switch the room for worship. I'm going to try to expedite things if I can, but I'd like to see us float the ideas that are right to consider as a whole with the amendments that they have suggested to consider the whole of R1 as amended for discussion.

If you've got a point to make about any of the particular changes in the resolves, then you can address those by mic. Is that all right for everyone? It might move us along a little faster. Okay. All right, needs no second. We are open for discussion and questions, clarifications about R1 as amended in the several places as Jay laid out so clearly for us. Microphone five, please.

MR. RUSS RANDLE (CHRIST CHURCH, ALEXANDRIA): Mr. President, for the benefit of Convention, this resolution is unanimously sponsored by your entire General Convention deputation. I do not think that at any point in living memory, your General Convention deputation has brought back to this Diocese anything of this kind or any unanimous recommendation for action. The program that's involved here is much more than a fad, it is a fundamental restatement of what we as Christians need to be about as Christian leaders. It is based on our Presiding Bishop's very clear insight, shared by church leadership, that in a post-Christian world, we as lay and clergy leaders need to become far more intentional about what modeling Christian life looks like, so that Christianity is not a synonym for bigotry, but that we show in how we conduct ourselves day by day, what it means to be children of the Gospel. It is in that spirit that your General Convention deputation is offering this.

Our report to those here, that the General Convention or the Episcopal Church website has a lot of resources, excellent resources for use in implementing this as parishes and people see fit to use them. This resolution provides a flexible framework to do that, to offer support and encouragement to each other from our Diocese, from our regions, and from each other. I ask your support for this resolution.

BISHOP JOHNSTON: Thank you Russ. Microphone three.

MR. STEVE CLIFFORD (CHRIST CHURCH, SPOTSYLVANIA): I'm the Vice President of the Executive Board. I have some concerns about this resolution, but not about the spirit of it, not about anything other than the possible limiting factor enlisting three different priorities to be set as the primary focus of mission and ministry for both the Diocese and for the parishes within it.

Setting evangelism, racial reconciliation and care of creation as priorities is not necessarily a bad thing, and I don't argue that it is, but I might submit that it could be rather limiting, especially in this time where we have the likelihood of a provisional bishop coming up, who is going to be examining what this Diocese does best, what our opportunities are, and what our areas for growth are. My concern is that I would rather not limit it in scope, and that applies to parishes as well. If parishes have mission and ministry that is primarily focused upon other things, I'm not all comfortable with a top-down approach to reset parish priorities.

BISHOP JOHNSTON: Thank you, Steve. Microphone six.

THE REV. DEACON DAVID CURTIS (ST. JOHN'S, RICHMOND): I would ask that we correct the language so that it will read "Resolved that each congregation's rector, vicar, or priest-in-charge and senior warden." We have a number of congregations that have priests-in-charge and we are absolving them of responsibility.

BISHOP JOHNSTON: You're suggesting that as an amendment to what has been presented by committee.

MR. CURTIS: Yes sir.

BISHOP JOHNSTON: All right, so that does it. That is in order as an amendment it needs to be seconded for discussion. I hear a second. We are discussing the amendment then to the resolve.

MR. MORRIS: Bishop Shannon. May I speak to that comment?

BISHOP JOHNSTON: Yes.

MR. MORRIS: Let me let Members of Convention know that the Committee on Resolutions actually addressed that very question last night. As someone who used to be a priest-in-charge before he became a rector, I noted that priests-in-charge are already allowed to do basically everything that



rectors are allowed to do. I'd like to think that a priest-in-charge would be required in effect to do the same thing that rectors are required to do in this sort of case. That's not to try to persuade anyone one way or another, it's just to note that the Committee actually took up that very issue.

BISHOP JOHNSTON: All right. Thank you, Jay. Anyone else? No? All right. Just on the discussion on the amendment. Hearing no other discussion, we're ready to vote on the amendment to the resolved to add priest in charge. All right. Calling the question, all in favor say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? The aye's have it in my opinion, so we will add "priest-in-charge" to that resolve. Thank you. Now we're back to discussing R1 as amended, submitted by the Committee. Microphone three.

THE REV. ANN BARKER (ST. JOHN'S, ARLINGTON): I'm not sure that having us file a number of reports is in the spirit of the Way of Love. There are people that follow other spiritual disciplines. I don't think I can legislate that my congregation follow the Way of Love even though I have made that information available to them and am discussing it in Sunday school class. We have something that vestries are supposed to sign before they are seated and they sign that. I just don't think that it's appropriate or necessary to have us filing reports in the Bishop's office about what we've done. Thank you.

BISHOP JOHNSTON: Thank you, Ann. Any other discussion? Microphone six.

THE REV. SHIRLEY SMITH GRAHAM (CHRIST CHURCH, GLEN ALLEN): I am fully in favor of the Way of Love. It would help me to hear from the Delegation an understanding of why the reporting component was clearly so important. There are a lot of things I promise to do that I don't report on having done and it just seems a little outside of our normal practice. I wanted to understand why that was an important piece.

BISHOP JOHNSTON: Thank you. Microphone five.

MR. RANDLE (CHRIST CHURCH, ALEXANDRIA): In response to the inquiry, there are several reasons behind it. One is we often don't do things without a deadline. At least in my practice, I find deadlines are very helpful in getting things done. A lot of the insight behind the Presiding Bishop's program here is that we need to be comfortable being public about our Christian witness. We have to go forward and intentionally model this.

There's a lot of flexibility built into the reporting obligation. It says let's do it once to the region. But the idea behind all of this is to be public, to do it as leaders and to model what we mean by Christian life. That's why the reporting was viewed as an important aspect of this resolution. Otherwise, this is one more feel good resolution that requires us actually to do nothing. We commit to do something and then, if nothing happens by next year, this will be forgotten. We don't have to wait for a provisional bishop for this Convention. We as lay and clergy leaders can set a direction for our diocesan ministries.

BISHOP JOHNSTON: Microphone one.

MR. WILLSON CRAIGIE (ST. JAMES'S, RICHMOND): I'd like to propose an amendment. If we could go to R1, the very first paragraph right at the top of page one. I would like to move that we strike the words "the primary" and put in their place the words "an increased focus" of our diocesan ministry. That addresses the question raised earlier by a previous speaker.

BISHOP JOHNSTON: All right. That's in order to propose an amendment to replace "the primary" to "an increased focus." All right, that's made. Is it seconded? I hear a second. All right. We will discuss that amendment then. Microphone two.

MS. HELEN SPENCE (ST. CHRISTOPHER'S, SPRINGFIELD): I was a deputy to General Convention. I'm also the current President of the Standing Committee. The reason why the words are "the primary focus" is because these are Bishop Michael Curry's primary focuses. These were the three areas where we had joint sessions between the House of Deputies and the House of Bishops at General Convention to learn about his focuses and his way, his beliefs of how we need to move forward.

This Diocese already does great work in racial reconciliation. They do great work in Care of Creation. We've got two amazing committees that do this great work. Evangelism, not so much. That was why we wanted to use the words "the primary" rather than an increased. I don't say this to say one is right or one is wrong. That's just the explanation. Thank you.

BISHOP JOHNSTON: Thank you. Microphone six in the back.

THE REV. STUART SCHADT (TRINITY, MANASSAS): I'd like to move that we omit all the reporting resolves, which I think are the last four resolves.

BISHOP JOHNSTON: That's not speaking to the amendment.

MR. SCHADT: I'm sorry. I thought we were done with the amendment. I'm sorry.

BISHOP JOHNSTON: Right. That's out of order at this point but we can come back to it. Anything else discussing the proposed amendment? Microphone three.

MR. STEVE CLIFFORD (CHRIST CHURCH, SPOTSYLVANIA): If we are going to do that, I would say we need an amendment to the amendment on one of your others. You also have the word "primary focus" that should probably also be changed to "increased focus." Hate to do that to you but that is in the resolved with two bullet points, the second bullet point should probably be changed to "increased" as well.

BISHOP JOHNSTON: All right so an amendment to the amendment.

BISHOP JOHNSTON: All right. Steve, you were saying where is this second primary. I see it's in the second bullet point down there. Okay. All right, we are discussing the word "primary" in the second bullet point as an amendment to the original amendment, which would add to that, and then, you could in fact vote on both at the same time. Are we clear about the process? Identical changes from primary to increased. Speaking to the amendment to the amendment has the effect of speaking to the first amendment. Anyone else? I'll call the question if there's no other discussion or questions. All in favor of the amendment to the amendment and add change in the second bullet point beneath the result on page 1, "an increased focus in their congregational work," please say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: If you're opposed.

DELEGATES OF CONVENTION: No.

BISHOP JOHNSTON: In my view, the no's have it. Is that acceptable to the Convention? All right. Let's do it a little closer than that. All in favor please raise your cards. Green for all in favor of the amendment

to the amendment. Red if you oppose the amendment to the amendment. Yes, I see. The nos have it. If there's not a challenge to the chair, the nos have it and that amendment fails. We're back to the primary amendment, which does the same thing because we voted on the amendment to the amendment. If there's anything else to discuss that primary amendment. Hearing none, all in favor of the amendment saying "an increased focus" as opposed to "a primary focus," or "the primary focus," say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: If you're opposed.

DELEGATES OF CONVENTION: NO.

BISHOP JOHNSTON: The no's have it. We're back to the original presentation as amended by the committee of R1. Mic four? Stewart?

MR. SCHADT: I'd like to move that we omit all the reporting clauses, which I think are the last four clauses, the last four resolves, in the resolution. The last three, or four.

BISHOP JOHNSTON: Can you be specific about that so we can limit debate?

MR. SCHADT: The last four resolves.

BISHOP JOHNSTON: The last four resolves for the purpose of eliminating the reporting requirements.

MR. SCHADT: I think that last one would also have to go because it requires you to summarize stuff that's not going to be done.

BISHOP JOHNSTON: Is there discussion of the amendment? It's made. It's in order. Is it seconded? It is seconded to strike the last four resolves, thus eliminating the reporting requirements. Discussion of the amendment? Microphone five.

THE VERY REV. LUCIA LLOYD (ST. STEPHEN'S, HEATHSVILLE): I thank God for our Presiding Bishop, Michael Curry, and I thank God for his focus on the real essentials of living our faith. I would love to have the Diocese of Virginia do something in terms of making some kind of a tangible commitment to living up to that. If we go ahead and just nod our heads and remove any accountability for ourselves, then even if we have generally good intentions about doing any of this, the chances that we are going to follow through in any significant way goes way down.

I'm not somebody who likes paperwork, and reporting, more than anybody else does, but I do find it valuable in reminding ourselves of what's important to us, what we believe, and how we live our faith in the actual world. That's why I'm supportive of our participation in these practices of our faith, in the leadership of our Presiding Bishop, and in the ways that we can cooperate together to live out our faith in practical ways.

BISHOP JOHNSTON: Thank you. Microphone six.

THE REV. FRAN GARDNER-SMITH (ST. THOMAS, MCLEAN): I was really excited when I read this resolution because I have been following the Way of Love, but had not yet figured out how I might start to integrate this into our life at St. Thomas. What excited me most about this resolution was the accountability. I am no fan of reports, and I'm not always the best at deadlines, but it is that reporting that will actually keep me and us honest about doing this work. I speak in favor of keeping the reporting language in.

BISHOP JOHNSTON: Thank you. Microphone number three.

MS. RITA STANKWITZ (POHICK, LORTON): My problem with the reporting is that we already live in a low-trust society and if we're going to move into the Way of Love, it's only going to happen if we write reports and turn them in by deadlines. I find it antithetical to the Way of Love. I think the Way of love has a huge trust component in it. I think we trust our clergy. We trust our laity to make this a primary focus of our lives.

I do not see where writing a report and meeting a deadline is going to intensify our journey on the way to love. I think it is a prerequisite of living your life as a Christian. I'm very happy to have this whole resolution. I'm deeply wondering about writing reports based on the idea that you can't trust our clergy and our laity to engage in the Way of Love without a report.

BISHOP JOHNSTON: Thank you. Microphone four.

MS. DAWN MCNAMARA (GRACE & HOLY TRINITY, RICHMOND): I'd like to speak in favor of the resolution. As someone who's studying spiritual discipline right now, I understand more than ever how difficult that is, how I need reminders and discipline. I understand what you're saying about having another form to write, but this is vitally important. Bishop Curry has given us a Way of Love. That's why we're all here. If we don't want to follow these tenets, I'm not sure what I'm doing here. Any way that we can make this a real and vital part of the reason that we are in this room and in the churches and the Diocese of Virginia, I am in support of. Thank you.

BISHOP JOHNSTON: Thank you. Microphone number six is next.

MR. ROBERT LOVAN (ST. PAUL'S ON THE HILL, WINCHESTER): Russ Randle, I think, would agree with me to rule without a sanction is a nullity. We got all these reports that we're going to be required to file, and as I look at it, let's see, I'm a senior warden. I'm a delegate. I'm on the Executive Board. Thank God I'm not a rector.

It just seems to me that all these reports, it isn't going to change anything by having to file a bunch of reports. I'm not against love. Believe it or not, I'm not. My wife will be quiet over there. Thank you. It seems to me we can solve this whole problem by simply agreeing to live up to the adult confirmation of our baptismal vows. That's the Way of Love. Thank you.

BISHOP JOHNSTON: Thank you. Microphone three is next.

THE REV. WILLIAM QUEEN (CHRIST CHURCH, SPOTSYLVANIA): I'm afraid we're a little bit off-track in talking so much about the reporting because, for me, reporting is not the purpose of any of this. It's what you have to do in planning ahead of time to get done what needs to be done before you write the report. For me, the reporting is just a reminder and a to-do item that makes me start thinking well in advance and planning how I'm best going to carry it out. If I don't have to write a report about it, it's probably not going to happen.

As an interim rector, I go from church to church and I find a lot of things where reporting has been done incorrectly. The number of parishioners that get claimed from parish to parish is usually extremely inflated. One of my jobs is to be truthful and to get a parish to look at what it's actually doing, how many people are actually there. I see this as a very important tool and the reporting is a very important part of it that says, "Yes, this is what we actually did in evangelism. This is what we did in racial reconciliation. This is what we did in care of creation, or we didn't do anything." The report will remind us that we didn't.

BISHOP JOHNSTON: Thank you. I have microphone four next.

MS. JILL WOOD (ST. BARTHOLOMEW'S, RICHMOND): My question has to do with the fact that I thought we were asked to remove the last four resolves but yet five resolves are marked there. The very first one not being a reporting result.

BISHOP JOHNSTON: I'm sorry. Did I misunderstand then? In the spirit of the amendment that there are five resolves that should be struck? That was voted down.

MS. WOOD: The first one is not a reporting resolve. The first one, asks the Bishop to designate someone to assist congregations as they worked to implement the rule.

BISHOP JOHNSTON: All right. I'm not following the train of thought right now because it's my understanding that what we're discussing is an amendment that is asking us to strike the last four resolves. Those are all of the reporting requirements.

MR. MORRIS: Bishop Shannon, may I make a suggestion for where some of the confusion might be? The way that the resolution was originally proposed about the fifth from final resolve, originally, it included that the person on the diocesan staff who would receive the reports would take those reports, get them circulated and so forth. After the open hearing yesterday, however, the committee on resolutions recommends striking that requirement that the diocesan staff member compile the reports and distribute them so that what remains of that fifth resolve as recommended by committee no longer requires anything about the reports.

BISHOP JOHNSTON: I understand. Thank you, Jay. That helps. All right, everybody clear and back on track? We're really looking at a hard time thing. Now, we're getting very close to a hard stop at 2:30. Whatever we don't do here gets pushed to tomorrow. Microphone five.

MS. CYNTHIA BARTOL (CHRIST CHURCH, ALEXANDRIA): I am one of your deputies to General Convention. I speak against striking these resolves because I feel that we publicly every time we say I will in affirming the Baptismal Covenant through our church services, we are speaking out loud and making our commitment. This is a written commitment. It is not longhand. It can be done electronically. There can be a spreadsheet. It is so easy.

You have to make a personal as well as a community witness to what it is we are doing. All these witnesses really fall under evangelism. If you can say, "Oh yes, we have done this and I can show you how we're doing it. Won't you come and be with us?" It also fills one of the three priorities of our church. Thank you.

BISHOP JOHNSTON: Thank you. Now, microphone six.

THE REV. LAURA MINNICH LOCKEY (HARRISONBURG CAMPUS MINISTRIES): I had a young woman who was an intern at General Convention, and she came back on fire, on fire about Bishop Curry's program. We sat down and in 15 minutes she had laid out in front of me the entire semester's worth of Bible study, spiritual conversation, et cetera. That's what we've been doing. I do not want to write a report that then says Canterbury did evangelism, Canterbury did this, that or the other thing.

I feel like I do nothing but fill out reports. I would like to just have a spiritual leadership role that did not require me to then make a phone call or fill out another form to promise that I am doing what I promised to do 26 years ago in my ordination vows.

BISHOP JOHNSTON: Thank you. Microphone four.

THE REV. ROBIN RAZZINO (ST. CLEMENT, ALEXANDRIA): I'm a part-time Rector. All of us who are doing part-time ministry, including also our lay leaders who are juggling a full-time vocation and a family life and their volunteering in the church, we should be able to make the decisions about how we use our time. I understand that some people need the accountability but for others of us, I don't mean to be sarcastic but if you are drinking coffee and that helps you be accountable then do you work, it doesn't mean all of us have to drink coffee. Some of us are motivated by different things. I'm motivated by ordination vows and I'm committed to the Way of Love. I'd rather not write another report.

BISHOP JOHNSTON: Thank you. I have listed two more microphones, microphone number two and microphone number four. Then I would propose to cut off debate if it would be agreeable but I'm trying to keep an eye on the time that is pressing us hard. Microphone two.

THE REV. JANE PIVER (CALVARY, FRONT ROYAL): I'll be short. My name is Jane Piver. I'm doing interim ministry now and I stand in favor of this resolution and the reporting components of this. As a Navy nurse and a naval officer, I have been reporting my entire life. What reporting does is hold you accountable even to those minute details of your everyday life. What we're talking about is our faith journey and sharing our faith with others. As Cindy Bartol said it can be done lickety-split but the idea is it needs to be done. We need to be held accountable in this day and age. Thank you.

BISHOP JOHNSTON: Microphone four.

MR. WILLIAM RIGGS (CHURCH OF THE MESSIAH, FREDERICKSBURG): Well, I just wanted to say a couple of things because I had a discussion with my rector before we came out here and I think the issue really is there's a vast diversity in the size and capacity of churches to execute programs. It's not really about writing reports, because anybody can write, "A dog ate my breakfast," report. It's really more a question of what is capacity to run programs and to be focused and to use our resources according to both our vision and the needs of our parish and our communities?

With that in mind, I actually do urge you to accept the amendment but the real issue is broader than just what the words are in the resolution. It's the intention of the resolution and how it's going to impact what we're actually doing. I hear a lot of people speaking and saying, "Well, yes, I do want you to impact on what we're doing." Think about all the things that you might have to actually give up doing that you're doing very well to impose change and new priorities. Thank you very much.

BISHOP JOHNSTON: All right. Is there anyone else who is up that has to speak? I don't want to tell people not to speak to it but I do face the reality of time. Calling the question, thank you. That will help, and I heard it seconded. All in favor of calling the question say Aye.

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done. We're voting on the amendment to strike the four resolves with the reporting requirements. Are we clear about that? I'm going to ask you to use your cards. Green for approve the amendment, red to oppose the amendment. If you want to keep the resolves with the reporting in it you would vote no, if you want to remove the reporting clauses, you'd vote yes, you'd have green. All in favor of the amendment to remove, raise your green cards. Okay, thank you. All opposed, raise your red cards. Oh, gosh.

All right. We're going to take a vote. We can't judge it on that. It's too close. We're going to have to have our tellers poll, please. All in favor raise your green cards. All right. Are the reporters finished? All right. Raise your red cards if you are against the amendment to remove the reporting causes, the last of those four resolves with reporting cards. All right, the reporters will be about their work quickly and then someone let me know when you're done with that work. How are we doing with the reporting?

MR. MORRIS: Ladies and gentlemen, while we're finishing up the polling, if I could have your attention for just a couple of announcements, so we'll save time this way. We're counting the votes. Please, a reminder, don't leave any items or materials on the tables because all these tables and chairs will be moved for this afternoon's Eucharist. Remember, that's in this room at 4:00 with the Rev. Dr. Lauren Winner as today's homilist. The festive reception downstairs at 4:00 in the Convention – hang on, one moment. A change in the beginning of the start of the Convention for tomorrow morning: we will begin 15 minutes early.

Please, instead of 8:30 a.m. it is 8:15 a.m. tomorrow when we will begin the final day of the Convention. Check out times from your rooms is 11:00 a.m. and the final announcement is the Standing Committee will have a working lunch tomorrow scheduled for 1:10 p.m. in the Apple boardroom.

BISHOP JOHNSTON: Do we have a report on the recorders from the tellers? They're working on it? Keep working on it, and let me know. I will chime in with my two cents of announcements. One is I want to let you know that consulting with our chancellor JP Causey, I understand it is my prerogative to step down as the chair at the end of this session and I will not be with you tomorrow to lead the business. I'm going to leave the building. I think it is important that you see the transition occur. I will leave you after this session but as we say in the deep south, I'll see you in church.

I think that's an uptake that is important to me and if you'll indulge me in that, I would greatly appreciate it. Some of you have wondered why I've not chosen or chose not to preach. There are two reasons for that. One is you just heard quite enough from me in the pastoral address as some of you who timed it know. I thought that hearing my voice again would be a little redundant.

The main reason is because Lauren Winner is one of ours. I'm very proud that I ordained her a priest. She's a professor at Duke. She's one of the most honored and sought after preachers in the country. I am thrilled that she's going to be able to do this. Lauren Winner speaks for herself in terms of why I would ask her to preach at this Convention Eucharist. She is exceptional. I'm deeply grateful to her for doing so. It will mean a lot to me and again, I'll ask your indulgence for that. Any report?

MR. JONES: Final vote is in on the amendment that was proposed. It was approved. 197 yes votes, 145 no votes so the proposed amendment was approved.

BISHOP JOHNSTON: That means the four final resolves that had the reporting requirements are removed. Now we're back to voting on the amended submission from committee R1 as amended by removing the last four resolves with the reporting requirements. Are we clear? Microphone five discussion.

THE REV. SVEN VANBAARS (ABINGDON CHURCH, GLOUCESTER): I move the question on the resolution.

BISHOP JOHNSTON: Moving the question. I heard that's in order. It is seconded. All in favor of voting on the question say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Ayes have it. All in favor of R1 as amended from what the committee had submitted, that is, to remove the last four resolves say aye.

DELEGATES OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed?

DELEGATES OF CONVENTION: No.

BISHOP JOHNSTON: Okay. We're going to do that with the – that the ayes have it so it passes with that amendment to cut the last four resolves. That's one thing about my resignation is, I won't have to explain to the Presiding Bishop why Virginia doesn't have the reporting requirement in it.

Jay, I'm afraid we have run out of time and we're going to have to leave the room. We're going to move the rest of your business to first thing on the agenda tomorrow with another person in the chair.

MR. MORRIS: Of course, Bishop Shannon. Thank you, sir.

BISHOP JOHNSTON: All right. Okay. We are in recess until 8:15 in this room. Take everything with you, please.



## Day Two Saturday, November 3, 2018

### Introduction of Clergy

THE RT. REV. SUSAN E. GOFF: This morning, our schedule is tight. There are some things, as you know, that we didn't get to yesterday. We will do this work because it is the mission of our Diocese and it is our work. One of the ways that I asked us all to help to stay on time and move things along, is that if you are going to be giving a report please make your way forward. There's an empty table right here up front, make your way to that table well before your report is to happen. I introduce now clergy who are new to the Diocese since our last Convention, vocational deacons and candidates for holy orders. Their pictures will be shown.

The pictures of clergy new to the Diocese are:

The Rev. Areeta Bridgemohan, Assistant, St. George's Fredericksburg  
The Rev. David Casey, Campus Missioner, Fredericksburg  
The Rev. Martha Johns, Assistant Rector, St. John's, McLean  
The Rev. Lura Kaval, Vicar, Incarnation, Mineral  
The Rev. Stuart Kenworthy, Interim Rector, St. John's, McLean  
The Rev. Victor King, Vicar, Calvary, Hanover  
The Rev. Beth Magill, Rector, St. Michael's, Arlington  
The Rev. Becky McDaniel, Assistant Rector, St. Stephen's, Richmond  
The Rev. Sarah Taylor Miller, Priest-in-Charge, St. Paul's, Miller's Tavern  
The Rev. Kathleen Murray, Rector, Beckford Parish  
The Rev. Richard Pelkey, Associate Rector, Christ Church, Glen Allen  
The Rev. Dorota Pruski, Rector, St. Andrew's, Arlington  
The Rev. Lynn Petrie Ronaldi, Priest-in-Charge, Pohick Church, Lorton  
The Rev. Steven Schlossberg, Rector, St. Matthew's, Richmond  
The Rev. Jon Strand, Rector, Holy Comforter, Vienna  
The Rev. Nick Szobota, Rector, St. Mary's, Colonial Beach  
The Rev. John Thomas, Interim Rector, Grace, Kilmarnock  
The Rev. Veronika Travis, Associate Rector, St. Luke's, Wellington  
The Rev. Mark Wastler, Chaplain, Campus Ministry at University of Virginia,  
St. Paul's Memorial, Charlottesville

We welcome all of you. We also welcome those clergy who have been recently ordained by, and are serving in, this Diocese:

The Rev. Charles Cowherd, Assistant, Good Shepherd, Burke  
The Rev. Marlene Forrest, Assistant, St Peter's in the Woods, Fairfax Station  
The Rev. John Hogg, Assistant, Immanuel Church-on-the-Hill, Alexandria  
The Rev. Emily Krudys, Vicar, Church of Our Saviour, Montpelier  
The Rev. Grant Mansfield, Assistant, St. Matthew's, Sterling  
The Rev. Darren Steadman, Assistant, Christ Church, Glen Allen  
The Rev. Seldon Walker, Associate, Christ Church, Alexandria  
The Rev. Dina Widlake, Assistant, St. John's, McLean

Welcome to all of you. I present to you also the class of those who, God and the Church willing, will be ordained in 2019. I remind you, as you see, these are people who were ordained or who will be ordained priest in December. Now, those seeking to be ordained in 2019:

Mr. David Browning, Reading for Orders, presented by St. Anne's, Reston  
Mr. Robert Dilday, VTS, presented by St. Stephen's, Richmond  
Ms. Crystal Hardin, VTS, presented by St. George's, Arlington

Mr. Daniel Johnson, VTS, presented by St. George's, Fredericksburg  
Mr. Patrick Keyser, Yale, presented by St. Andrew's, Richmond and the Young Priest Initiative  
Ms. Amanda Kotval, VTS, presented by Trinity, Fredericksburg  
Ms. Sarah Kye Price, Church Divinity School of the Pacific, presented by St. Thomas', Richmond  
Ms. Kristin Wickersham, VTS, presented by St. James's, Richmond

Thank you to all of you who have just been presented. Their resumes are available at a table, and we ask you to seriously consider these people if you and your congregation are looking for someone to serve in your church.

We have a group who were ordained as vocational deacons in 2018; they were just ordained on September 29 at Galilee Episcopal Church in Virginia Beach. They represent the second cohort of vocational deacons who were formed by our own Deacon's School, a school which is a collaboration between all of the dioceses in the Commonwealth of Virginia: Virginia, Southwestern Virginia and Southern Virginia.

This Deacon's School is a two-year program, it's academically rigorous and it's very much rooted in practice as well, to form men and women as vocational deacons, who are servant leaders who are called to lead us all, lead the church outside of our buildings, and into the world. Those four are:

The Rev. Deacon Logan Taylor Augustine, presented by St. Stephen's, Richmond, now serving Westminster Canterbury, Richmond

The Rev. Deacon Lawrence Elliott, presented by St. Paul's Memorial, Charlottesville, now serving Our Saviour, Charlottesville

The Rev. Deacon Katherine Ferguson, presented by St. Anne's, Reston & Immanuel Church-on-the-Hill, Alexandria, now serving La Iglesia de Santa Maria, Falls Church

The Rev. Deacon Karla Hunt, presented by St. John's, Richmond, now serving All Souls', Mechanicsville

## Standing Committee Report

THE RT. REV. SUSAN E. GOFF: Well, now, I call on Helen Spence from St. Christopher's, Springfield, who is the President of the Standing Committee. She will give the Standing Committee's report.

MS. HELEN SPENCE: I'd actually like to begin this morning asking you to say a brief prayer for our sister in Christ, the Rt. Rev. DeDe Duncan-Probe whose father died last night. Please keep DeDe in your prayers. Good morning, Bishop Susan, Bishop Bob, Bishop Ted, honored guests, and my dear diocesan family.

I'm going to begin with a quote from Thomas Keating. "Peace is the pervasive sense of contentment that comes from being rooted in God while being fully aware of one's own nothingness. It is a state that endures beyond the ups and downs of life, beyond the emotions of joy and sorrow. At the deepest level, one knows that all is well, that everything is just right despite all appearances to the contrary."

This has been a very different year for your Standing Committee than the one that we envisioned a year ago. I think it's safe to say that no one could have predicted the year we just spent. The dedicated individuals that you elected have worked tirelessly on your behalf. What we have done, we have done together. I may be making this report, but I did not do the work alone.

I would personally like to thank my colleagues on this journey and ask that you do the same once I have called their names and they have stood up.

The Rev. Randy Alexander, Immanuel Church-on-the-Hill, Alexandria

The Rev. Grant Ambrose, Ware, Gloucester

Ms. Betsy Anderson, St. Alban's, Annandale

Mr. Brad Davenport, Grace & Holy Trinity, Richmond  
The Rev. Carol Hancock, St. John's, Centreville  
The Rev. David Niemeyer, St. Mark's, Richmond  
The Rev. Alex Riffée, St. James', Louisa  
The Rev. Phoebe Roaf, St. Philip's, Richmond  
Mr. Steven Wachenfeld, Grace, Cismont, Keswick  
Mr. Steve Walker, Cople Parish, Hague  
Ms. Diane Wright, St. Mary's, Arlington

Please thank them. Their unfailing support and their ability to find humor in our day-to-day living during our time together has made this year a time of peace in the midst of some very good work. Our year has included the usual work of interviewing candidates, parishes undergoing change involving their properties and serving as the council of advice to our bishop diocesan.

It has also included the less usual work of starting and stopping an election for a bishop suffragan and entering the process to seek a bishop provisional. There have been conference calls, video interviews, additional meetings, regular meetings. Through it all, this committee has bent their schedules beyond recognition to do the work required of them. My grateful thanks to all of you.

I would also like to extend my thanks to the clergy, staff and volunteers at St. George's Episcopal Church in Fredericksburg, especially Laurel Loch who is their parish administrator, for their unfailing support and their flexibility in working with the schedule changes we asked for this year as we transitioned from January conventions to November conventions, from the fourth Thursday of the month meetings to the first Thursday of the month meetings, and the timeline changes in the ordination cycle that accompanied all of that. Rooms were found, technology was provided, setups for meetings were done. They were simply remarkable. Thank you, St. George's.

My opening quote says that peace is a state that endures beyond the ups and downs of life. More and more during the course of this year, I have been made aware that ups and downs cannot change the love of God that does such good work in this Diocese. We are a people of resurrection and hope. Proof that we are vital and healthy is evidenced by the amazing individuals who had been interviewed for candidacy for holy orders, some of whom, due to the change in the ordination schedule, are going to be ordained to the priesthood next month. We are thankful for the faithful answering of call to the ordained ministry of: Ms. Anna Broadbent, Mr. Jeffrey Stevenson, Mr. Darren Steadman, Ms. Dina Widlake, Mr. Seldon Walker, Ms. Emily Krudys, Mr. Joe Lenow, Mr. John Hogg, Mr. Matt Welsch, Ms. Gail Goldsmith, Ms. Amanda Kotval, Mr. Patrick Keyser, Mr. Daniel Johnson, Ms. Sarah Kye Price, Ms. Crystal Hardin, Ms. Kristin Wickersham and Mr. David Browning.

We are grateful for the administrative support that we receive from Mayo House – from Ed Keithly and Vicky Bickel in preparing for their interviews. Another sign of health and strength in our Diocese is the good work being done in parishes which are renewing, growing, expanding and changing. Mission and ministry continue at St. James in Warrenton, as they expand both their school and their presence in their community by so doing.

Mission and ministry continue at the Church of the Resurrection in Alexandria, as they have finally brought to fruition their work to reimagine the usage of the land where they have worshipped for so long and built affordable workforce housing which is so desperately needed in Northern Virginia. Mission and ministry continue at St. Paul's on the Hill in Winchester, as they begin the process to reimagine the usage of their land and build a senior living community very much needed in the Shenandoah Valley. Our realigned regions, parish pairings, like the Wabington group from which you will hear later, fresh vision and new growth show that mission and ministry are going now into the world across this Diocese. Thanks to all of you.

Council of advice this year has required careful listening and complete discretion. Every person here knows that confidentiality, once promised, must be kept. While there may be questions, they cannot always be answered and still maintain the degree of confidentiality necessary to do this work. The Standing Committee has worked faithfully with Bishop Shannon to advise him as he sought the path that is best for his future and best for the future of this Diocese. This too is a sign of health for us all.

When we began the process of electing a second bishop suffragan to serve full-time, we worked to identify individuals to serve both as paid consultant and as volunteer committee members. I want to thank Judy Stark, consultant from the Episcopal Church, for her unfailing support to the members of the search and nominating committee. I want to specifically thank Ms. Diane Miller and her amazing committee for the good hard work they did in a very short amount of time. I know for many that this process felt rushed, but their outcomes were completely professional. Our final meeting to decommission this committee was poignant. A time to reflect on good work and camaraderie in the midst of disappointment. At this time, I would like to recognize the dedicated individuals who gave so much of their time and energy to this project. I hope you will join me in thanking them once again for their love and support of this Diocese. Please recognize:

Ms. Diane Miller, St. Timothy's, Herndon, Committee Chair  
 Mr. Frank Baxter, Christ Church, Winchester  
 The Rev. Tuck Bowerfind, St. Luke's, Alexandria  
 Ms. Florence Dale, St. Mary's, Arlington  
 The Rev. Kristine Johnson, St. John's, McLean  
 Ms. Mary Johnson, St. Christopher's, Springfield  
 The Rev. Dr. Megan Limburg, St. Mary's, Whitechapel, and Trinity, Lancaster  
 The Rev. Weston Mathews, Grace, The Plains  
 The Rev. Bollin Millner, Jr., Grace & Holy Trinity, Richmond  
 Mr. Joe Paxton, Emmanuel, Harrisonburg  
 Ms. Mildred Robinson, St. Paul's Memorial, Charlottesville  
 Ms. Janet Peyton, St. James's, Richmond  
 Ms. Gabriella Peñeda, San Marcos, Alexandria  
 The Rev. Daniel Velez-Rivera, St. Gabriel's, Leesburg  
 The Very Rev. Hillary West, Epiphany, Oak Hill (Herndon)  
 The Rev. Kathleen Chipps, Committee Chaplain

The work this committee did was essential to what turned out to be the next phase of our diocesan life. It gave both the Standing Committee and the Presiding Bishop's Office a great foundation as we began to engage in the process of searching for a bishop provisional.

At this point, I'd like to ask J.P. Causey, Chancellor of the Diocese, to come forward for a few words about the constitutional basis for the next steps of the work of the Standing Committee and in our common life. For some of you, this won't be new information, but it may well be that hearing it all at once and from one person may help.

MR. J.P. CAUSEY: That's a challenge.

MS. SPENCE: No pressure.

MR. CAUSEY: Bishop, members of Convention, guests: first, I'm a lawyer, so I need to make some disclaimers. What I'm going to say is a brief overview of certain relevant provisions of the Constitution & Canons. It is not a detailed analysis. I may summarize, paraphrase or interpret provisions of the Constitution & Canons, but the wording of the Constitution & Canons will always prevail. The intent is to try, as Helen said, to have everyone here, especially those of you who do not spend your winter evenings by the fire reading the Constitution & Canons, on the same page as to where we are and

where we can go. The Constitution & Canons of the Episcopal Church and the Diocese of Virginia provide our basic governance principles. Both are adopted and, when necessary, amended by an elected legislative body consisting of lay and clergy and, in the case of the Episcopal Church, bishops. The General Convention amends the Constitution and bylaws of the Episcopal Church.

This Convention, or a convention like this, amends the Constitution & Canons of the Diocese of Virginia. They provide a governance system with checks and balances. The Episcopal bishops are not Roman Catholic bishops or archbishops, nor are they like the powers that some archbishops and primates in the Anglican Communion have. Bishops have lots of power, but some fundamental power is limited.

For example, a bishop does not appoint the Standing Committee or the Executive Board. They are elected and consist of lay and clergy people. They both have important roles. The Standing Committee's role in advice and consent on selling consecrated property or starting a process to elect a bishop. Lay people and clergy have important roles in Episcopal Church governance either directly, that is through Convention or General Convention, or indirectly, through elected bodies such as the Standing Committee and the Executive Board.

I found it helpful, as we've dealt with issues the last couple of months, to look at the two paths we had when Bishop Shannon announced his resignation. I break those down between a path which is keeping the Diocese running, and a path which leads to what we will do in the future. First, like the United States and Virginia constitutions, our Constitution has a plan for immediate succession to leadership positions on a temporary basis.

If a bishop resigns or dies in office, others automatically succeed under the Constitution and take over the bishop diocesan duties as the ecclesiastical authority. Our sequences, the bishop coadjutor, we don't have one, the ranking bishop suffragan, Bishop Susan. If we had not had Bishop Susan, then potentially, a bishop of another diocese or then the Standing Committee.

This succession does not mean that the successor bishop as the ecclesiastical authority becomes the bishop diocesan. A bishop diocesan has to be elected by a convention and ordained as a bishop diocesan. Having a succession which moves in and takes over the ecclesiastical authority gives a successor to temporarily exercise the powers of the bishop or diocesan acting as the ecclesiastical authority to keep the doors open and the Diocese running.

Second, typically, when a bishop resigns, there would have been time to go through a process of either electing a bishop coadjutor, as we did when Bishop Shannon was initially elected as a coadjutor, who would have served for some period, then automatically succeeded as bishop diocesan when the bishop diocesan resigned or retired or died. Or there could be a nominating process for a new bishop diocesan who would have been organized with a nominating committee.

A diocesan profile asserts nominations, walkabouts, and then an election followed by an ordination as bishop. At which time, that would be our new bishop of the Diocese. There's another interim option, which is to ask the Presiding Bishop to put the Diocese temporarily under the provisional charge and authority of a bishop provisional before proceeding with a nominating and electing process.

A bishop provisional is selected in consultation with the Presiding Bishop in his office working with the Standing Committee. When a provisional bishop has been identified, that person will need to be approved by an annual or special convention of this Diocese. That will be done, as I said, when he or she has been identified and has agreed to serve. A bishop provisional is already a bishop. This is not a process of making a new bishop, he or she is already a bishop. One who is either resigned or is serving in another diocese.

The bishop provisional would become the ecclesiastical authority when he or she has been approved by convention and would typically serve for two or three years concluding when there has been a full-blown nominating process and a new bishop diocesan has been elected or ordained. These are the paths within which the Standing Committee has been working and is the underlying framework for what Helen will say now. That's all. Helen?

MS. SPENCE: Thank you, J.P. By now, you all know that the Standing Committee is unable to identify an individual to serve as our provisional bishop at this time. Discernment takes place on both sides of this equation. In the end, the individuals with whom the Standing Committee and the Presiding Bishop's Office had been engaged and felt would suit the needs of this Diocese were unable to make that transition now.

The individuals you've elected to serve for the next three years along with the continuing members of the Standing Committee will continue this work so that the new vision and fresh energy that Bishop Shannon spoke of yesterday will be found to work with us as we move forward during this uncertain time. With Bishop Susan as our Ecclesiastical Authority, we all know the Diocese will function smoothly and the Standing Committee and the Executive Board will be working closely with her.

This time will give us the opportunity to determine what we do with who we are right now, as Bishop Shannon said, but the true strength of this Diocese is in the people who work and worship here. You are what makes this Diocese a great diocese and I thank God for it. I would like to say that it truly has been a privilege to serve you as both member of and President of your Standing Committee.

I am in awe of the breadth of thinking that makes itself evident in every meeting we have and of the love for this Diocese that is part and parcel of every decision made and every piece of advice given. As the Secretary of the Diocese reminded us yesterday, faith is a journey restless in its openness and the process will play out in God's time. I know you have faith in the people you elected to do what needs to be done for the good of this Diocese. We will all move now into the world together in faith for Jesus Christ, for this time, for all time. Thank you.

While I was speaking, there were people walking around the room putting paper on your tables. At this point, we're going to open up a little bit for questions and answers. Bishop Susan?

BISHOP GOFF: We will spend about 20 minutes inviting your questions to Helen as President of the Standing Committee and to JP as our Chancellor so that we can make sure that your questions about this process ahead, about where we are right now, are clear because we understand that all of these canonical definitions are not necessarily self-evident. About 20 minutes of questions and I ask you, if you come to the microphone to ask a question, it's not time to opine about things. That will come, but to ask questions for clarification. Give it a moment to think if you've got a question and then approach the mic. I see someone at microphone number four.

THE VERY REV. CONNOR NEWLUN (ST. PAUL'S, HANOVER, AND NORTH RICHMOND REGION DEAN): I'd like to ask a question on behalf of some of the clergy of our region who've asked me if it's possible at this point just to move straight to an election of a diocesan bishop rather than continuing to look for a provision.

MS. SPENCE: Thank you. Of course, that's possible, there are a lot of things that are possible. It has been the considered opinion of the Standing Committee to this point that we really do need a fresh set of eyes here in our Diocese. The system is not broken, please don't misunderstand this. We have a phenomenal diocesan staff, we have phenomenal people that work here and we have amazing people who worship here. The thing is that there are some things that are just unduly entrenched in the way this Diocese functions. Having new eyes and a fresh vision to work with us, not to come in and fix

us but to work with us, can help as we move forward preparing for the election of a new diocesan. At this time, while that's a possibility, that's not the route that we plan to go. Thank you.

MR. CAUSEY: Let me add also that process would be started by the Standing Committee and the Ecclesiastical Authority. If that is your preference, the route for you to express that view would be by expressing it to the Ecclesiastical Authority and the Standing Committee.

BISHOP GOFF: Thank you. Other questions? Microphone one.

MR. PAUL ROSBOLT (THE FALLS CHURCH, FALLS CHURCH): Actually, I'm going to give you two questions, both of them fairly simple. First question is when you have a candidate for the bishop provisional, will we have to call an in-person convention to approve that person or can you do that electronically?

MS. SPENCE: There is nothing in the Canons that provides for an electronic vote. Therefore, we need to have an in-person convention.

MR. ROSBOLT: Okay, that's easy. The second one: Could you describe a little more fully the role of the Presiding Bishop's Office in this process?

MS. SPENCE: The role of the Presiding Bishop's Office in this process is not unlike the role that Mary Thorpe fulfills in this Diocese as the Transition Officer. They provide the names of bishops active or retired who are available to do this kind of service. They have to be somebody who is young enough not to turn 72 before we're finished needing them. They have to be experienced, really experienced, to take on a diocese this size and this complex. They have to be able to pick up from wherever they are to come here and work with us for a time-limited period. That's not an easy get. They are the ones that have the information as to who's available and then they start the process by calling individuals. The individuals that they call can either say, "Yes, I'd like to engage" or "No, I can't engage," whichever or however it works out.

MR. ROSBOLT: Are you limited to that list or could you find someone else?

MS. SPENCE: We do not do that, no. It's just like if your rector decided to resign, you can't call the rector down the street and say, "Hey, do you want to come work with us?"

MR. ROSBOLT: All right. Thank you.

BISHOP GOFF: Microphone six.

MR. GREGORY KING (ST. PAUL'S, BAILEY'S CROSSROADS): Hi, I'm Greg King, the lay delegate from St. Paul's Bailey's Crossroads. My question is, between the obvious item of having two bishops instead of three bishops working for the Diocese and the canonical jargon, is there any practical difference between having a provisional bishop and having a suffragan acting as ecclesiastical authority?

MS. SPENCE: I was hoping JP was going to answer that. Practically, probably not because as the ecclesiastical authority, of course, Bishop Susan has the authority of the bishop diocesan in consultation with the Standing Committee where needed and the bishop provisional would have that same authority. Yes, having a second full-time bishop on staff would be an enormous help. Did I answer your question? I hope. Anybody else?

BISHOP GOFF: Over here, microphone number four.

THE REV. BENJAMIN CAMPBELL (ST. PAUL'S, RICHMOND): Two questions. First, it's my understanding that you've been looking, or the church has been looking, for bishops provisional for some time and hasn't found somebody that would be right for this. How many people have we gone through? Second, what would be the option of perhaps doing our own thing here and getting a really experienced and helpful consultant if we've got something that has to be looked at in terms of our diocesan organization? My experience is that many bishops have not been trained as organizational consultants. Perhaps, we might find somebody who was really skilled in that regard.

MS. SPENCE: We started the process of searching for a bishop provisional on August the 4th because Bishop Shannon didn't retire until August the 3rd. We couldn't start the process until his resignation had been announced. In the three months since then, I can't tell you how many people the Presiding Bishop's Office has contacted. I can tell you that every single person they spoke to in my conversations with Bishop Todd Ousley, who is the Transition Officer and Bishop of Perpetual Care for the National Church. What Bishop Ousley has told me is that every single one of them was intrigued. By and large, most of them were unable to come because of the time frame. The crunch of having to get somebody in here by the 4th of November or even the 1st of January was more than people were willing to commit to in addition to everything else that needed to be done at picking up and moving.

If they were active bishops, maybe they'd just started something new in their diocese and they couldn't give that up right away. We had candidates that we spoke to who were absolutely amazing, excellent people. We enjoyed the conversations we had with them. For one reason or another, something that was going on in their current diocese or something that was going on in their life wherever they were, they were unable to say yes to continuing answering this call.

The idea that now we have a slightly longer time frame to work with because we have a more than competent ecclesiastical authority is that we can now really do a deeper dive into possible bishops provisional. That's a route we're going to look at. It doesn't mean that's the route we're going to follow. If we don't find the right one, we have other options. That's the route we want to follow first.

MR. CAMPBELL: Have you considered the issue? It's often quite difficult to do the revision of an organization from the point of view of a CEO and it's often much more helpful to get exterior consultants to work with you in that process.

MS. SPENCE: That is an option. It's absolutely an option. We have lots of options. What we're actually going to do is anybody's best guess right now.

BISHOP GOFF: Microphone one.

THE REV. DAVID MAY (ST. MARY'S, GOOCHLAND): This maybe is especially for you, Bishop Susan. What is the message that you would like for us to take home to our parishes in particular?

BISHOP GOFF: You'll be able to hear some of that at a bit of length at the end of this Convention. I will give an address. As you'll hear then, my main message is we are okay, we will be okay because we're people of the resurrection. You'll hear that fleshed out more in a little while. Thank you. Who is next? I think microphone two and then three.

THE REV. JOSEPH HENSLEY (ST. GEORGE'S, FREDERICKSBURG): Can you say more about how it would be appropriate for us to share feedback and/or ask questions, and how information will then be shared with the Diocese. It sounds like we have lots of options and we're placing our faith in the Standing Committee.

MS. SPENCE: Yes, you are. As you always do.



MR. HENSLEY: Yes, indeed.

MS. SPENCE: I would say that for the timing, understand that the process that we're going to continue right now is going to be looking for a bishop provisional. You can go back and tell your parishes that the Standing Committee is at work on that process, that we will be working with the Presiding Bishop's Office, that we now have a broader scope. Hopefully, we will have better success and the better ability to find someone who can come and work with us. You can also tell them that is thanks to an amazing Chancellor of this Diocese. Honestly, I don't know what I would have done without him this year.

An amazing diocesan staff that the options that we have moving forward will be communicated to you as they present themselves. I want to tell you something. We don't know for sure. Nobody wants to do that. Often if you tell somebody only half of what you think, they think they need to know, then rumors start flying and that's not a good thing either. We'll give you concrete information as often as the concrete information is available and probably in a diocesan email like the ones you've been getting from me.

MR. CAUSEY: Also, I think you will see an increased amount of focused communication from Bishop Susan on what she is doing.

BISHOP GOFF: I would add to that. I will say this in my address later this morning. We will, in the next few months, have some listening sessions around the Diocese where I and other leaders of the church, including members of the Standing Committee, will go to different sections of the Diocese to listen to what people's hopes and dreams and concerns and worries are. We'll be there more to listen than to opine at that point, but that will be an opportunity for us to have some communication face to face. I'll say more about that in a little while. Microphone three.

THE REV. TUCK BOWERFIND (ST. LUKE'S, ALEXANDRIA): This is a simple question. Is the field of candidates limited to bishops of the Episcopal Church or is it open to bishops of the wider Anglican Communion?

MS. SPENCE: To the— I don't know.

MR. CAUSEY: For a bishop provisional, it is limited to that field of people: Episcopal Church, either a resigned bishop or bishop serving in another diocese, not in the wider Anglican Communion.

BISHOP GOFF: Thank you. Microphone one.

THE REV. BOB HEATHERINGTON (RETIRED, ST. MARY'S, GOOCHLAND): My question has to do with the leadership in the Standing Committee. Helen, you've done an amazing job by doing this. Do you continue on now?

MS. SPENCE: No, sir.

MR. HEATHERINGTON: What happens to the people who've been part of the project?

MS. SPENCE: I have four and a half hours left in this town. I'm not counting. The people that have been with me, there are eight people who are staying on, who have done this work with me all year long. Believe me, you are well represented with these folks and they are as knowledgeable as I am about what's been happening. The people who are still on that committee have my phone number and I'm not going to change it quite yet. They can call me if they have questions that they want to ask me, but I would strictly be a consultant at this point. I am no longer going to be a member of the Standing Committee, but thank you for asking.

BISHOP GOFF: Thank you. At this time, our 20 minutes is beginning to draw to a close. We will take the questions of those who are standing at the microphones. Unless the Spirit moves something absolutely urgent, we ask no one else to go to the microphones at this point. Microphone two.

MR. WILLIAM MONTGOMERY (ST. PETER'S, ARLINGTON): Just curious. Is there any constitutional timeline for this process or targeted timeline for either finding the bishop provisional or a full-time bishop? Could it take months? A year? More?

MS. SPENCE: Well, getting a new diocesan is going to take probably 18 to 24 months if it's done right. There is no timeline, no, not in the Constitution, for how long this all takes. The Holy Spirit does what the Holy Spirit does.

BISHOP GOFF: Thank you. Microphone four.

THE REV. SUSAN EAVES (RETIRED, ST. PAUL'S, RICHMOND): Appreciating that this is not a time to express opinion, how would the Standing Committee like to hear from members of Convention and possibly people in congregations, especially if they have strong views about the road that the Standing Committee is choosing to take? We do have every confidence in the Standing Committee, clearly, there's a lot of opinions.

MS. SPENCE: There are a lot of opinions on the Standing Committee.

BISHOP GOFF: Come to the listening sessions. We will get word out about those as soon as we're able to plan them. As you know, this transition has just happened within the past few days. The diocesan team, as soon as we get back to Mayo House and put away Convention, will begin to work on setting up those listening sessions. We expect them to happen before Christmas.

MS. EAVES: I hope there'll also be an alternative for people who are not able to make it.

BISHOP GOFF: Absolutely, yes. We can set up a number of electronic means for that and we will do that. Microphone five.

MR. RUSS RANDLE (CHRIST CHURCH, ALEXANDRIA): Russ Randle, Christ Church Alexandria. Question for J.P. on the wording of the resolution distributed to us. This resolution speaks to the creation of a position of assistant bishop and the appointment of a person to that position. Is this the mechanism by which the bishop provisional, if we go that path, is to be put in place?

MR. CAUSEY: That resolution is not technically on the floor at this point, so I would ask you to defer your question and let's come back to that in the discussion of R3 if and when it's discussed.

BISHOP GOFF: Microphone six.

THE REV. DEACON DAVID CURTIS (ST. JOHN'S, RICHMOND): The 2019 Episcopal visitation schedule has been published. There are a number of churches that are expecting a visit from a provisional bishop which we will not be electing. Can you speak to those congregations who were expecting a provisional bishop to visit and who will be visiting them for confirmations?

BISHOP GOFF: Thank you. I can say a word about that. Again, we've got staff members already working on that. Those visitations are set through February and into March when we knew that it was unlikely that we would have a provisional in place by then. We are blessed that Bishop Ted, who has now failed retirement twice, is going to fail yet again and is going to come and do some of our visitations. There will be sometimes in order to get all of the visitations done that we will have some Sundays when

we have two. We will work with you very carefully on that. Within a few weeks, we'll have revised that. The message you can bring back is that you will have a visitation if you were scheduled to have one.

Our staff will be working with you closely to let you know who that's going to be if we need to do a reschedule of it. They'll work with you in a very timely fashion so that you have plenty of notice and that we will work together to make that happen. That is very much on our minds.

That was everyone that was at a microphone when I called for an end. We do have one more person on the mic and we do have one minute left.

MR. JACK FARRINGTON (ST. GEORGE'S, FREDERICKSBURG): You had mentioned before that you had a number of candidates that were intrigued and interested in the job, but there was a time frame problem. Now that the time frames have been extended to longer periods, might we re-engage with them and see if that interest could be translated into something more solid?

MS. SPENCE: That's a definite possibility. Yes, thank you.

BISHOP GOFF: Thank you. Thank you for your questions, and thank you for the questions that will continue to come. We will have a communication out to you and to the people of your congregation shortly about how we continue to engage these questions with each other.

### **Resolutions: R3: Authorization of the Creation of the Position of Assistant Bishop and Appointment Thereof**

*The full text of this resolution can be found on page 166.*

MS. HELEN SPENCE (STANDING COMMITTEE PRESIDENT, ST. CHRISTOPHER'S, SPRINGFIELD): Now, the resolution is on your tables, R3. The Standing Committee presents to you this resolution as one of the options for moving forward.

“Resolve that the 224th Annual Convention of the Diocese of Virginia receiving the opinion of Bishop Susan E. Goff that additional Episcopal services are required for the Diocese. With the consent of the Standing Committee, approve the creation of the position of assistant bishop and authorize Bishop Goff with the consent of the Standing Committee to appoint a bishop for the position under such conditions as she may determine.”

An assistant bishop is a canonical position and requires a vote of the members of Convention to create that position. Bishop Bob is a bishop assisting, which is not canonical. We love the terminology. If the bishop provisional search process looks like it's going to take much longer than anybody hopes at this point, we may need to get a full-time assistant bishop to work with Bishop Susan, simply because this Diocese needs more than one full-time bishop.

If Bishop Susan determines that that is what she needs to do, then she needs to be able to have a vehicle that allows her to do that, and that's what this resolution is. This isn't saying she's automatically going to do it. It gives her the option of hiring an assistant bishop, should one need to be provided.

MR. J.P. CAUSEY (CHANCELLOR, ST. JOHN'S, WEST POINT): Before we proceed further, I move that we suspend the Rules of Order to receive R-3, 600 copies have been received by the Secretary and dispersed within this room, and that we also waive the rule that this should be referred to the Resolutions Committee and that it proceed directly to consideration on the floor.

THE RT. REV. SUSAN E. GOFF: It has been moved and seconded, it requires a two-thirds vote. All in favor please say “aye.”

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Any opposed, say no. Thank you. The motion carries.

MS. SPENCE: That's the resolution, are there any questions?

BISHOP GOFF: The resolution is now before us. Questions, comments? Microphone four.

MR. HENRY BURT (ST. PAUL'S, RICHMOND): Two things you said, Helen, that I wanted a little clarification as we were talking about this. The appointment of an assistant bishop is not in fact contingent on the appointment of a provisional, right? You said if we don't have a provisional she may decide this and actually, with this resolution, Bishop Goff has the ability to appoint an assistant bishop at any time at her discretion, is that true?

MS. SPENCE: That is correct, in consultation with the Standing Committee. That is correct.

MR. BURT: Then the second question I have is you said a full-time assistant bishop, in fact, this resolution says that it can be appointed at whatever level Bishop Goff determines, is that also true?

MS. SPENCE: Yes, it is.

BISHOP GOFF: Thank you. Other questions, comments? Microphone five.

THE REV. CAYCE RAMEY (ALL SAINTS SHARON CHAPEL, ALEXANDRIA): Could the members of the Diocese expand on the financial oversight and process for this position? As I read it now it seems like a blank check and I don't think that's what's intended. I'm curious how the process is for the financial oversight of this position.

MR. CAUSEY: I think the best person to respond to that would be Ted Smith if he is in the room.

BISHOP GOFF: He is right there.

MR. CAUSEY: It was a subject of discussion at the Budget Committee hearing yesterday.

MR. TED SMITH (TREASURER): Yes, Cayce and everybody, this has been contemplated in the Episcopal Salary line of the budget that will soon be before Convention.

BISHOP GOFF: Microphone two.

MR. STEVE CLIFFORD (CHRIST CHURCH, SPOTSYLVANIA): My question would be about the position that is being created. Will this be a permanent position, or will this be temporary for as long as we were looking for a provisional and/or diocesan?

MS. SPENCE: As I understand it, and he's probably going to correct me when I get done, but as I understand it, an assistant bishop is appointed at the discretion of the ecclesiastical authority in consultation with the Standing Committee and serves at the discretion of the ecclesiastical authority until such time as they're no longer required. Is that right, J.P.?

MR. CLIFFORD: Thank you.

MS. SPENCE: I really am getting good at this Constitution & Canons thing.

BISHOP GOFF: Is there anyone else? All right, good. The question has been called, are we ready? All in favor of R3 please say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Oppose, no. The resolution is approved, thank you, is adopted.

MS. SPENCE: I'm going to sit down now.

BISHOP GOFF: Helen, actually don't sit down, Helen.

THE REV. GRANT AMBROSE (STANDING COMMITTEE SECRETARY, WARE, GLOUCESTER): I just want to take a moment to thank Helen for her leadership. We often joke when the new Standing Committee takes over, "It's going to be an easy year because we really don't have anything to do unless something happens in the Office of the Bishop." We all contemplated, well, I won't say that, but Helen has been the constant force that has shouldered a lot for the Standing Committee and bringing that conversation to us. She's been a rock. She's been there to summon us for those lovely night conference calls. She's been there for us to bounce ideas off and it has really been a year in which the Standing Committee has become, as I shared on Thursday, a new creation, and for that, Helen, thank you so much. When we get to the point where we have our own diocesan version of Holy Women, Holy Men from you in years down the road, I'll be moving for Helen in that book.

### **Report of the Bishop Associate**

THE RT. REV. SUSAN E. GOFF: Thank you all. I now call on Bishop Bob Ihloff who will offer us a prayer and then his report.

THE RT. REV. ROBERT IHLOFF: Remaining seated, let us pray. Oh God, you are our Mother and our Father and have created us such that in each face we see a reflection of your divine light. We thank you for calling us into this special family, the Diocese of Virginia. We thank you, particularly for yesterday. A day of grace. A poignant day of some sadness with great joy. A day of affirmation. A day of celebration of a ministry well done. A day of new horizons and a day to strengthen us for the future. We give you thanks for this day, for this gathering of faithful people and for the way in which you promised that your Spirit will always be in our midst to guide us, not into a unity of a mind, but into a unity of spirit. The kind of spirit that can be transformative in this world. For you have called us not only to be your children but to also be agents of transformation in this world. We give you thanks for all these things, in the name of Jesus Christ our Lord. Amen.

It is a great pleasure and something of a surprise for me to stand before you as your Assisting Bishop. A year ago at this time, I would have never imagined that this was a possibility. I am delighted with the fact that it has happened. It's happened in a very different way than I first expected, or you first expected, but I'm still happy about that.

My relationship with the Diocese of Virginia, however, goes back at least 23 years, when I first became the Bishop Diocesan of your neighboring Diocese, Maryland. Immediately, I was on the Board of Trustees of Virginia Seminary where I remained active and share of a committee, a rather important committee during that time.

I began to have forays quite frequently to Northern Virginia. It's also fair to say that David Jones and I were consecrated in the same year and there's a special bond that is created between bishops who are consecrated in the same year. We tend to become close friends and certainly, David and Kay continue to be that.

It put me in touch with Ted Gulick who also was consecrated Bishop of Kentucky a year and a half, approximately, before I was, and whom I met for the first time at my first meeting of the House of Bishops. He also had a history not only in this Diocese, but in Maryland as well. For seven years, I was the President of Province III which includes the Diocese of Virginia, the Diocese of Maryland and 11 other dioceses in this particular geographical area.

As such, I had a number of meetings here in Virginia and also got to meet a number of you, laity and clergy, who were very active in the Province III matters. I became good friends with Peter and Kristy Lee, and Nancy was obviously involved in all of these relationships I've just said. In a number of ways, I began to look with great admiration from across the Potomac at the Diocese of Virginia, and particularly in my early days as Bishop of Maryland, at the wonderful strides that you were making in church development and in the planting of new churches.

Finally, on this score, I began to also have some particular life with you when Bishop Shannon, nine years ago, called me and asked in retirement if I would be willing to take confirmations one Sunday a month in this Diocese, two confirmations each Sunday for a year. Well, you were in need of some added help and I did confirmations in the northern part of the Diocese and in the Northern Neck.

I was surprised, however, when Shannon called me in January. I think he was even more surprised when I did not hesitate in saying yes, I would like to come and talk with him about the possibility of being your assisting bishop. I did so because the time was ripe, and that in retirement I've had a chance to lay to heart what it is I think God is calling me primarily to do at my age and given my experience.

I've decided that there are three things that need to be part of any job that I say yes to: the opportunities to preach frequently, the opportunities to teach and opportunities to mentor clergy. These were all things that were immediately expressed by Bishop Shannon as opportunities. I had gotten to know Bishop Shannon and Bishop Susan very well through my experiences in the House of Bishops, where I have remained active even in retirement.

I admired them both greatly and still do. I journeyed to Richmond to discuss what I thought was a particularly thorny issue, and that was the commute. For various family reasons, I cannot move into this Diocese and Nancy and I need to remain in Baltimore. As I began talking with Bishop Shannon, we talked about opportunities to stay overnight at the seminary, which I sometimes do, to stay at Roslyn when I'm in Richmond and to stay in people's homes when I'm in parish situations that are far-flung. It all began to seem doable. As I've been in your Diocese now from a little over eight months, I realized that I am not the only one who has a problem with the commute.

Anyone who lives on the I-95 corridor, anyone who lives in close proximity to DC is saddled with this. Some of you have a more horrendous daily commute. Mine is usually three to four times in any given week. I've learned to be more relaxed behind the wheel and to be more philosophical. It's amazing how much toleration I've always had of people when they're not in their cars, and how that changed for me as soon as I got behind the wheel. I've had to decide that it's not worth having a heart attack just because somebody has cut me off or someone has snuck in from the right-hand side or because the person who insists on going 50 miles an hour in the leftmost lane will simply not get out of the way.

I'm putting up with the commute but the thing that makes it really all worthwhile is the work that I'm doing in the Diocese. I've been asked to have a specific responsibility for regions, regional councils and clerical meeting. I've been at about half of the regions in the Diocese thus far. I am very open and eager to accept invitations to be at your regional council meeting, to be there with regional clergy as they gather for clericus meetings.

Before I actually took the job on the first day of March, I wanted to come to meet the diocesan staff. I was not the least bit disappointed or particularly surprised to discover that our staff is universally a wonderful group of dedicated hard-working people. Fortunately, over the 23 years that I have been a bishop and actually, some years before that as a rector of large parishes, I've had a good deal of staff experience and consider myself something of an expert at evaluating staff. We have as fine staff in this Diocese as I have ever worked with. Some of them are finer than any of the people I have worked with heretofore, so I wish I had met them earlier on and had been able to steal them into the Diocese of Maryland. It is a remarkably fine staff and an overworked staff for reason that I will come to in a short time.

Primarily, I am not only doing regional councils but I am also doing a lot of work with individuals in the Diocese and my visitation schedule is pretty far-flung. Originally, I thought I was going to be working primarily in the Falls Church area where I have an office, but in fact, my visitations are virtually in every corner of the Diocese. I'm enjoying that despite the commute, because I'm enjoying being in different parishes and getting a better feel for the Diocese as a whole.

This fall I have spent a considerable amount of time at Shrine Mont, and I'm certainly not complaining. I was the leader for the deacons retreat. Diaconal ministry is of great interest to me. I hope to be able to continue to mentor and to be involved with the deacons of this Diocese. I have a great deal of experience in that, coming from a diocese in which deacons were very well utilized and well trained, and also from my personal history.

I began my ministry 52 years ago as an inner-city priest. It's fair to say that when I started as a deacon and became a priest nine months later, my ministry didn't change. It was largely a justice-oriented ministry that was very diaconal. I was formed in the civil rights movement of the 1960s. I have never regretted that formation and I consider that I still have, even as a bishop, a diaconal heart. I particularly enjoy meeting with deacons because I find that they are not afraid to tell bishops what they think. Even though I might have some power over their deployment, it's not quite the same thing as priests who sometimes are differential when bishops are concerned. Deacons essentially tell me the truth, and I have wanted to surround myself with deacons my entire ministry so that I wouldn't become ivory towered.

I also was the chaplain for Fall Camp that just concluded and of course, was involved in the clergy conference. For a good part of October I was at our wonderful camps and conference center, and I am a great supporter of camps and conference centers as well. The thing that I am enjoying most at the present time is my involvement with clergy and with the people of this Diocese. Some of this takes place during visitation, some of it in more informal contexts in your parish, or in my office.

I'm tempted to say that as someone who is in their 70s, I don't ever remember a time when I had been more distressed by what is going on in our world. I have had to limit myself over the last few years to how much television news I can tolerate in any given day so that I don't just go absolutely crazy or just get angry beyond belief. I have found the antidote to that, not only withdrawing from the television but also, I find the antidote Sunday to Sunday, weekday to weekday, when I'm in this Diocese.

I am absolutely moved by the integrity, the talent, the dedication, and the love of the clergy and lay leaders of this Diocese. This is an extraordinary group of people. I go, and I often have a horrendous drive, which I'm trying not to let it get me down, and I get to my destination and I realize it has all been worthwhile. I feel like sometimes I should remove my shoes because the ground we are standing on is so holy. The people with whom I am meeting are such wonderful examples of what it means to be Christians in the world, that I learned from them and I am re-encouraged by them.

So you are the antidote, to my otherwise distress over what is going on in the world, because everywhere I go in this Diocese, I see wonderful things happening. I see wonderful people at work

and I see wonderful people really applying themselves to the ministry of Jesus Christ. That means everything to me because I know that ministry is always a two-way street, I hope that sometimes at least you can see those things in me, so that we might grow together by each other's strengths and might really be the Church of God.

I think I've reached my time. I really want to draw this to a conclusion, but I do want to just flag two things that I think might be addressed during this interim time. Because it is an advantage coming from the outside and having been a bishop for a number of years to say that all things are wonderful in the Diocese of Virginia, but not all things really are wonderful in this Diocese. You owe it to your next bishop to really lay to heart that this is one of two dioceses in the country that does not have a provision for every parish supporting the diocesan budget.

We have a wonderful staff, but it isn't much larger than the staff of the Diocese of Maryland, which is only two thirds the size of this Diocese. That's because there isn't the money to hire more people and do more exciting ministry. In a moment's span we'll share some of the things we do despite this limitation, but we have existed as a diocese for a very long time on the good nature of some of our largest parishes who give generously and have overlooked the fact that there are parishes that give next to nothing to the diocesan mission.

The other thing that I hope that you will look at is the job descriptions for diocesan staff, most of whom are overworked and underpaid. That is a result of the fact that most of them have not had concrete job descriptions for a number of years, and they keep getting things added on. There's no way for a staff person to say, "No, I can't do this," if they don't have a job description to point out that that may not be part of their job. There's no way to do an adequate evaluation figure of merit increases where they are deserved unless there is a measure that can be used. Many of our staff members, if not most, deserve considerable merit increases.

I've gone over my time and thank you. I'm glad there are some in agreement with this, but these are just a few examples of how there are things that we need to look at during this interim time. I think it will be a good time. I might just say, I did mean to say this earlier and I forgot it in my notes, that I'm around for the foreseeable future. As long as Bishop Susan wants to put up with me and as long as my health holds out and Nancy's health holds out.

I really am thriving on the ministry that I am doing here, thanks to your wonderful input. The nice thing too is not only do I have a pleasant thing to do when I get into the Diocese of Virginia, I also have a very pleasant and wonderful life to return to when I get back to Baltimore, which makes the commute even more tolerable.

### **Stories of the Diocese: Backpack Ministry, Holy Cross, Dunn Loring**

THE RT. REV. ROBERT IHLOFF: Without further ado, you've already heard from Sven. I told him yesterday that I was certainly happy that he was coming after me and not before me, because he is a wonderful presenter and he has some more stories to tell us about the things that are Stories of our Diocese. Sven.

THE REV. SVEN VANBAARS: Thank you, Bishop Ihloff. Good morning. It is good to be with you again. Yesterday we had stories of celebration of the last 11 years of our ministry. Today we have stories of our Diocese, ways that we are sharing the Good News, ways that we are being the church we're called to be. Now, you and I know that there are 200 places, parishes, college chaplaincies, church schools, retirement communities, camps and conference centers, where these stories are unfolding all the time. We know that, right?



However, we also know that we'd like lunch later on. To keep this brief, we've got three stories. Three stories from around our Diocese that hopefully give some inspiration of what's taking place in our Diocese. We're going to go from Northern Virginia to Richmond, down to the Northern Neck to the Middle Peninsula where I live, to hear some samples of things that hopefully will inspire you. Our first story comes to us from Holy Cross, Dunn Loring. This is a church just outside of Tysons Corner, in that busy active neighborhood where so many people live and move and commute and get stuck in traffic, Bishop.

Holy Cross, Dunn Loring, has something that they're calling their Comfort Cases. It looks like an outreach ministry, but really what it does is congregational development from a very holistic standpoint. This ministry, and this is where it touched me personally because my wife Jen and I have had foster children before, is with kids coming into the foster care system. As I can tell you from my own experience, so many times they come into your household with a trash bag full of their belongings.

Who wants to be identified as trash? Their ministry at Holy Cross, Dunn Loring, helps to raise the dignity of those children and also raise the awareness of the whole community. I want to call forward Denise Trogdon, the Rector, Jamie Samilio, the Associate Rector, and Sonya Marsden, a dedicated parishioner, to tell their story.

THE REV. DENISE TROGDON: Good morning. My name is Denise Trogdon, and I'm the Rector of the Church of the Holy Cross in Dunn Loring, Virginia. It's a privilege to share with you this morning our journey over the last few years, from discouragement to hope. Now, we're not standing before you this morning to claim miraculous growth over the last few years, but to highlight the sure and steady presence of the Holy Spirit as we follow Christ's leading. The Church of the Holy Cross is considered a transitional parish. The demands are great for programs but the finances and the volunteerism are stretched.

We are also in transition from the founding members to a newer and younger demographic that is still finding their place in ministry. Three and a half years ago, after a long interim period, membership was low and our pledges even lower. Volunteers were burned out and collective fatigue had set in. You could all relate to this picture. Our staff and vestry knew we had a long road ahead of us. In faith we invited leaders to step down from long-term ministries that no longer inspired them, encouraging them to explore new areas of spiritual growth.

In prayer and with intention, we set out on a path to follow Christ's pattern of discipleship. The first year was all about remembering our love for one another and Christ's invitation for all. We created a number of new fellowship events to build relationships. Jesus never left His guests without spiritual feeding. In our second and third years, we developed more robust formation for adults and for children. Jesus fed His disciples, formed them and then sent them into the world to serve.

This year we are focused on moving faith into action, with a new theme, faith is a verb. Each week we highlight a new verb in worship and formation. Our outreach ministry is exploring creative ways to make hope tangible in a discouraged world. As we reimagine our ministries, we make room for the Holy Spirit to have fresh and new expressions. This has inspired programs that are revitalizing our congregation and inviting our neighbors to share in the journey of serving Jesus. My associate Jamie Samilio will share her experience with this journey.

THE REV. JAMIE SAMILIO: Thank you Denise. Reimagining the Holy Cross outreach ministry required a team effort, and my job was to encourage and empower the leaders and the committee members to open themselves up to some new possibilities. The bottom line here is that I had to give the outreach committee the permission to dream. We're a team, and as a team, we looked at all our activities from sandwich making to our mission trips, and we asked, "What, in God's name, are we doing in the world?"

Then we made adjustments. Letting go or reducing our participation in some cases, and ramping up and taking a deeper dive into others. Now, this gave us the freedom to look for new ministry partners. We did not want to spend a lot of time reinventing wheels that were already turning. We allowed ourselves to reimagine the life cycle of our programs, even the ones that we've done for decades. We've also come to understand that we are not in competition with our regional parishes, we are in relationship with them, and we are finding more ways of collaborating and coordinating our efforts.

We are a stronger presence of the Episcopal Church in Northern Virginia. One example of our collaboration was rolling out the Holy Cross Art and Soul Program to the youth of the region. The hands and feet of Christ can reach a lot farther when we cooperate. Most of all, the outreach committee listened to each other. We took stock of all our available resources. When we felt energy, when we saw new possibilities, we moved forward as a team. We take responsibility and accountability extremely seriously.

Outreach is a committee that is in right relationship to each other, to our parish mission and with the community outside our doors. As God continues to make things new, we are now flexible enough to adapt to a changing creation. One of our parishioners, Sonya Marsden, heard about the Comfort Case program, and frankly, it set her soul on fire. I will let Sonya finish our story.

MS. SONYA MARSDEN: Thank you, Jamie. Good morning. My name is Sonya Marsden, and my daughter and I have been parishioners at Holy Cross since 2010. My story is personal and it all started because I was yearning for some meaning. After feeling isolated in an increasingly harsh world these past few years, I wasn't ready to drift away from the church, but I needed something, something that would touch my soul, something to keep me coming back. I needed to take the focus off of myself by serving others. At an outreach meeting, Jamie suggested I research new efforts, specifically something called Comfort Cases, and I jumped at the opportunity.

I asked the founder of Comfort Cases, Rob Scheer, to come to Holy Cross and to tell us about the plight of foster children, how they often lack necessities such as shampoo and toothbrushes, and how what little they do have is carried from placement to placement in a trash bag. These little children of God move frequently for many reasons, sometimes just because they had a birthday, and the home where they are can no longer house a child of that age, so out comes the trash bag. That's unacceptable. All children deserve more dignity than to have all their worldly possessions in a trash bag. For me, Matthew 25:40 has always been a cornerstone of my faith, "That which you do for the least of these, you do for me." I can't think of a more 'least of these' group of people than foster children.

It was clear to me that this ministry was something I had to do, so we invited parishioners and friends to purchase items for backpacks. We planned a taco night packing party to have fun putting items in the backpacks. We posted the event on Facebook and Nextdoor, and we made sure folks knew that this was an event for everyone. Then, the committee prayed that the needed items would show up, and also that people would show up. The response was overwhelming. They came in droves. Holy Cross members, friends, folks from the community we had not yet met, and the pile of donations grew and grew. It grew so big that I began to call it Mount Generosity.

Our goal was to pack 50 bags that night. We packed 73, and we could've done more if I had bought more bags. Participants carefully selected just the right set of pajamas for my girl, and making sure that my boy's blanket isn't too babyish for him. This ministry wasn't just an answer to prayers for foster children, because it was that, but it was also an answer to my prayers. My story began with me feeling isolated, and this ministry, which has bloomed into a twice yearly event that you're all invited to, it's helped renew me. Now I see a story of hope that will continue to invigorate me and enrich the lives of others. I ask for you to all save your toiletries from your hotel room and bring them for our next Comfort Case event. Thank you.

THE REV. SVEN VANBAARS: Thank you. I noticed, as they were sharing their story, that many of us were writing little notes of inspiration, little ideas to take that back to our parishes of how we might have that same energy. Keep on keeping those notes, because there's another story we're going to hear now. Instead of being in Northern Virginia, we're going to come back to Richmond and hear about the story of St. Peter's on Church Hill.

St. Peter's was looking at, "How do we reach out to our community around us? How do we reach out to those on the sidewalks and streets that are right near the church?" They took on what we might call a sidewalk ministry. Let's hear from members of St. Peter's, Andrew Terry and his parishioners.

### **Stories of the Diocese: East End Initiative, St. Peter's, Richmond**

MRS. BROWN: We started walking in the summer of 2015, soon after Reverend Terry began his term with us at St. Peter's Episcopal Church. I was a little reluctant at first to go on the walks, therefore there were people from other churches who accompanied Andrew on the walks. The reason for my reluctance was that I thought that we would be knocking on people's doors and I know how I am hesitant about opening my door for someone that I did not know.

I finally listened to the call to participate in this ministry. We have been walking now for the past three and a half years. We pray before we walk and after our walk. We wear our St. Peter's shirts so that people will know that we are representing Jesus. As we walk we greet people as they are walking down the street or sitting on their porch. If they are receptive to talking then we talk about who we are and where we are located.

We are just being neighborly and showing love to our community. If they are not sitting on the porch they will see us through the blinds and know who we are and will mention to us at the food bank that they saw us walking down their street. We walk every Monday at 3:30 p.m. Since I am from Detroit, Michigan, it has been a blessing to have someone who knows about the Church Hill neighborhood and participates with us in our weekly walks. I'd like to introduce you to Mr. Dennis Hassan.

MR. DENNIS HASSAN: Good morning. I was raised in Church Hill. Many of you may not know I was raised in the East End. My walk is my ministry, and my story entails more than just Church Hill. My father and my mother is from the Deep South. My father is from Beaumont, Texas, and my mother is from South Carolina, down in the low country in Sumter. My father, he left Texas when he was 15 years old because they was going to lynch him. He fought back a man he was working with. My grandfather took him to New Orleans and told him to leave and never come back.

He left and he didn't go back home for 25 years. I used to ask my father, I said, "Dad, how did you take care of yourself?" He say, "I walked." He say, "I traveled all over the country on the back of boxcars." I said, "Well, how did you eat? How did you do this? How did you do that?" He said, "I made it." He walked into the military, he walked into Church Hill from Byrd airport, where he met my mother, and he walked into my life.

Because he walked into my life, I was able to walk into my son's life. My son has been able to travel the world. He lived in Africa, he has visited Europe, from Finland all the way to Spain, in his 25 years. It's because my father walked. We walk in Church Hill because the area that we walk in was considered one time a very blighted area. They had wrote it off and if anybody know of the East End they always say, "Well, it's all right but you don't have to move over there. Move up in the West End or something like that."

When I think about the story that Alex Haley taught about Roots and Toby when he came to America on a slave ship, the first thing he did was walk. He said, "I'm going to walk away from this,"

just like the East End community was. Everybody walked away from it. He walked so many times till they say the whip could not stop him from walking, so they cut his foot off, just like they cut the feet of the East End community. No store, no shopping centers, no nothing.

When Toby found finally got the infection out of his feet, he stood up and he told his wife. She said, "Toby, you can walk." Toby said, "No, I can't just walk." He said, "I'm going to run." That's what we are doing. We are walking, but in Church Hill, we are ready to run. We're ready to bring Church Hill and our walk signifies that the infection is out of our feet and that we can stand again. We have a diverse walk, me, Ms. Brown and Reverend Terry. Sometime they look at us and they say, "Who are you all? What are you all stopping and asking us something about?" But that's where it starts at. That's where the infection begins to leave and they appreciate us walking. With that, I'd like to bring Reverend Terry up.

THE REV. ANDREW TERRY: When we began these neighborhood walks a little over three years ago, it seemed like something new, but as is often the case in church life, it wasn't new. As one of our early walkers reminded us, Jesus walked the neighborhood. As it turns out, two of our previous priests at St. Peter's who some of you know, Odell Harris and Pope Gregory, were also known to walk the neighborhood of Church Hill. As we walked, especially during that first year, we asked neighbors a question. What is the priority for our neighborhood with which our church could lend a hand?

The response we received most frequently was employment. Access to living wage jobs. We recognize that to tackle an issue like employment will require partnership. St. Stephen's in Richmond has been an essential partner in the effort to respond to what our neighborhood said was the priority. It all began with Deb Lawrence, Director of Outreach at St. Stephen's, joining us a couple of years ago on a walk.

MS. DEB LAWRENCE: Thank you, Andrew. As he said, I did go on one of those walks with them, and as you just heard described, I did hear from folks in the community the need for true employment, living wage employment. About the same time, those of us at St. Stephen's were hearing a little bit about the work that the city of Richmond was doing with workforce development and we decided we needed to learn more. We met with Reggie Gordon down at the City who directs the Office of Community Wealth Building and heard from him first hand that yes, it is jobs, indeed. Despite all the other factors and contributors to poverty, the quickest and most effective way to get out of poverty and reduce poverty is by providing a living wage employment.

We decided we would try to take this on but we knew we could not possibly approach any sort of jobs effort on our own. We looked to find a partner located right in the community which we want to serve, St. Peter's Church. What better partner could we find than one from whom we first heard about the true need for jobs in that community? A public-private partnership has been created between St. Stephen's Church, St. Peter's Church and the Office of Community Wealth Building. Out of that, an entity has arisen and been created called Episcopal Community Services or ECS for short.

ECS will operate as an employment initiative to help unemployed and underemployed adults living in the East End develop pathways that are necessary to obtain and sustain living wage employment. This is a huge undertaking, we're working very hard right now to make this work. I'm thrilled to report that we've hired a young woman named Diana Vasquez to serve as our Director of Employment Services. Ferdie Baruch has signed in as a full-time Director of Development and Corporate Relations and Reverend Andrew Terry serves as our Executive Director. We cannot do this alone. This is going to be a huge network of support and collaboration. We need other congregations to join on and we are having that happen, as recently as St. John's, Church Hill, has joined us in this endeavor and we are very excited about that. The simple act of walking, talking and listening to people in the community has evolved this wonderful partnership and network of support that will bring communities together from all across the city to offer and provide hope and employment to our friends and neighbors who need it the most.

THE REV. SVEN VANBAARS: Thank you. Yesterday we debated R1 and part of our discussion was, how do we measure that? Maybe we have the answer right there from our brother. Maybe it's the number of times people say, "Who are you all that are reaching out and telling stories about God's love?"

### **Stories of the Diocese: Wabingston: Ware, Gloucester; Abingdon, White Marsh; Kingston, Mathews**

THE REV. SVEN VANBAARS: Our last story comes to a place very close to me. It involves three old churches in our Diocese. Grant Ambrose is the rector of Ware Church. Gary Barker is the rector of Kingston Church and I'm the Rector of Abingdon Church. We're all located in the Middle Peninsula, Gloucester, Mathews County, and we began doing something just to share our ministry. Gary, I think you're going to start us off.

THE VERY REV. GARY BARKER: Thought you're going to say, "old priests." *Bereishit bara Adonai Eloheinu*. In the beginning, God got creative. That's the way our scriptures start off. Almost as early as the beginning, back in 1652 to be exact, the Episcopal or the Ecclesiastical Authority of this part of the world at the time was in London and created the parishes Ware, Abingdon and Kingston. We share a birthday. Somewhere along the way, along with that creation of the three parishes, came a marriage. We took the "Wa" of Ware, we took the "bing" out of Abingdon and the "ston" out of Kingston and created Wabingston.

Wabingston is the marriage of three small parishes as far south and east as you can go in the Diocese of Virginia without stepping into the Chesapeake Bay. Somewhere along the way, soon after Grant came to Ware, the three of us got together and started to talk about ways we might support each other and then how we might be called to do something together. Small is beautiful, but there are times when small limps too. We were three small parishes that could do some things together and make a big difference.

The Holy Spirit nudged us, but we weren't quite sure where we were headed. We weren't quite sure what we wanted to do beyond the fact that we knew that in our own small places we could sometimes get a little too parochial, forget that we needed to get out into the world and that sometimes we simply could not do things like go to Shrine Mont or do ministries in the community that we shared and that too often what parishes do when they're next to each other is worry about whether the parishioners are going to leave us and go to them.

We didn't want to deal in that competition and fear. We wanted to live out of hope and the blessings that we each believed we had in our own parishes and wanted to bring into a marriage and something much larger. Grant is going to go on from there.

THE REV. GRANT AMBROSE: As Gary referenced, not long after I arrived was when we started having this conversation. That's primarily because I sent a letter to my two colleagues saying that a lot of the parishioners from Mathews County go down to Abingdon and some from Abingdon, that geographic area, go to Mathews. I said, "I'm in the middle. I'm going to set up a toll booth on 14 and collect their money." They said, "No, we can figure out a better way to do this."

We did and we used, without realizing it, inspiration from St. Luke and his Gospel because in every chapter they're eating. They are pretty much eating all the time. We said, "Well, let's get a few folks together, serve a good meal, and then figure out what we're going to do." We got together and had a good meal and said, "Well, let's feed the congregation. Let's get them together." In line with St. Luke, we thought, "Well, what's the other hallmark of the first time the church got together? Fire. You feed people, you burn things, they are going to show up."

One of our first gathering was the burning of the greens. We had a chili cook off and we burned greens all night. That really, not to be too mushy, set things on fire, and from there we went. One of the things that I had learned when I was at St. Mary's, Arlington, is let's go to Shrine Mont if you want to build community. I knew that would be challenging to do that with the handful of folks that I would be able to convince from Ware. If we pooled our resources, and went off as a group to Shrine Mont, that could be fun and exciting. It proved to be absolutely that, and this was our third year of doing a parish retreat to Shrine Mont. Our numbers from our three parishes, we were around 80 or 90 people that headed up, could not have been done on an individual basis. We could have, but not made that impact. It's allowed our three congregations to grow in ways that we can only imagine what that will look like.

It's not all just food and fire that we do. We gather for spiritual opportunities, retreats, and we also work with the G.U.E.S.T. program, which is a local group of churches, ecumenical group, that gathers in the in the freezing months of the year to provide food and housing for our brothers and sisters in Gloucester and Mathews County that are homeless. We go to the churches that host as shelters and provide food and support having dinner as one since they are the more modern of the three churches 1755. Since they have the modern facilities, we go there and support.

We're often asked, "What are the challenges?" Personal challenges, I get tired of taking a knee before the two senior rectors of the group. The challenge is, as Gary alluded to, letting our people know this isn't a way to steal. We're not in it to steal people from this church or that church. The great reward is it's a clear reminder, a clear illustration that in order to be the body of Christ, walls and boundaries have to be taken down. We're seeing that happen in our midst. I think Sven, you are going to talk about what the midst going forward looks like.

MR. VANBAARS: I wish I knew what the midst going forward looks like. When Grant tells me, I'll be following suit. What's going forward is we continue following that Luke narrative that Grant set us on, is getting to the Acts portion of it. We continue to do the things we do in breaking bread and worship. We continue to look for opportunities to go on pilgrimage together. Gary is leading a pilgrimage to Iona and the Celtic lands which calls parishioners from all of our parishes to go. Grant, I think you want to go to the Holy Land at some point in time. Things that we couldn't do individually, we continue to say, how can we do with the larger population? It is a time of convincing our churches that no, we're not merging. We like Wabingston for fun, but not for canonical purposes.

To give a place for looking for strength in strength. We have our parish secretaries get together for lunch a couple times a year because they know how things are actually working more than us, they can coordinate what's taking place, what's going to unfold in the future as we'll hopefully continue to step into this relationship, step in a place of collaboration. Not from weakness but from joy and looking around at other churches to see, how can we increase this effort of friendliness, of brotherhood and sisterhood of parishes around ourselves? Thank you guys.

As I said, there are thousands of stories from our Diocese. Today, you got to hear three of them. From things that look like suitcases and backpacks to putting your shoe leather on the ground and walking around and being convinced that even old churches can do something new. There are many stories and hopefully these have inspired you to go out to your place of ministry to tell the stories of our Diocese and prompt people to say, "Who are you all?" Thank you.

## **Text to Give To the Shannon S. Johnston Fund for Youth and Young Adult Formation**

THE RT. REV. SUSAN E. GOFF: Thank you, Sven, and thank you for all of you who have told stories yesterday and today. Thank you to those of you who are going to be writing and living stories within the next year, that might be a part of our Convention then or in future years. Thank you all. Now I call up Julie Simonton and Paris Ball.

MS. PARIS BALL: Good morning. Okay. We promised that we would come back and talk to you again. Let's all see the phones. Do you all have your phones? Hold them up. I want to see them. We talked to you yesterday about the Shannon S. Johnston Fund for Youth and Young Adult Formation and the specific ways that you can give to this fund which honors Bishop Shannon and recognizes the priority that he put on youth and young adult formation.

MS. JULIE SIMONTON: It's not uncommon during the stewardship conversations I have with churches across the Diocese that parishioners and clergy alike ask many questions about exploring eGiving, including text to give. There are many ways to offer our financial resources to support mission and ministry. Indeed for the Bishops Shannon S. Johnston Fund for Youth and Young Adult Formation, you may go to the diocesan website at [thediocese.net](http://thediocese.net) to give online. You may put something in the mail and you may also go to the Triangle of Hope table, which is still up here at Convention to make a one-time donation or to make a one-year recurring gift.

In fact, if 300 people here at Convention give just \$100 each, that's \$8 a month, more or less. I don't math a whole lot, but that's close. Triangle of Hope alone will meet its goal this year for our ministry needs. Many hands have a tremendous impact, so go digital and pull one of these out, or go vintage. Your gifts, however they come, will make a vital difference.

MS. BALL: For now, we invite each of you to give this a try. Let's get trending. Even if you're choosing a smaller donation at first with text to go we can begin together, right now, going into the world with Bishop Shannon and support youth and young adult ministries. Yes, this is texting to give, but at its heart, it's really texting to grow, texting to change. Right now by giving you can change the lives of our youth and our young adults by supporting the Triangle of Hope and reconciliation ministries. You can change the lives of our college students by supporting the diocesan collegiate ministries. Your gift right now can change lives by giving the Diocese the tools that we need to help create disciples who are life-long, life-wide and life-deep.

MS. SIMONTON: Now we want to show you how you can text to give to the Bishop Shannon S. Johnson Fund for Youth and Young Adult Formation. Let's begin, open up your texting or messaging app and send D-I-O-V-A-S-S-J Fund to 73256. This on your screens. The information is also on the cards on your table. When you open up your texting app, you do just like you see there on the left-hand side, D-I-O-V-A-S-S-J Fund. It does not matter whether these are capital or not capital. We don't have any editors, I think Ed Jones will keep his voice down and whether you capitalized properly or you don't.

Then once you type that, you text it to 73256 and you will get that link. When you hit the link, then you will get the page that you see here to the right. How are you doing? Raise your phone. Good. Awesome. All right. Then you click on the link. Yours might look different if you've never made a payment through the system, through this online giving portal. Here on the phone, it recognized someone who had already given that system, popped up. Yours may look a little bit different.

For those of you who now have everything ready to go, touch the screen to enter the amount you would like to give. Once you touch the screen for the information you would like to give, then you

are able to enter your payment information. If you have your debit or credit card with you now, now is the time to enter it. If you don't, you can keep this screen up, keep it handy, and then enter your information when you are ready. If you have questions, it's now the time to look around as if you were taking an exam at school and see who looks like they know what they're doing. Look at your neighbors who looked particularly tech-savvy. Make a new friend at Convention and ask for help.

Once you get to this stage, here is the really important part of this exercise, you hit the green button to give. Once you've done all the punching in the numbers, it just takes one finger to hit that green button to give.

MS. BALL: If you're working on this or for any reason you have questions or you need help, don't hesitate to ask us. You can come see us at the Triangle of Hope table. Come find us throughout the rest of Convention for text to give help, to go vintage or to fill out a card for a one-year recurring gift like that. Most importantly, ask us to learn more about these vibrant ministries. We can't wait to talk with you. We thank you in advance.

BISHOP GOFF: Thank you very much and thank you for your generosity that's already being expressed and the generosity that is yet to be expressed as we support youth and young adults in our Diocese.

**Resolutions: R2: Diocese of Virginia Response to Pittsburgh Synagogue Massacre**

*The full text of this resolution can be found on page 165.*

THE RT. REV. SUSAN GOFF: We turn now to resolution R2, which we were not able to address yesterday. This was the one that was presented yesterday morning, and accepted by a two-third majority and placed on your tables. R2. Microphone five.

MR. RUSS RANDLE (CHRIST CHURCH, ALEXANDRIA): You have before you, R2; a resolution I fervently wish I'd never had to offer. It addresses the terrible massacre that occurred last Saturday in Pittsburgh among our Jewish brothers and sisters, by someone who seemed to think that they were advancing the cause of God in America by killing Jews. This repugnant and vile ideology needs to be reviewed very clearly by us. None of us share it. This resolution asks us to affirm our baptismal vows. It also asks us to look at the best in our traditions, which is on the back of the resolution.

George Washington was well ahead of his time when he championed religious liberty and expressed it so well in his letter to the Hebrew congregation in Newport, Rhode Island. It would be well for us to look back at that and remind ourselves of what our own heritage shows us. George Washington was well ahead of his own church at the time. This resolution also affirms that the work that wound up being part of the trigger for this wild act, was the same kind of refugee resettlement work that we do through Episcopal Migration Ministries. We need to remind ourselves and our people that that is vital work we're called upon to do by Scripture. It also affirms our interfaith work. Some of us, our parishes, have relationships going back generations with synagogues in our neighborhoods. It encourages all of us to attend Shabbat services with our Jewish brothers and sisters. I ask your support.

BISHOP GOFF: Thank you. Microphone two.

THE REV. JOE HENSLEY (ST. GEORGE'S, FREDERICKSBURG): I want to thank the Resolutions Committee for all the work that they do. I also want to speak for myself, but I may be speaking for many of us, about how hard it is, and awkward it is, to wordsmith a resolution on the floor of Convention. I'm aware that this resolution may perhaps, contain some things that will make it difficult for us to pass. With all of its complexities, I think we do need to go on the record as condemning antisemitism and anti-Semitic violence in the strongest possible terms.



I think that the actions that are suggested around the study and other things are of great interests, but I'm concerned that we will get into amendments to amendments to amendments on the floor of Convention, and would like us to, because I think we all want to go on the record. I guess, my recommendation would be that we stick with the first resolved and pass that. Then rather than try to work through this as a whole, encourage us to work on meaningful actions in another context where we can have more meaningful conversation. Thank you.

BISHOP GOFF: Thank you. If someone would like to make that as an amendment, you've already spoken to it before proposing an amendment so that's out of order, but if someone else would like to make that amendment, we would entertain that. Microphone five.

THE REV. CAYCE RAMEY (ALL SAINTS SHARON CHAPEL, ALEXANDRIA): I stand in full support of this resolution and the spirit of love in which it is submitted. I am offering an amendment that I hope will allow us to address more deeply the context of the events of the tragic week of the shooting in Pittsburgh. I propose removing paragraphs two and three of this resolution.

BISHOP GOFF: Thank you. Amendment to remove paragraphs two and three has been made. Is there a second? Yes. Discussion, please speak to it, Cayce.

MR. RAMEY: In all our endeavors, the Gospel compels us to free ourselves of the myths of white supremacy, than the mist that white supremacy has inserted in place of our identity in Christ. George Washington's letter, referenced in this resolution, reads in part from paragraph four of that letter, "The citizens of the United States of America have a right to applaud themselves for having given to mankind examples of an enlarged and liberal policy—a policy worthy of imitation. All possess alike liberty of conscious and immunities of citizenship."

In 1790, it was only landed white men who possessed liberty much of anything, as they continued to subjugate stolen land with stolen people and to treat the women of our country as property. Similarly, his paragraph five states, "Happily, the government of the United States, which gives to bigotry no sanction, to persecution no assistance, requires only that they who live under its protection should demean themselves as good citizens and giving it on all occasions their effectual support."

George Washington and the US government of 1790 did both intentionally and vigorously, give bigotry and persecution not only sanction and assistance, but also power, protection, and resources as they systematized oppression and enshrined in our country's founding documents, a legacy of trauma. What's more, our current government, culture and even our church continue to support, in conscious and unconscious ways, new systems of violence.

To whitewash this history, to whitewash our history, and to ignore the evils of misogyny, racism and slavery is to aid and abet the dehumanizing myths of white supremacy that feed the very attacks we decry. Washington's letter, his hypocrisy and his history are not models to be studied and emulated, nor is this letter. Neither the people native to this land nor the people whom our church helped enslave enjoyed the right to worship God in their own way. We cannot claim a deep connection to, historic respect for and support of other faiths that rings with hollow words, and which stands contrary to historic fact.

Please amend this worthy resolution, removing paragraphs two and three so that we can support our Jewish sisters and brothers honestly and sincerely.

BISHOP GOFF: Thank you. Are there other comments about the amendment? Microphone five.

MR. RANDLE: George Washington would be the first to say he wasn't perfect, indeed, a deeply

flawed human being like everyone here. But, he was pretty far ahead of his time. This letter is deeply meaningful to the Jewish community. It was a recognition by this government of the United States at a time when it was far in advance of this church, to recognize and celebrate our Jewish brothers and sisters. In some ways, this was one of the first real ecumenical and interfaith efforts that was made.

The fact that Washington got a lot of things wrong, he also got this one right, profoundly right. I don't think we have to say, if we reference a document, and the Rules of Order say you have to put the document forward in order to reference it, means that we endorse everything from 1790. But it does say that the sentiments that Washington expressed, and which he tried to advance, are worth putting forward again. And reminding our congregations, most of whom still respect George Washington for the things he did get right, that this is worth doing. And worth remembering those parts of our heritage as Virginia Episcopalians, where we got some things profoundly right, just as we've gotten some things wrong. So, I oppose this amendment.

BISHOP GOFF: Thank you very much. I do remind you that according to our Rules of Order, we do not applaud or show other signs in response to what we hear in the debate. Microphone three.

THE REV. DEACON CHRISTINE GARCIA (CHRIST ASCENSION, RICHMOND): I am in favor of the resolution. However, I'm concerned.

BISHOP GOFF: We're debating the amendment. Is your comment about the amendment of removing paragraphs two and three?

MS. GARCIA: Maybe I'm speaking too fast.

BISHOP GOFF: All right, let's finish that, and then you come and talk about the whole thing. Thank you. Debate, comments about the amendment to remove paragraphs two and three. I see two folks at mics. Microphone two.

MR. STEVE CLIFFORD (CHRIST CHURCH, SPOTSYLVANIA): I am standing in opposition to the amendment. I agree with Mr. Randle, that we need to be able to look, as adults, at our history. Our history is not perfect, but there are times when we did get it right. On those times when we got it right, it is okay to acknowledge it. It is okay to talk about it. Especially in this context, I think it is more than appropriate to talk about it because on those occasions when we got it right, those were things that we were able to build upon, and those are things that we can continue to build upon today. It is very important today to go ahead and acknowledge those things that were done appropriately. This is something that was done appropriately, and I think it is very important to leave it in this resolution. Thank you.

BISHOP GOFF: Thank you. Microphone five.

THE REV. ALEX RIFFEE (ST. JAMES', LOUISA): I'd like to call the question to the amendment.

BISHOP GOFF: The question has been called. All in favor?

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Opposed? Then we call the question about the amendment, which is to remove paragraphs two and three from R2. All in favor, please say, "Aye."

DELEGATES OF CONVENTION: Aye.

MODERATOR: All opposed, please say, "No."

DELEGATES OF CONVENTION: No.

BISHOP GOFF: Let us have a show of hands. The loudness of the no's is— it's hard to indicate what number that represents. So, please use your cards, your green card, or your red card. All in favor, please raise your green card. Can we turn the lights down so that the chair can see? Thank you very much. All opposed, please raise your red card. I think we need to have a count.

All right. One more time, green cards? All right, reds. The reds have it. The motion is defeated. We return to debate on the entire resolution. Christine, you had a comment?

MS. GARCIA: I am concerned. The reason I am concerned is that, not because we deal with hatred, not because we're dealing with mass murderers, but lies in general. I would like to have something done toward the airplane in Indonesia, jet plane in Indonesia, that took 189 lives, and last night one of the responders died. So, we need to be thinking out of the box for life in general.

BISHOP GOFF: Thank you, Christine. That's spoken like a deacon. Our resolution deals with this particular issue. Are we ready for the question? All in favor of the resolution, please say, "Aye."

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Opposed, "No."

DELEGATES OF CONVENTION: No.

BISHOP GOFF: The resolution carries. Thank you very much.

THE REV. JAY MORRIS (AQUIA, STAFFORD): Bishop Goff, on behalf of the Committee on Resolutions, may I request that this resolution, R2, be sent to the Tree of Life Synagogue in Pittsburgh and that likewise, the three courtesy resolutions that were approved yesterday, be sent to the retiring rectors whom are honored in those resolutions.

BISHOP GOFF: Absolutely, thank you.

MR. MORRIS: Bishop Goff, may I also call Convention's attention to one matter lingering from Resolution One yesterday, briefly, about the Way of Love, Rule of Life. Towards the end of the discussion yesterday, there was a vote, by show of cards, to remove the last four resolves. When that vote was approved, it left a dangling clause at the end of the prior resolution; "And be it further." Very quickly afterwards in the haste of time, the Convention approved a resolution that probably meant to have something further at one point in time, but I would not want for this Convention to go on record as leaving something blank.

I wonder if it would be all right, as I've consulted with the parliamentarian, to ask that the Committee on the Journal of Convention have the permission and authority to delete that inadvertently remaining; "And be it further," from what was originally the end of the fifth resolved clause. Just so that we don't leave folks wondering what else was to come that won't come.

BISHOP GOFF: If there is no objection from Convention, and hearing no objection, yes, that permission is granted.

MR. MORRIS: Thank you Bishop Goff on behalf of the Committee on Resolutions, we ask to be discharged from our duties.

BISHOP GOFF: You are discharged with our grateful thanksgiving. Thank you. And now, we have a 10-minute break. Please be back in your seats in 10 minutes.

### **Church Status Committee Report**

THE RT. REV. SUSAN E. GOFF: I call on the Rev. Sean Rousseau of St. Paul's, Haymarket, who is Chair of the Committee on Church Status for the report of the Committee on Church Status.

THE REV. SEAN ROUSSEAU: Good morning, Bishop Goff, Bishop Ihloff, Mr. Secretary, members of the Convention, the Committee on Church Status has met and reviewed the petition of Trinity, Charlottesville, to move to full parish status. Coincidentally, this request comes before Convention as Trinity is celebrating its 100th anniversary of its founding.

Trinity 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 vote. The Committee on Church Status unanimously, enthusiastically and joyfully endorses the petition, and asks that the full Convention do the same. Thank you.

BISHOP GOFF: That coming from a committee needs no second. All in favor, an enthusiastic "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Please join as we sing together in celebration of this congregation and their new status as a parish.

*The congregation of Trinity, Charlottesville, walks in to the ballroom while all present sing "Lift Every Voice."*

THE REV. CASS BAILEY: To the bishops present and members of Convention, an accomplishment such as this one is never the result of one person, it is not even the result of one generation. The people of Trinity have sacrificed, prayed and worked to make this happen, for so many years.

We have not been alone in this, so I want to give a shout out to all the churches in the Charlottesville region that have encouraged us, and especially in the last couple of years, supported us in a variety of ways. I, especially, want to thank St. Paul's, Ivy, Grace Church, Keswick, and Emmanuel, Greenwood, and their support in helping bring to self-sufficiency our Bread and Roses Ministry, which is a food and justice initiative. I also want to thank the folks at St. Paul's Memorial, with whom we have always had very close ties.

I want to add to that the folks at Christ Church, and thank them for their willingness to take a painful journey together as we looked at our shared history. I have no doubt that when we are done, we will be an inspiring example to the power of the Gospel to bring about reconciliation. Finally, there is Bishop Goff and CCM, and the many churches and colleagues who have formed that great cloud of witnesses cheering us on and inspiring us to never give up. I now would like to invite our senior warden, Leah Puryear to say a few words.

MS. LEAH PURYEAR: Good morning, Giving all glory and honor to the Son our Savior, Jesus Christ, it is an honor to stand before you today as the senior warden of Trinity Episcopal Church in Charlottesville, Virginia. I stand on the back of our former Rector, Henry Mitchell. Henry's sister-in-law was my godmother. I am a cradle Episcopalian, and all that I know and all that I am, I owe to all of those people before me.

Many of you know my mother, Maria Wilson, who has worked tirelessly in this Diocese, and several years ago an award was named for her. On behalf of our family, we say thank you.

To whom much is given, much is expected. The members of Trinity Episcopal Church have given much. We have always risen to the occasion. We stand on the side of social justice. To many of you, that means different things. Through the years, we have been blessed with having excellent leadership.

To my immediate right is our current leader, who has stood with us through thick and thin. He has been with us when we were injured and wounded. He has allowed us to heal, and through this healing we have grown. It is, indeed, an honor, a privilege and a pleasure that I would like to announce to all of you here today, that the vestry of Trinity, Charlottesville, has unanimously elected the Rev. Cass Bailey as our Rector.

MR. BAILEY: I accept and affirm that election. One of the things that the folks at Trinity know is that I always try to offer some words of challenge by the time I get to the end of my message. I have some for us gathered, here, this morning. This is a wonderful accomplishment for us at Trinity, but I do hope that we will get to a point in our common life when there will be no need for a church status committee.

For those involved in social justice work, we see that the wider society often finds ways of alienating and dehumanizing people, sometimes intentionally and sometimes not, and often, it has to do with money. Nevertheless, the effect is there. The effect is that if you don't have money you are treated differently. We in the church can slip into this trap as well.

Actually, next year is our 100th anniversary. This is our 99th anniversary. It has taken us 99 years to be invited onto this stage and to be cheered by our sisters and brothers as a full parish, an equal if you will, the only distinction being that we have sometimes needed your financial help. Well, you know, you now know what we have always known. We have always been a full parish in the eyes of God. We have always been a mission station doing our best even if we haven't had the financial resources to go it alone. We have always been full members of the family of God.

Our need, like Paul, has served as a thorn in the flesh, as a reminder of our dependence on God and the sufficiency of God's grace. On behalf of the generations of the people who have called Trinity home, I want to thank you, my sisters and brothers, for your support. Yet, it is my hope that for those parishes that have not yet, and maybe never will be able to do the work of God without financial support of the wider church, that we will find a way to genuinely celebrate what God already celebrates, and that there is no such thing as mission congregations and full parishes. There are simply people of God doing the best that they can with what they have, and sometimes that means sisters and brothers in Christ sharing their financial resources as well as all of who they are; after all, to whom much is given, much is required. Amen.

BISHOP GOFF: Can we sing that first verse again as they make their way out? Otherwise, it's anticlimactic. I thank the Rev. Cass Bailey for his words and assure him and the people of Trinity that they were heard by all of us, by CCM, and by the Committee on Church Status, which I now discharge. Thank you very much for your work.

## **Disciplinary Board Appointments**

MS. HELEN SPENCE (ST. CHRISTOPHER'S, SPRINGFIELD): Now, I return to present the slate for the Disciplinary Board for election by this Convention, one more time. 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, six clergy and five lay, and as the canonical body of record, we're dealing with matters pertaining to ecclesiastical discipline.

At this regular meeting of Convention, the Convention shall elect three members to the Disciplinary Board for a three-year term ending at Convention, November 2021. The Standing Committee nominates,  
Ms. Carolyn Voldrich  
The Very Rev. Kathy Guin  
The Rev. Bollin M. Millner, Jr.  
to serve on the Disciplinary Board for a three-year term, ending at the 227th Annual Convention in 2021.

BISHOP GOFF: Is there a motion to elect the slate presented by the Standing Committee? That's Moved. Seconded? And Seconded. All in favor, please say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: All opposed? Thank you so much.

### **Commission on Ministry Appointments**

THE RT. REV. SUSAN E. GOFF: I announce now Commission on Ministry appointments. Per diocesan Canon 22 Section 1 (b), the Bishop appoints annually, not more than 10 members for a one year term on the Commission on Ministry, subject to the confirmation of Convention. Their names are placed before you. One year appointments:

The Rev. Randy Alexander  
The Rev. Heather Baggett  
The Rev. Deacon Holly Hanback  
The Rev. Megan Limburg  
The Rev. Dr. Craig Phillips  
Ms. Elizabeth Ward  
The Rev. Bambi Willis

I also nominate the following to serve three-year terms ending at the 227th Annual Convention:

The Rev. Alex Riffée  
Mr. Tom Hahn  
The Rev. Margaret Peel

Is there a motion for their election? Seconded? All in favor?

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Any opposed? That motion carries. Thank you.

## Episcopal Appointments and Elections

THE RT. REV. SUSAN E. GOFF: The deans of the regions for 2019 are posted as well. All of them, as deans, will have the title “the Very Rev.” When I was first appointed dean for the first time, someone asked me what that meant, and the answer I was given is that it makes your mother very happy. The deans are:

Arlington Region	The Very Rev. Kim Coleman, Trinity, Arlington (newly appointed)
Alexandria Region	The Very Rev. Randy Alexander, Immanuel on the Hill (newly appointed)
Central Richmond Region	The Very Rev. Hilary Smith, Holy Comforter, Richmond
Charlottesville Region	The Very Rev. Cass Bailey, Trinity, Charlottesville
Culpeper Region	The Very Rev. Ben Shelton, St. Stephen’s, Culpeper
Fredericksburg Region	The Very Rev. Catherine Hicks, St. Peter’s, Port Royal
Northern Piedmont Region	The Very Rev. Mark Feather, St. James’, Leesburg (newly appointed)
North Fairfax Region	The Very Rev. Denise Trogdon, Holy Cross, Dunn Loring (newly appointed)
North Richmond Region	The Very Rev. Connor Newlun, St. Paul’s, Hanover
Northern Neck Region	The Very Rev. Lucia Lloyd, St. Stephen’s, Heathsville
Potomac Region	The Very Rev. Kathy Guin, St. Margaret’s, Woodbridge
South Fairfax Region	The Very Rev. Tim Heflin, St. Andrew’s, Burke
Southern Shenandoah Valley Region	The Very Rev. Cathy Tibbetts, Christ Church, Luray
Upper Tidewater Region	The Very Rev. Cathy McKinney, Varina, Henrico (newly appointed)
West Richmond Region	The Very Rev. Shirley Smith Graham, Christ Church, Richmond
Winchester Region	The Very Rev. Matt Rhodes, Cunningham Chapel Parish (newly appointed)

We thank all of you who are appointed, those newly appointed and those who are continuing on for this important ministry.

## General Convention Deputation Report

THE RT. REV. SUSAN E. GOFF: We continue now with committee reports. Mr. JP Causey, our Chancellor and the Chair of our General Convention Deputation, will give a recap of the 80th General Convention held in Austin, Texas, this past July.

MR. J.P. CAUSEY (ST. JOHN’S, WEST POINT): Bishops, delegates, visitors, I ask our deputies, your deputies, and first alternates for the 79th General Convention to stand. They are Randy Alexander, Cindy Bartol, Lucia Lloyd, Justin McIntosh, Bob Prichard, Russ Randle, Helen Spence and myself. The first alternates are Jane Piver and Ellen Crawford. We thank you for your service.

I also encourage you to seek these people out if we have another break or after Convention and ask them about their experiences at Convention. General Conventions of the Episcopal Church meet every three years. The 79th Convention met July 2-13 in a very warm Austin, Texas. This was triple digits most days. The General Convention is a bicameral legislature, and among the largest legislatures in the world with over 900 lay and clerical deputies who sit in a House of Deputies, close to 300 bishops, over 250 vendors and exhibitors in a giant exhibition hall, an army of volunteers clad in the University of Texas, Austin, burnt orange t-shirts and many visitors, family and friends.

The Austin Convention Center is gigantic. The exhibit hall, which was one of the three big halls, has roughly three times the size of the meeting space on this floor in this hotel. There were similar spaces for the House of Deputies and for worship. The flow of legislation is largely through some 25 legislative committees. Virginia had good representation on the House of Deputies legislative committees with six of the eight deputies serving on a legislative committee, including a Committee Chair, Russ Randle, and a Committee Secretary, Bob Prichard. Bishop Susan also chaired the House of Bishops Legislative Committee.

A significant factor in legislative committee appointments is seniority. We were able to substitute our alternates to deputy for one or more sessions, which gave the House of Deputies alternates tenure, because by serving on the floor, they have one year seniority. That can help them with future legislative appointments if they go back to General Convention.

I'm not going to do an extensive review of the legislation, there's lots of that information online if you want it. Briefly, Cuba is back in the Episcopal Church. We are not starting prayer book revision any time soon. We still support same sex marriages.

The last Convention of this Diocese submitted four resolutions. Those were all treated fairly favorably to varying degrees. Just so you know, the legislative process, as usual, was a marathon. We had over 500 proposed resolutions that came before Convention. There was some duplication and committees combined some, but it was still a massive task to deal with over 400 resolutions. A typical legislative day at Convention, if you're ever thinking about going, starts at 7:00 a.m. with a legislative committee meeting, and then legislative sessions committee meetings, worship, our break for lunch and coming back until dinner at 6:00, we have an hour for dinner, and then there are more committee meetings and hearings in the evening.

That was a typical day, and so was the next day, and so was the next day, until you got through all 10 days. Time to enjoy the pleasures of the live music capital of America were few. More important to me than the legislation was the overall mood of the General Convention and what Deputy Cindy Bartol called the participative action. We had been challenged by Presiding Bishop at a pre-convention meeting to let people see God in us in Austin. How did we do that? The Bishop held an evening liturgy of lamentation, confession and healing, to listen to and pray with victims of sexual harassment and abuse.

On the Sunday in the middle of Convention, rather than staying in an air-conditioned worship space, roughly 1,000 people boarded buses and went to a federal immigration detention center nearby and prayed in the hot Texas sun for the detained women. Bishops marched against gun violence and we heard moving testimony from the family of a girl killed in the Marjory Stoneman Douglas High School shooting. Many of us wore purple scarves one day to advocate for more women in the Episcopate. That demonstration seems to have been noticed, because there are two dioceses in the election process now that have all female slates.

We celebrated the Eucharist daily with inspiring preaching by bishops, priests and deacons in glorious and diverse music. We were civil to each other even in stride and debates about legislation. The word compromise has been used, but sometimes that is code for a lack of commitment or giving in. This was compromised at its best. Each person strongly advocating for his or her beliefs, but doing so respectful of the opposing views and the people stayed in them, working for a result which was good for all concerned.

Most of all, we were inspired by our Presiding Bishop. Hearing him preach multiple times in person was a delight and set the overall tone for the Convention. I certainly cannot replicate his style and enthusiasm. We can convey his overall message, which is summed up in his Way of Love, Rule of Life. You heard about it in R1 and we appreciate your support of that resolution. We brought it back with us from Austin. I now challenge you to take it home from Richmond to each of your parishes. We, your deputies, assure you that it inspired us in Austin and we hope that it will inspire you and our congregations.

May I ask my fellow deputies to stand and join me. Turn, pause, listen and choose to follow Jesus. Learn, reflect on Scripture each day, especially on Jesus' life and teachings. Pray, dwell intentionally with God every day. Worship, gather in community weekly to thank and praise and draw near to



God. Bless, share faith and unselfishly give and serve. Go, cross boundaries, listen deeply and live like Jesus. Rest, receive the gift of God's grace, peace and restoration. Amen.

BISHOP GOFF: Thank you so much. I do add based on that last note that in the resolution we passed for The Way of Love, Rule of Life, we did leave in an expectation that the Bishop appoint a staff person to coordinate that work by November 16. We have more than met that deadline. I've appointed Paris Ball and the members of our Christian Formation Office to do that work. They were already on it even as the resolution was being debated. We thank them for the work that they will do and I ask you to say yes when they come to you to ask for your help and support.

## **Executive Board Report**

THE RT. REV. SUSAN E. GOFF: Mr. Steve Clifford of Christ Church, Spotsylvania, is Vice President of the Executive Board and I call on him to give our Executive Board report.

MR. STEVE CLIFFORD (CHRIST CHURCH, SPOTSYLVANIA): Thank you Bishop Susan. I'm actually going to start this morning by revealing a little bit about what the Executive Board does. I'm only doing that because, quite honestly, until I was appointed to it, I was only vaguely aware of what it did. I'm hoping that other people are in the same boat. What the Executive Board does is it is a group of people appointed from the regions. Each region has one representative, you're on a three-year term and you alternate between a lay and a clerical representative to the board. The president of the ECW and all of the bishops are also on the board. Most of the duties are fairly easy, we work with diocesan staff to approve budgets, we work on land acquisitions and basically work with the diocesan staff to approve what they've already done and what they need done. Most of the duties are fairly pro-forma, we do report back to the regions, which I think is probably one of our more important tasks in keeping all of our regions and therefore our parishes informed of what it is that the Diocese is doing between conventions.

That's what it is in a normal year, this was not a normal year. Our first deviation from the norms came in May when we were called to have a special meeting and that was done by a conference call. In that conference call, we were notified of an impending change in diocesan leadership and because of that, we were informed that it would not be a good idea to continue the search for a bishop suffragan. We were asked to end that process and because Convention was not in session at the time, it became the canonical duty of the Executive Board to formally end that search process. In the following weeks and months we were brought up to speed as much as was possible and finally in July we had another conference call to formally adopt the retirement plan for Bishop Shannon.

The next major issue that we dealt with is the other elephant in the room here today and that has to do with the relationship between the Diocese and the Trustees of the Funds. Some of you are no doubt aware there has been considerable tension between the Diocese and the TOTF. This tension goes back as far as 2014 but it came to a head this year. Fortunately, that tension does not center around any financial malfeasants, there is no suggestion of that. The tension centers around decisions by the TOTF that have negatively impacted the diocesan budget for the last several years and the inability to gain sufficient information about cost and performance questions.

Really, at the root of this is transparency and governance. As a result of this, several stakeholders have withdrawn nearly \$15 million from the TOTF this year. These include the Stuart Hall Foundation, the Roslyn Memorial Trust, St. Paul's, Alexandria, and several others. Shrine Mont is currently undergoing a request for proposals for investment management services. At our April meeting, we authorized diocesan treasurer Ted Smith to begin exploring what other investment options were available to the Diocese.

Things went rapidly downhill from there. At our June meeting, we passed a resolution that authorized the Executive Committee of the Executive Board to begin the process for moving all diocesan funds to a new investment vehicle. That resolution, however, included a preamble that expressed our desire for reconciliation with the TOTF. Shortly after that meeting I was contacted by Dennis O’Sullivan, he is the president of the TOTF as opposed to the CEO Mike Kerr. I was contacted by Dennis and that led to two meetings and a number of emails with the TOTF. I have also had a number of meetings and emails with people from the Diocese.

I consider these to be done in good faith and they were very productive, and in these discussions we found a number of areas where we had a lot of agreement. A shocking amount of agreement actually, in the areas of transparency and governance. As time wore on however, it became apparent that the correct action would be inaction. That was based on the idea that we would have a provisional bishop here this weekend. It was thought that a fresh set of eyes that was not personally connected to the situation could help us wade through the various issues involved and help us decide what would be best to be good stewards of the diocesan funds. We don’t have a provisional bishop, however, and so that actually starts to change things. We had a plan, it was a good plan, and I had a good speech about it too.

I don’t believe that we can wait another year to change the status quo. Over the next several months the plan is to restart these discussions with the TOTF. I am going to be working with Bishop Susan and with Ted Smith and some other parties that would be involved in this. We’re going to start the process of trying to figure out how to be the best stewards of the diocesan funds. I think we have a good format in place, I think we have a great foundation and I am personally very optimistic that we will be able to move forward. One way or another, the relationship is going to change.

Before I finish up, let me finish on a positive note. I sometimes have to remind myself that what happens here at Convention is serious but we should never let it interfere with how we are fed spiritually in our parishes. No matter what happens with the TOTF, no matter what happens with any resolution that is passed or amended or not passed and no matter even who our bishop is, we’re still going to be sitting in our pews tomorrow and that is what we need to be able to take now into the world. Bishop Susan, that, in combination with my written report, concludes our report on the Executive Board.

**BISHOP SUSAN:** Thank you very much, Steve. One thing that Steve implied that I want to make sure people understand clearly is that no church that has funds invested in TOTF now has to worry about any danger to their funds. That, at this point, is not an issue at all so don’t be afraid of that piece as we continue to do this work together.

## **Related Organizations Report**

**THE RT. REV. SUSAN E. GOFF:** Now, I call the Rev. Emily Krudys, Church of our Savior, Montpelier, who is Chair of the Committee on Related Organizations for the report of that committee.

**THE REV. EMILY KRUDYS:** Bishop Goff, Bishop Ihloff, Mr. Secretary and members of the Convention, the Committee on Related Organization has met to review and now presents the slate of nominees to be approved for later election by their respective boards.

For the Diocesan Missionary Society, one name is being brought forward for consideration. She is Ms. Tracy Melton, a member of St. James’s, Richmond. Ms. Melton has a background in banking and finance. She has expressed a strong desire to contribute to the Diocese through their work on the Diocesan Missionary Society Board.

For the Trustees of the Funds, two people have expressed an interest in serving on the TOTF board. They are Mr. William Derry, Jr., from Grace and Holy Trinity, Richmond, and Mr. James Harding

of Wicomico Parish, Wicomico. Mr. Derry has a legal background and has served on the Roslyn Board of Trustees. Mr. Harding has extensive financial and investment background and has served on the Trustee of the Funds' Board in the past.

For the board of the Virginia Diocesan Homes, we reviewed and approved the nomination of Mr. John Horn of St. Aiden's in Alexandria. He has put his name forward and has background and experience that would be a valuable asset to the operation of the Virginia Diocesan Homes. The Committee of Related Organizations formally places these nominees before the Convention for later election by their respective boards.

BISHOP GOFF: Thank you very much the slate is before you. All in favor, please say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: The opposed say no. It carries. Thank you so much, Emily. I discharge the Committee on Related Organizations with our thanks.

### **ECW Report**

THE RT. REV. SUSAN E. GOFF: Cindy Helton of St George's, Fredericksburg, is President of the Episcopal Church Women and she will present the report of that organization.

MS. CINDY HELTON: Thank you. Bishop Susan, Bishop Bob, Bishop Ted and all my brothers and sisters in Christ. I am pleased to be here this morning to present a brief overview of some of the activities of the ECW during this year. In this position as President, it is an honor to represent the women of our Diocese of Virginia who've faithfully served in the mission of the Church. Our first formal recognition began in 1890, as the women's auxiliary. It was not until the triennial, General Convention of 1958, that it changed in bylaws, designated diocesan groups as Episcopal Church Women.

Women's roles in the church have continued to grow and change. Today, women participate and lead in every aspect of the church. The mission of the Episcopal Church Women of the Diocese of Virginia continues as it has been for 128 years, with the grace of the Holy Spirit to share the love of God by making Christ known in the world through prayer, education, concern for others and joyful service. This part of my spiritual journey began with prayer, with Bishop Shannon when he asked if I would serve as President of the Episcopal Church Women of the Diocese of Virginia.

It has also involved prayer and listening in the ECW community, as to what God would have us do as we discern projects and next steps. During this year, the ECW has engaged in a number of activities with the support of the Diocese in carrying out our mission to make Christ known in the world. At Lenten Quiet Day at Roslyn, Bishop Susan led us in discernment at this annual event open to the entire Diocese and supported by the ECW. Her inspirational meditations, accompanied by music from our childhood encouraged contemplation for exploring relationships with self, each other and God.

Our Faith in Action spring meeting, the Rev. Deacon Carey Connors, formerly at St. George's, Fredericksburg, led the Youth in Global Ministries Group in presenting a compelling program, in understanding the status of women and eliminating violence against women for young women and three mothers from St. George's had participated in the United Nations Commission on the Status of Women. The students describe their experience at the United Nations as inspiring them to live into their Baptismal Covenant by making college and career choices that would help bring about a better world.

We are grateful to the Rev. Andrew Reinholz and the women of Church of the Epiphany for hosting this meeting. A representative from the ECW Executive Board participated in the anti-racism

workshop, Seeing the Face of God in Each Other, conducted by the diocesan Committee on Race and Reconciliation. Another ECW board member participated in Liberation and Freedom Day in Charlottesville. On July 4, ECW delegates attended the national ECW triennial meeting in Austin, Texas, as part of the General Convention of the Episcopal Church.

Our ECW delegates shared our continuing work to combat the scourge of human trafficking by educating, raising awareness and distributing posters listing the national hotline number to call for help. These have been posted in churches in our Diocese, in highway rest areas and some schools. Many of the delegates, more than 500 delegates at the Convention in triennial, expressed interest in developing similar programs in their own parishes and dioceses. In October, the Very Rev. Hillary West, at Epiphany Church, Oak Hill, hosted the ECW fall meeting and 129 UTO in-gathering.

The Rev. Rock Higgins and the Rev. Cayce Ramey presented a program about the Triangle of Hope. ECW, *viva voce* donations this year are directed to this initiative. Following the program, Bishop Bob celebrated Holy Eucharist. We're thankful for the two monetary grants awarded to the Diocese of Virginia by the United Thank Offering and the Episcopal Church. Both the young adult award in the amount of \$2,500 and the award to assist with the local need in the amount of \$30,000 were awarded to the Charis Community in Charlottesville, in support of their efforts to develop an intentional community and a hospitality project to welcome the stranger, which is intended to provide sanctuary to immigrants as a mission of Grace Church, Red Hill, in the Charlottesville region.

As a reminder, the fall UTO in-gatherings are underway. Please note the blue boxes on your tables. Every penny given in thankfulness for God's blessings and placed in the blue boxes is returned through grants to address compelling human need in our dioceses and around the world. The Gifts and Scholarship Committee of our diocesan ECW awarded scholarships to students in the Diocese totaling almost \$4,000. Communion alms from our fall meeting as well as all donations to the book of remembrance and the book of life are dedicated to this fund and it is available to students in our Diocese including seminarians.

We are grateful to the Rev. Bambi Willis, who will serve as our chaplain at the November ECW Board retreat at Roslyn. It is a retreat and planning session. The joy of service by the ECW at the Diocese of Virginia comes from our being in community with Christ, with our local parishes and with our wider church. I am thankful to have witnessed the leadership and support of Bishop Shannon. We are grateful for the support of Bishop Susan and Bishop Bob, as well as many of our clergy and all of you who have made it possible for the Episcopal Church Women to continue this year, to share the love of God with the grace of the Holy Spirit by making Christ known in the world through prayer, education, concern for others and joyful service.

## **Pay Equity Task Force Report**

THE RT. REV. SUSAN E. GOFF: Now, I invite the Rev. Cayce Ramey to come forward and the Rev. Shearon Williams. They will give the report of the Pay Equity Task Force work that was called for by previous Convention.

THE REV. CAYCE RAMEY: Thank you, Bishop. Bishops, honored guests, Diocese of Virginia. On behalf of the Pay Equity Task Force, the Rev. Shearon Williams, the Rev. Susan MacDonald, Mr. Calvin Gibson, Mr. Richard America, myself, with great thanks to the Rev. Dr. Mary Thorpe, our diocesan staff liaison and support, we offer this Phase Two Final Report to Annual Convention. I draw your attention to the fact that a detailed report which goes into much, much more information than we can cover here is included in your packet, and I ask that you please share this with your vestries, your search committees and your parishes.

Working with standard statistical analytical methods led by Mr. Calvin Gibson, a professional in the Diocese of Virginia who does this for a living for the federal government, we've reviewed data sources

covering over four years of salary data in the Diocese of Virginia and added this year an electronic survey with word coded responses and word and phrase frequency analysis. We count this as due diligence, rigorous not anecdotal, across the population that you see displayed there.

What our sisters have been telling us for years and decades is true, we have a problem. All of the Phase One findings that were reported to Convention in summary in a one-page sheet in your packet last year have been confirmed now over a multi-year analysis, and I'll cover them in some detail on the next slide. Our problem continues to impact our common life and ministry. How do we continue when so many of our clergy feel that they are being paid unfairly? We need to educate ourselves as suggested by those who responded to the survey.

As I presented in summary at last Convention and now in detail in this year's packet, significant pay inequities exist. We have had this problem for many years and continue. Women clergy and this time, we looked at priests specifically due to limitations in data that we wished and hoped to expand across all clergy. Women are more frequently paid below the diocesan minimum. They start lower and do not catch up. When you look across our populations, more women are in our lowest paying positions than should be, according to our makeup as a diocese, and very much fewer of our women clergy are in the highest paying positions than should, be given the makeup of our Diocese.

A lot of words. Let me show you a picture. Parallel lines don't meet without someone wrenching them together. You can see that these top two lines represent the maximum pay for men and women in our Diocese for rectors. There's a significant gap and it goes year over year over year. It's not going to change unless we change it. You can see in the middle set of lines there with the circular dots, the mean for women rectors paid in our Diocese with a consistent gap year over year. Shearon.

THE REV. SHEARON WILLIAMS: When responding to the question, "Are you compensated fairly?" 45% of women said yes and 72% of men said yes. They responded, 42% women, no, 22% men, no. To that question, "Are you compensated fairly?" 55% of women who responded to our survey believe that their parish could increase their compensation. When responding to the question, "What could be improved?" Both men and women noted a number of things, as you can see from the next slide.

16 women and 17 men reported that increased education would be very beneficial, 12 women and eight men reported that greater transparency would go a long way and six women and three men reported that a formal compensation structure would be very helpful. One woman and eight men reported that diocesan support would be really helpful. If we go to the next slide you'll see our recommended actions based on the feedback that we received. We have to say before we get to the recommended actions that a lot is already being done by Mary Thorpe and our bishops to correct, at the time of call, this situation.

During searches and when a call is issued, Mary Thorpe offers comparable salaries so that vestries and search committees will be aware of the range that is appropriate for this particular call given the size, the budget and the years of experience of the priests that they plan to call. We're also aware, based on the feedback that we got, that there needs to be a continued effort to do the work that Mary and our bishops have begun, and to also create a process by which corrections can be made for people who are now being under compensated who have been in their calls for a long time before this new process was started.

If we keep on that particular, you can see that the first thing that everybody is recommending is that we have a new compensation chart. We think that that would go a long way. Right now we have a diocesan minimum chart rather than a chart that reflects what is truly equitable and just. We're recommending a chart that is based on the size and most especially the budget of each parish and also reflects experience levels for the priests.

We're also recommending increased transparency. We really think that transparency will go a long way based on the feedback that we got and the discussions that we had in our committee over the last year. Salaries go a long way in correcting a lot of problems and we really feel that that will help. We know that from the witness of other dioceses that this has been really helpful. Often, salaries are published or that information is made available in some way and that that will begin to help to correct the problem as well.

MR. RAMEY: Our efforts must continue and have really been tapped out as far as what could be done with where we are currently with the staff support of the Rev. Dr. Mary Thorpe and others on the diocesan staff. If we are going to make the changes, future budgets and staffing must resource this work. They have done much. They are not the ones whose responsibility it is to correct this problem, it is all of ours and we must put our money where our mouth is in so many ways.

We do want to recommend and address the pastoral needs for the hurt, pain, anxiety and fear that are present within our system when it comes to pay. We give money too much power over our relationships, but together we can address this and we can address and find healing for those who have been wounded in the process of consistently being paid less than their male counterparts. Good work has been done and continues to be done across our Diocese. There is so much more to do. Thank you.

BISHOP GOFF: Thank you. That task force has been doing remarkable work and has given interim reports a number of times during the year to the bishops, and together we'll figure out how to keep it going and how to resolve some of these significant issues that they've uncovered.

### **The Bishop's Outreach Award**

THE RT. REV. SUSAN E. GOFF: It is now my privilege to announce the recipient of the Bishop's Outreach Award which honors churches or faith-based organizations. This year's award goes to Embrace Richmond for the remarkable work they're doing, according to their own words, "To strengthen communities from the inside out." They do this by providing training and coaching and facilitation to organizations that work toward changing neighborhoods by partnering with neighbors in those neighborhoods.

Their work is based on an asset-based community-driven development program and uses the best practices. They build on the gifts, talents and passions of neighborhood residents, and through that work move toward stronger and more resilient communities. I invite to come and receive this award Wendy McCaig and the Rev. John Maher, who is Vicar of St. Francis in Manakin Sabot. Please, come forward. John said that Wendy couldn't be here because she is home sick today, but he will convey this award and this news to her.

### **Treasurer's Report**

THE RT. REV. SUSAN E. GOFF: I now call on the Treasurer of our Diocese, Mr. Ted Smith, for the Report of the Treasurer.

MR. TED SMITH: I want to make sure I calibrate the capabilities of the microphone and the limitations of my eyes here. Thank you, Bishop Goff, distinguished guests, members of and visitors to this 224th Annual Convention of the Diocese of Virginia. Good morning. I'm Ted Smith, your diocesan Treasurer. Today's remarks will be brief because we are all that is standing between a lot of Marines and their birthday party. We need to be out of here by one. I'm going to touch on some information I need to report to you each year, our current financial standing and next year's budget. However, I'll begin with some insight on the Trustees of the Funds situation that Steve introduced earlier. It's always been vital and this is so now more than ever that related organizations

in the Diocese and the church has a whole collaborate well together. Diocesan leadership as well as representatives of other organizations within the Diocese have found it increasingly difficult to work with the TOTF.

Our questions focused on performance, cost and transparency as Steve noted. Now, reasonable people can disagree on matters such as how the trustees' investment program performs, or how the trustees choose to structure their organization. What is not debatable is this, the purpose of the Trustees of the Funds as set forth in their articles of incorporation is to be organized and operated exclusively for the benefit of, to perform the functions of and to carry out the purposes of the Protestant Episcopal Church in the Diocese of Virginia.

That phrase there, Protestant Episcopal Church in the Diocese of Virginia, is this room from left to right, front to back, the tables in the hall, not a limited set. Like with many other organizations in the Diocese of Virginia, the Bishop of Virginia is a trustee of TOTF ex officio. When that bishop's participation in the life of such an organization is minimized or stymied and that organization acts to limit resources for ministry and program by redirecting funds and disrupting prior traditions of operating, that purpose is not being carried out.

My aim here is this, to have an investment partner with whom Bishop Goff and then our next bishop, and the bishop after that can work so that the gifts we steward together will continue to enable the bishop and Convention to carry out the work of the Church. I'm grateful for Steve Clifford's diplomacy. He's doing a great job. I'm hopeful that a satisfactory conclusion will be reached in the near future. The Trustees of the Funds must change the way they're doing business.

I'm eager to see those changes made. I would vastly prefer that we not withdraw from Trustees of the Funds. That also is counter to the purpose that I quoted you just a minute ago. Now, a few words about the Church Pension Group. I'm into the stats part now. Having paid out \$6.4 billion in pension benefits to clergy independence over these now 101 years of operation, including \$6.4 million in the last year, CPG remains on sound footing today holding total net assets, as of their last annual report, of \$13.3 billion with an investment goal of 4.5% over inflation.

Whichever the last 10 years translate to 6.1%, CPG has achieved a 10-year average annual return of 7.0%. In December, CPG will announce what, if any, cost of living increases effective on January 1, 2019, for beneficiaries of the clergy plan. For those who are retired, but still work part-time in the church, I estimate an increase of \$770 to \$39,020 as the amount of Episcopal Church-related income retired clergy may earn in a 12-month period. This is based on a median full-time clergy compensation church wide reported in their 2017 compensation report of \$78,046. Turning to the income statements, the audited statements, financial statements for 2017 are posted on the finance and management page of the diocesan website. If you look through there you will see a deficit versus budget of \$842,000. That's an eye-catching number.

Let me unpack that. \$500,000 of this is repayment of principal on a loan to the Diocesan Missionary Society. We service the interest on this particular loan through the operating budget. It's an interest-only loan. I want to be clear that the money, this \$500,000 came from the sale of a piece of real estate for this purpose. Consistent with the payment of interest through the operating budget, the payment of principal move through that same account. The value offsetting that expense resides in the designated side of our books. A further, \$180,000 of the deficit came from amounts due to the Diocese at the end of the year and since collected, and I will add with a process in place to keep that from happening again. Outside of those two items, the remaining deficit was 3.7% of budget and that was principally driven by lower than anticipated pledge payments. In 2018 as of October 30, we have received 64% of anticipated income and made 84% of our budgeted expenditures.

We will receive about 9% of that income next week in the form of our investment income distribution from Trustees of the Funds. As expenditures slow over the last two months of the year, this gap will close considerably. If you look at our outstanding pledges and giving patterns over the last years, we receive a lot of payments in the last eight weeks of the year. My analysis indicates that this gap will close considerably, probably within 3% of budget.

This brings me to my final item. The Budget Committee of Annual Convention has prepared an initial budget for 2019. Mr. Jack Schick of St. Peter's Episcopal Church in Arlington, is the chair of this committee. Immediately following my address, you will hear a report from Jack as the Chair of the Budget Committee of Annual Convention. This budget was adopted using an estimated parish pledging number since we now meet in advance of our parish pledge submissions. The Budget Committee decided in September to adopt a budget of \$4,935,000 that's \$75,000 less than the 2018 budget. Reduced request and material budget areas and careful management of diocesan operating expenses enable the conservative income forecast.

A few additional items came in since the draft was set and the committee will move a balanced budget now at \$4,946,087. Should pledging be more or less robust than forecast, the Executive Board can revise the budget at a future meeting, which will be December 13. Jack will speak further to these points in his address presenting a balanced budget and I thank him and the entire Budget Committee for their diligence in this important role. The Bishop outlines the Rules of Order for this process, or will outline the Rules of Order for this process. In order for a budget item to be addressed from the floor, it must have been spoken to at an open hearing earlier in this Convention.

When Jack presents the budget, we will display on screen a list of those items eligible to be spoken to on the floor. Each will be listed in the order of where they fall in the budget and that will be projected here. If you wish to change one of the eligible line items with the stated amendment and funding, the Rules of Order will require that you also make a recommendation to offset that proposed change thereby keeping the budget balanced. In closing, I thank you for your time today and I look forward to serving you as Treasurer in 2019.

## **Budget Committee Report**

THE RT. REV. SUSAN E. GOFF: Mr. Jack Schick, who is the Chair of the Committee on the Budget is now making his way forward for that report.

MR. JACK SCHICK: Bishop Susan, Bishop Ted and Bishop Bob, all delegates and friends, I'd like to present the budget for 2019. First, I want to thank, of course, the Budget Committee that has helped put this together. I should have mentioned at the onset that these folks are and half of them are from the Executive Board's working group on budget. We've already been through this several times. The other half is from the folks who served on the Convention Budget Committee last year. They've got some experience there. They've got some continuity which I think is very good. I'd like to thank, and if you would please rise and take a bow, the following people:

Ms. Ann Brown, Ware Church, Gloucester  
 Mr. Steve Clifford, Christ Church, Spotsylvania  
 The Very Rev. Kathy Guin, St. Margaret's Woodbridge  
 The Rev. Susan Hartzell, St. Peter's In The Woods, Fairfax Station  
 The Rev. Joe Hensley, St. George's, Fredericksburg  
 The Rev. Amanda Knouse, Emmanuel, Delaplane  
 The Rev. Laura Lockey, Canterbury House Campus Ministry, JMU  
 Mr. David Penrod, Emmanuel, Harrisonburg  
 Mr. Bob Steventon, St. Paul's, Alexandria  
 Ms. Janet Taylor, St. James the Less, Ashland  
 The Rev. Noelle York-Simmons, Christ Church, Alexandria



Of course, Ted Smith who really drafted the budget and has more experience than all of us combined. He's a valuable asset and resource here. If you would please take a bow. Thank you.

I think we have everything on the board here. One thing I can add is that with the budget we were working with back in September, at \$4,935,000, lo and behold, the investment income from TOTF came along later after our meeting and brought us up to \$4,946,000. We had a couple of late requests for additions to the budget for campus ministries. There you have on the first line underneath the bottom half. And then for Province III representation. They were planning a task force, some money was requested there as well. It just all happens that the investment income could be used for this additional request. We were very fortunate in that regard. The Budget Committee brought a draft budget balance of \$4,935,000 to the Executive Board in September. In the interim, as I've just mentioned, we went through all that.

I should say that the budget last year, I think Ted alluded to this, was five million something. So we are having something of a decrease here, and he's made a very conservative estimate as it is. The income decrease versus our 2018 budget is driven by reduced estimate of parish pledging, which he alluded to, and recalibrated estimates of other income. On the expense side, reductions in staff and operating expenses and CCM's request were slightly lower, perhaps in part because Trinity is no longer on the list (that's the Commission on Congregational Missions) it has enabled all of our other program requests to be met.

All of the requests that you folks have made for the 2019 budget have been met. I think that's an important point. While there are reductions in staff expenses, there are still provisions for Episcopal support, which has been mentioned before as well during the cause of this transition period. Transition expenses are reserved. There is a reserved fund for that and so are not included in the operating budget.

There are items that per the Rules of Order I think are on the screen now. Yes, these are the items which the speakers at the hearing yesterday brought up. They are the ones you can address if you wish. Episcopal and college ministries, I think is part of Bishop Johnston's legacy. He put a priority on campus ministries and growing those campus ministries. That is happening. There's a 20 or 24% increase in request at least by those campus ministries. As you know there are JMU in Harrisonburg, we have VCU here in Richmond just a few blocks over there, UVA in Charlottesville, George Mason in Fairfax and Mary Washington in Fredericksburg. We have enough anecdotal evidence to suggest that those campus ministries are indeed growing.

Episcopal compensation, that gets to the point of providing assistance during the transition period for the bishops. I've already mentioned that Province III is going to undertake an opioid crisis task force. There are 13 dioceses, they should be able to bring together their resources to lend their weight to what other people and the state and national efforts are already trying to do to tamp down the opioid crisis, for which we're all familiar. There's a big conference apparently in 2019 on the ecumenical partnerships which involves Lutheran Synods. I think the Roman Catholic Church as well. Isn't that right? Our three dioceses here in Virginia, they needed a little extra boost in this budget as well.

Those are the items that came up at the hearing. There was a fellow at the back of the room though that also mentioned the prison ministry that we have. I think that Bishop Susan has been over there several times to conduct a Bible reading but that's not part of this. He wasn't asking for extra money. I'd like to move, if I may, on behalf of the Committee, that the 2019 Budget as presented here, with all this information available, be adopted by Convention.

BISHOP GOFF: The budget has been moved by Committee. It doesn't need a second. Is there a conversation? I see someone approaching microphone two.

THE REV. JOE HENSLEY (BUDGET COMMITTEE MEMBER, ST. GEORGE'S, FREDERICKSBURG): I will say I want to encourage us by next year to have another good news story, celebration of our Diocese which would be that parishes exceeded the expectations of the diocesan Treasurer when it came to the pledges for 2019. The number that has been budgeted for pledges is lower. Number four, as Bishop Bob mentioned in his address, the track record of our Diocese when it comes to congregational support of the Diocese, it's not something we can really be proud of at this point.

I don't want to take a negative tone. I want to take the tone of us taking our stewardship campaigns and saying, "What a great diocese we have." Let's have good news next year when our Treasurer can report that the pledges that came in were higher than anticipated because representatives of Convention go back home and say to their vestries, "We can take a leap of faith. We can give more than we have been. We can support this Diocese that we all love and appreciate so much so that we can continue to be in this ministry together."

BISHOP GOFF: Thank you. Also microphone two.

THE VERY REV. WEBSTER GIBSON (CHRIST CHURCH, WINCHESTER): When we were in seminary, our Professor of Choir used to always tell us after we did our first practice run that we were wonderful and there's so much room for improvement. Parish giving is along the same lines and in light of what Bishop Ihloff has spoken of but also, looking for resources to help educate our vestries about ranges of giving. Is there a way that the clergy or parishes to get information through the Dioceses about levels of giving that are either expected within the Diocese that use that practice, or that would be helpful so that we're able to explain to finance committees given transitions, potential possibilities and such so they better understand what those percentages look like in the future if they have to find themselves really talking about it in a different way in their budgets. Thank you.

BISHOP GOFF: Thank you. Would you send an email to that effect with that question to Julie Simonton so that we will not lose that thought and be able to follow up on it?

MR. GIBSON: Yes, ma'am.

BISHOP GOFF: Also, microphone two.

THE REV. DEACON EMMETRI BEANE (LITTLE FORK, RIXEYVILLE): I'm looking at the different topics eligible for discussion. I assume that those are all expenses that are being reduced. Is that correct?

MR. SCHICK: No.

BISHOP GOFF: These are topics that people addressed at the hearing and in each case for different reasons.

MS. BEANE: Okay. My question then regards Episcopal compensation, at I believe \$502,000 which I assume included Bishop Shannon's compensation. Is that something at this point that is being reduced by a third or is just an amount right now?

MR. SCHICK: Ted, you want to speak to that?

MR. TED SMITH: That amount contemplated when we first put together the draft budget having a provisional bishop earning about what Bishop Shannon was making. It is clear now that we're not going to have a provisional for the full time of 2019. There's the potential for us to call an Assistant Bishop. What we might have paid a provisional will probably be shifted to that person's compensation.

MS. BEANE: Where is that money going at this moment?

MR. SMITH: It won't be spent yet.

MS. BEANE: Is it going into an escrow fund? Like in six months, will half of that money be available, let's say, for mission work?

MR. SMITH: We'll have to ask the Executive Board. The Executive Board is who has the capability of revising the budget in the interim between conventions.

MS. BEANE: Thank you.

BISHOP GOFF: Thank you. Our deacons are being very faithful and asking missional questions. Microphone four.

MR. HENRY BURT (ST. PAUL'S, RICHMOND): The other question I have for Mr. Schick or for Mr. Smith is the transition, and I think it sort of slides under the Episcopal compensation topically. So I'm hoping the journal rule in that way. The transition reserve, is that fund available for the expenses of an assistant Bishop in that transition? Or is that solely for the election of a provisional and/or diocesan at some point?

MR. SCHICK: I think it's the latter, but let's check with Ted.

MR. SMITH: My sense is that that fund has historically been used for the expenses related to the search for and election of bishops. That fund is what we call a board designated fund. Just like I answered before, it can be up to the Executive Board on exactly how the funds that they have designated are used.

BISHOP GOFF: Thank you. Microphone five.

THE REV. DR. CHRISTOPHER AGNEW (ST. PAUL'S, NOMINI GROVE, AND CHAIR OF THE ECUMENICAL COMMITTEE): The conference referred to will be a Lutheran Episcopal clergy conference at Shrine Mont June 24 to 26 of next year, and it does indeed include all three dioceses here in Virginia, both Lutheran Synods and we have opened it up to Province III of the Episcopal Church and our corresponding Lutheran regions.

BISHOP GOFF: Thank you. Microphone one.

THE REV. SVEN VANBAARS (ABINGDON, GLOUCESTER): I move the question on the adoption of the budget.

BISHOP GOFF: The question has been called on the adoption of the budget. All in favor please say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Who's no? Then, let us have the question before us now. All in favor of adopting the budget please say, "aye."

DELEGATES OF CONVENTION: Aye.

BISHOP GOFF: Who's no? Thank you. The budget is adopted.

MR. SCHICK: May I ask this committee be dismissed.

BISHOP GOFF: Thank you so much. We dismiss this committee, the Committee on the Budget, with our thanksgiving.

## Report of the Bishop Suffragan

THE RT. REV. SUSAN E. GOFF: Now Into the World. Ahora al Mundo. In just a little while we will bring this Convention to its conclusion and be sent into the world in Christ's name, by a deacon. We will go into the world as leaders in this Diocese and in 180 congregations. We will go into the beautiful but fractured world for the sake of the powerful, healing, life-changing love of God.

We go now into the world, ahora al mundo, a changed diocese, following the retirement of our Bishop Diocesan and brother in Christ, Shannon Johnston. We will miss the gifts that Bishop Shannon brings to ministry – his loving attentiveness in pastoral relationships, his delight in liturgy, his passion for social justice, particularly for racial reconciliation and for the full inclusion of LGBTQ+ persons in our life together. I will miss as well his sometimes groan-inducing puns. I wish Bishop Shannon a healthy transition after 11 years of service to this Diocese, and I wish him and his wife Ellen a least a few exciting adventures that they never imagined.

We go now into the world, ahora al mundo, a strong diocese. During a recent Sunday visitation, a woman said to me, "A lot is changing in our Diocese right now, so I have just one question for you: Will our Diocese be ok?" I answered without hesitation, "Our Diocese will not only be OK, it is OK." I knew those words to be profoundly true as I spoke them. We are in transition, we are experiencing change, but we are OK.

We are, in fact, more than OK, because we are people of the resurrection. In every moment of transition, in every time of vulnerability, in every situation of pain and every occasion of joy, the living Christ is with us. Jesus reached out arms of love in a beautiful but fractured world, a world of violence and uncertainty as frightening as our own has been these last weeks. Jesus stretched his arms wide to embrace everyone - only to have those outstretched arms brutally nailed to the cross. But we know that suffering did not triumph. We proclaim with all our being that death did not prevail. Because on the third day God raised Jesus to life. Now, in him, we have life. Now, in Christ, we have good news of reconciliation and forgiveness and justice to share with a world so in need of those gifts.

We are OK and we will be ok as we go now into the world, ahora al mundo, because God created us for this, because Jesus walks with us, because the Holy Spirit strengthens us. We are OK and we will be OK because Jesus claims us to be his own hands and feet and eyes and ears and voice – for the healing of the world.

We can believe this to be true not only because of the faith planted deep within us, but because we see resurrection life all around us.

We see it in changing congregations that feel particularly vulnerable right now. Last Sunday I visited St. James Church in Montross. The small congregation is aging and sees no sign of a next generation to carry on in their beloved building. But instead of looking inward, they are looking outward. They are in conversation with the people of St. Paul's, Nomini Grove, six miles away, about shared ministry. It's not a top down decision, but a grassroots hope.

We see resurrection life in the churches in Charlottesville that have connected in new and deeper ways since the events of August 12, 2017, as we heard from Cass Bailey yesterday. They are being reshaped by God into all that God needs them to be now.

We see new life in the work we are doing to raise up Lay Pastoral Leaders in our Diocese. We received a grant to develop a program for training lay people to lead worship and preach, provide pastoral care and offer administrative leadership in congregations that don't have a priest, because of their remote

locations. I thank the Rev. David Keill for the work he is doing to develop this program.

We see resurrection life in the work of our diocesan staff who are consummate professionals, as you have experienced again and again, and as you are experiencing in the support and leadership they provide during this Convention. Please join me in thanking them.

We see new life among communities that desire to be recognized in some formal way by the Diocese. These are groups that worship at retirement homes, at schools, and at churches like the one at Graves Mill that no longer have regular Sunday services. We have begun conversation about what recognition might look like as these faithful communities continue in prayer and service.

We see resurrection life in our Church Schools. Mason Lecky, the head of St. Christopher's in Richmond, wrote a letter to the school community after the Kavanaugh hearings, addressing what it means to be a boy's school in the age of #MeToo. He wrote, "I, and many others...have been asking the fundamental question, 'What responsibility do we, as a school focused on the...formation of young men, have in ensuring that our boys are exemplars of respectful and proper conduct toward women, and how can we play a role in reversing and ending the shameful conduct that has been publicly scrutinized over the past many months?'" Mason goes on to offer concrete plans for engaging the questions this academic year.

We saw risen life this summer at Shrine Mont Camps as those on the Mountain worked to create a community in which transgender counselors and campers could be themselves. There is yet more work to be done, but our commitment is unshakable.

We will see resurrection life at The Falls Church Episcopal as they celebrate their 250th anniversary next year. A small and faithful remnant returned to the historic property of The Falls Church after the litigation. Today the congregation is growing and thriving in ways only imagined six years ago.

We see resurrection life in the gifts of time, energy and resources given by clergy who are going to the Diocese of the Virgin Islands this fall and into the winter, to provide worship and pastoral care in communities ravaged by Hurricanes Irma and Maria last year.

We see resurrection this very weekend and at Shrine Mont where some 160 young people are gathered for the annual Parish Youth Ministries Senior High weekend. The committee of 32 young people and the adults who support them are faithful, joyful and deeply committed to our common life in the Diocese of Virginia.

The examples could go on and on. Every one of you could add your own story to this list. As we go now into the world, *ahora al mundo*, we go in strength. We are OK as a diocese. We are more than OK.

And we will be OK.

I am sure of that because, while we are not perfect, we are a community. We are made in the image of God who, by God's very nature, is a community; three in one and one in three, Creator, Christ and Holy Spirit.

As I begin this period as Ecclesiastical Authority of the Diocese of Virginia, I commit myself again to life in community with you. I've heard the recent rumor that has circulated in some of our regions, a rumor that I will be resigning after Convention. Well, to paraphrase the famous saying of Mark Twain, "the report of my resignation was greatly exaggerated." I have seven years until I must retire, according to Church Pension rules. It is my hope and intention, as the Holy Spirit desires, to serve as a Bishop in this Diocese for a number of those years. When the time comes for the election of our next Bishop Diocesan, I will not allow my name to be put forward, but I will support the new Bishop in every way I can.

In the meantime, I am deeply grateful to my two brother Bishops, Bob Ihloff, our current Bishop Associate, and Ted Gulick, our recently retired Assistant Bishop. Both have failed retirement at least once. Both will serve in this Diocese, on a part time basis, as partners in ministry during this immediate transition period. Their wisdom and experience, along with their passion for ministry, are gifts to me and to this Diocese. And I am grateful to this Convention for passing a resolution to allow for another Assistant Bishop, if and when that seems wise.

We in the Diocese of Virginia are a community of bishops, priests, deacons and, most important of all, lay people. On the day that you elected me as Bishop Suffragan of this Diocese, I quoted the words of St. Augustine when he was called to serve as Bishop of the Diocese of Hippo in the fourth century. He said, “What I am for you terrifies me; what I am with you consoles me. For you I am a bishop; with you I am a Christian. The former is a duty, the latter a grace; the former is danger, the latter, salvation.”

Those words have become more and more true for me over the years. Thanks be to God, we are in this life of ministry and service together. We are community for one another and for the love of the world. We are OK, we are strong, because we are community.

As we go now into the world we will strengthen the diocesan staff, beginning with a staff retreat, led by a consultant experienced in diocesan staff work, in early December.

As we go now into the world, ahora al mundo, we will grow in community. In these coming months, we will hold a series of listening sessions around the Diocese in which diocesan leaders and I will hear your concerns, your frustrations, your joys and your hopes about our life as a diocese. We will come to listen more than to speak, to hear more than to opine. Through these sessions, we will name where we are right now and begin to articulate where we are called to go. We will till and plow the ground in which a new vision for our Diocese will take root.

As we go now into the world, ahora al mundo, we will ask for help – from God, from each other, and from professionals who have skills to teach us and insights to share. We don’t have to navigate all of the changes we face on our own. There are people in this Diocese and beyond who have gifts to share, and we will depend upon their support, their fresh eyes and their guidance.

As we go now into the world, ahora al mundo, we will build on all that has come before. We will continue to be the living, breathing body of Christ, even as God strengthens us to become more and more the Church that God has called us to be.

So, now, dear brothers and sisters in Christ,  
So, now, beloved community of God,  
Entonces, Ahora al Mundo.  
So, Now Into the World.

## **Closing Remarks and Adjournment**

THE RT. REV. SUSAN E. GOFF: Thank you. We have offered thanks to so many at this time. I also ask you to join with me in thanking the staff of the Marriott who’ve done a marvelous job anticipating our needs and sometimes being there to take care of them before we even named them. I call on Ed Jones to make final announcements.

THE REV. DEACON ED JONES: Thank you, Bishop Susan. Just a couple of short announcements. The Standing Committee will be meeting at 1:10 and there’s a change in the venue. It will be in Salon 8. Many of you will probably be reporting on the highlights of this Convention tomorrow in your churches. To assist you I want you to know that this afternoon, later today, the Director of

Communications on our staff, Nancy Chafin will be emailing to the full Convention list highlights of what occurred in our time together. That will also be available on our website. Just go to the front of the website, hit the Convention button there and it will take you to the right link.

Finally, if you're having trouble seeing me, perhaps it's because I have your glasses. If that's the case, please don't be shy about coming up after we adjourn. If you're missing your vestments, then go to our information desk here on this floor and you'll probably find them. If you're missing your glasses and your vestments then I would recommend you get your glasses first then you go over to the information table.

BISHOP SUSAN: Thank you, Ed. Let us now stand and sing our adjourning hymn, "The Church's One Foundation."

*All present sang "The Church's One Foundation."*

BISHOP SUSAN: At Shrine Mont Camps, there is a beloved prayer that is said nearly every day. It's called the Shouting Prayer. This is a prayer that's meant to be yelled so that all those out in the valley of the world can hear the declarations of our common faith. It may seem a little goofy to scream a prayer, but there's often something quite profound that occurs when a group of folks proclaims loudly and boldly the words of this prayer. It professes a faith in a God who is all about love. Who calls us into beloved community and it declares our intention as individuals and a group to reflect that love in our lives and in this world.

As we prepare to go now into the world, I'm going to invite everyone to pray loudly together. These words that express who and who's we are. Now at camp we say, face out, not into a neighbor's ear. This is a repeat after me prayer.

*All present prayed the Shouting Prayer.*

*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.*

*Amen.*

BISHOP SUSAN: Be of good courage. Never be afraid, for God who created you is always with you and loves you fiercely. The blessing of God Almighty, Father, Son and Holy Spirit be among you and be with you, this day and forevermore. Amen.

THE REV. DEACON DAVID CURTIS (ST. JOHN'S, RICHMOND): Let us go forth, now into the world in peace.

DELEGATES OF CONVENTION: Thanks be to God.

BISHOP SUSAN: This Convention is now adjourned.





# Resolutions

## Resolutions

### Courtesy Resolutions

#### **CR1: The Rev. Dr. Donald Binder**

*Adopted by Convention.*

Whereas, the Reverend Dr. Donald D. Binder has faithfully served the congregation of Pohick Episcopal Church for 17 years as Rector; strengthening the congregation and its spiritual ties to the community; initiating multiple new ministries that have equipped and empowered his flock to nurture their spiritual gifts; and holding the Pohick Church together during difficult times in the Episcopal Church and in the Diocese of Virginia, through his provision of openness, acceptance and the encouragement of differing views, and by setting an example of allowing space for all viewpoints to thrive;

Whereas, Fr. Binder has promoted and maintained exceptional stewardship of the History of Pohick Church, protecting the buildings, grounds and historical documents and overseeing renovations, repairs and improvements exceeding a half million dollars, raised by the congregation and endowments above the annual budget;

Whereas, Fr. Binder has served the Diocese of Virginia in numerous capacities, including Dean of Potomac Region (VI), providing pastoral oversight of eleven congregations in the Potomac Regions (VI), Chair of the Commission on Liturgy & Music from 2007-2011, providing oversight for diocesan liturgical services, including ordinations and consecrations, developing liturgical and musical resources, and hosting liturgical and musical workshops at diocesan gatherings; and Field Education Mentor of seven seminarians from the Virginia Theological Seminary;

Whereas, Fr. Binder has provided chaplaincy of George Washington's Mt. Vernon and George Mason's Gunston Hall, strengthening and maintaining an enduring partnership with Mt. Vernon, the Ladies of Mt. Vernon, and Regents of Gunston Hall;

Whereas, Fr. Binder has offered opening prayer at the beginning of the Virginia State Legislature for 17 years;

Whereas, Fr. Binder has raised our awareness of the Persecuted Church, led two pilgrimages to St. George's College in the Holy Land, and taught enlightening short courses on many aspects of the Bible, church history and Christian development/living;

Whereas, the Pohick Church music programs have flourished through Fr. Binder's participation and leadership, growing significantly over the past 17 years;

Whereas, Fr. Binder has composed, arranged and performed 'Shrine Mont Soliloquies,' a twelve-track CD of Christian themed songs;

Whereas, Fr. Binder has created a liturgy, 'The Way of Light,' endorsed by the 223<sup>rd</sup> Convention of the Diocese of Virginia and approved, by the 2018 General Convention of the Episcopal Church, for inclusion in the next revision of The Book of Occasional Services;

Whereas, Fr. Binder has authored *Into the Temple Courts: The Place of the Synagogues in the Second Temple Period*, 1999; co-authored *The Ancient Synagogue from Its Origins to 200 C.E.: A Source Book*, 2008; and co-edited *A City Set on a Hill: Essays in Honor of James F. Strange*, 2014;

Whereas, Fr. Binder has accepted a three-year appointment to serve as Chaplain to the Most Reverend Suheil Dawani, Archbishop of Jerusalem and the Middle East, where he will accompany the Archbishop on his monthly visits to the diocesan church and hospital in the volatile Gaza strip, and assist the Archbishop with the oversight of our congregations in Israel, Palestine, Jordan, Lebanon, Egypt, Syria, Iraq and Iran;

Be it Resolved, the 224<sup>th</sup> Annual Convention of the Diocese of Virginia commends, congratulates and thanks the Rev. Dr. Donald D. Binder, his wife Christine Binder and their children Christopher, Peter and May for their more than 17 years of service to the Pohick Episcopal Church, the Potomac Region (VI) and the Diocese of Virginia, and for his more than 29 years of service to the Episcopal Church, and offers its prayers and best wishes for success in his new ministry.

*Submitted by the congregation and vestry of Pohick Church and the Potomac Region.*

**CR2: The Rev. John Armfield Weatherly**

*Adopted by Convention.*

Whereas, the Reverend John Armfield Weatherly was ordained as a deacon June 6, 1981, by the Rt. Rev. Albert Wiencke VanDuzer (eighth bishop of the Episcopal Diocese of New Jersey) and ordained a priest in the Episcopal Church December 10, 1981 by the Rt. Rev. George Phelps Mellick Belshaw, suffragan bishop of New Jersey 1975-1982; and

Whereas, Father Weatherly served as vicar at St. Andrew's Church and Christ Church, Trenton, NJ where he also served as president of the founding board of the Trenton Area Soup Kitchen; and

Whereas, following his marriage in 1986 to the Reverend Beverly Kay Hill, John and Kay accepted the call to serve as missionaries for three years to the Igreja Episcopal do Brazil, in Brasilia during which time their two oldest children Kathryn and Andrew were born; and

Whereas, from 1988-2011 John served as a Chaplain in the Virginia National Guard, US Army, including tours of duty to Tuzla, Bosnia 9/2001-3/2002 and Anbar Province, Iraq 2005-2007, retiring from the guard in 2011 with the rank of colonel; and

Whereas, John served as rector of Holy Trinity Church, Hampstead, NC (1989-1992) where his youngest daughter Meaghan was born and where he also served on the Board of Episcopal Farmworker's Community, Newton, NC; and

Whereas, John served as associate rector, St. Luke's Parish, Darien, CT (1993-1995) during which time he earned his ThM in Pastoral Care and Counseling from New Brunswick Theological Seminary, New Brunswick, NJ (1995); and

Whereas, John served as Priest-in-Charge, St. Barnabas Church, Temple Hills, MD (1995-1997); and

Whereas, in 1997, 21 years ago, John was called as Rector of St. Mark's, Alexandria, in the Diocese of Virginia; and

Whereas, John served as Region VI Member of Executive Board of the Diocese of Virginia from 2000-2002, as Dean of Region VI, from 2011-2013, and as a member of the Hispanic Church Plant Committee of the Hispanic/Latino Task Force, and as a tireless advocate for San Marcos Episcopal Mission in the Potomac Region; and

Whereas, the Reverend John Weatherly was a finalist candidate for Suffragan Bishop of the Armed Forces; and

Whereas, John Weatherly has never been silent when there is a good story to tell, or an injustice to right, or an opportunity to witness to the abundant goodness of God; and

Whereas, despite being frightened beyond description in the theater of war and despite being separated from his wife and children and parish for more than two years while ministering to countless men and women challenged by the depth of suffering produced by war, and the estrangement and brokenness produced by multiple deployments into military service, John has held fast to his companionship with our Saviour and helped countless others hold on to their trust in the love, mercy, and goodness of God;

Be it resolved, that this 224<sup>th</sup> Convention of the Diocese of Virginia join the people of St. Mark's, San Marcos, and the Potomac Region in sending our congratulations and thanksgiving to the Reverend John Armfield Weatherly and his wife, the Reverend Beverly Kay Hill Weatherly, for their 21 years of service to St. Mark's, San Marcos, the Potomac Region and the Diocese of Virginia; for John's 23 years of service to the men and women of the Virginia National Guard, U.S. Army; and for John's 38 years of ordained service to the Episcopal Church in six dioceses, and four different countries on three continents.

*Submitted by the congregations and vestries of St. Mark's and San Marcos and the Potomac Region.*

**CR3: Courtesy Resolution to Commemorate the Service of the Rev. Edward O. Miller, Jr., to St. John's Episcopal Church, McLean**

*Adopted by Convention.*

Whereas, the Reverend Edward O. Miller, Jr., a priest of this Diocese, completed his 22-year ministry as Rector of St. John's Episcopal Church, McLean, on July 31, 2018; and

Whereas, Ed Miller previously served as assistant minister of Trinity Church in the City of Boston, and Rector of All Saints', Belmont, Massachusetts before being called to St. John's in 1996; and

Whereas, Ed Miller has lived into his baptismal and ordination vows through his pastoral presence, his discerning preaching, and his welcoming manner; and

Whereas, Ed Miller, through his ministry, empowered the laity of St. John's, mentored applicants for ordination through his work with the Commission on Ministry, and encouraged and strengthened many; and

Whereas, Ed Miller led the church through two capital campaigns improving the building and grounds for the purpose of extending and expanding many programs and ministries; and

Whereas, the church school, EYC, adult education, local outreach ministries and other church programs grew substantially under Ed Miller's leadership; and

Whereas, Ed Miller's emphasis on the importance of music in worship and parish life has led to more significant musical presentations at weekly worship services and for special programs; and

Whereas, Ed Miller has demonstrated a gift for meaningful and powerful liturgy, not just in weekly worship, but also in times of celebrations, such as the church's 150<sup>th</sup> anniversary, and also great sadness, such as the terrorist attacks of 9/11; and

Whereas, Ed Miller served on the Standing Committee of the Diocese and as its chair; and

Whereas, Ed Miller chaired the Board of Governors of Christchurch School, and became President of the Church Schools of the Diocese of Virginia; and

Whereas, Ed Miller worked ecumenically with other churches in McLean on outreach ministries, especially through work with Martha's Table, SHARE, Habitat for Humanity, the Falls Church-McLean Children's Center and the Colin Powell Leadership Club; and

Whereas, Ed Miller forged the relationship between St. John's, McLean, and Iglesia San Gabriel, Consuelo, Dominican Republic, in 2002 and created a strong and continuing partnership; and

Whereas, the congregation of St. John's Episcopal Church will miss him greatly but celebrates with gratitude the indelible impact he has made on our church worship and community; now therefore be it

Resolved, the 224<sup>th</sup> Annual Convention of the Diocese of Virginia thanks the Reverend Edward O. Miller, Jr. for his faithful leadership and service and commends its prayers for continued service to all; and

Be it further resolved, that a copy of this resolution be provided to Ed Miller and that it be recorded in the minutes of the 224<sup>th</sup> Annual Convention.

*Submitted on behalf of the congregation of St. John's Church by the Vestry and the St. John's Convention Delegates; and the Reverend Christopher Miller.*

## Resolutions

### **R1: Adoption of the "Way of Love" Rule of Life in the Diocese of Virginia (As Submitted)**

*R1 as submitted to Convention.*

Resolved, by the 224<sup>th</sup> Convention of the Diocese of Virginia, that Convention adopt, as the primary focus of our Diocesan ministry until General Convention 2021, the three priorities set forth by our Presiding Bishop and General Convention as the Episcopal Branch of the Jesus Movement for the next three years:

- Evangelism
- Racial Reconciliation
- Care of Creation; and be it further

Resolved, that Convention acknowledge and celebrate the good work of the Diocesan Racial Reconciliation Committee and the Diocesan Care of Creation Committee; and be it further

Resolved, that we recognize that The Episcopal Church (TEC) has prepared excellent resources, entitled the Way of Love Rule of Life, <https://www.episcopalchurch.org/way-of-love/about-rules-of-life> available for use throughout TEC as an effective means to equip us better for more effective Christian ministry, including evangelism, racial reconciliation and care of creation; and therefore, be it further

Resolved, that in order to carry out these priorities more effectively than we have to date, Convention recognize that each lay and clergy leader in our diocese must model Christian discipleship more intentionally and help our people and congregations live more fully into the robust practice of our Christian faith; and be it further

Resolved, that Convention ask that each parish vestry member, lay and clergy diocesan convention delegate, rector and vicar:

- Make a signed public commitment to follow the Way of Love Rule of Life set forth by our Presiding Bishop, and endorsed by General Convention, with copies of the signed commitments sent to the Office of Bishop;
- Make education about and training of their congregations about practicing this Rule of Life a primary focus of their congregational work and ministry in the coming year, doing so by means best adapted to the needs of each congregation; and be it further

Resolved, that the Office of the Bishop is asked, by November 16 to publicly designate a person on Diocesan staff to respond to requests for assistance in helping congregations as they work to implement this rule of life and to compile written commitments to practice this Rule of Life and related reports; and be it further

Resolved, that each congregation's rector (or vicar) and senior warden shall jointly report in writing to the Bishop and to their Regional President about each congregation's progress in such adoption, training, and practice of the Way of Love Rule of Life, with the first report due on Ash Wednesday, and the second due by Trinity Sunday; and be it further

Resolved, that the Executive Board, and each Regional President, shall publicly report in writing by September 15, 2019 about the progress made by congregations in each region in implementing this resolution, including steps to cooperate among congregations in doing so, making recommendations for improvements and next steps in such implementation; and be it further

Resolved, that such reports shall be posted on the Diocesan website by September 30, 2019, and be it further

Resolved, that our Bishop is asked to evaluate and report in detail to the 225th Annual Convention about lessons learned and recommended next steps.

*Submitted by Diocese of Virginia's 79th General Convention Deputation:*

*Mr. J.P. Causey, Mr. Russ Randle, Ms. Cindi Bartol, Ms. Helen Spence, Ms. Ellyn Crawford, the Rev. Lucia Lloyd, the Rev. Dr. Robert Prichard, the Rev. Randy Alexander, the Rev. Justin McIntosh and the Rev. Jane Piver.*

## **R1: Adoption of the "Way of Love" Rule of Life in the Diocese of Virginia**

*Adopted by Convention.*

Resolved, by the 224th Convention of the Diocese of Virginia, that Convention adopt, as the primary focus of our Diocesan ministry until General Convention 2021, the three priorities set forth by our Presiding Bishop and General Convention as the Episcopal Branch of the Jesus Movement for the next three years:

- Evangelism
- Racial Reconciliation
- Care of Creation; and be it further

Resolved, that Convention acknowledge and celebrate the good work of the Diocesan Racial Reconciliation Committee and the Diocesan Care of Creation Committee; and be it further

Resolved, that we recognize that The Episcopal Church (TEC) has prepared excellent resources, entitled the Way of Love Rule of Life, <https://www.episcopalchurch.org/way-of-love/about-rules-of-life/> available for use throughout TEC as an effective means to equip us better for more effective Christian ministry, including evangelism, racial reconciliation and care of creation; and therefore, be it further

Resolved, that in order to carry out these priorities more effectively than we have to date, Convention recognize that each lay and clergy leader in our diocese must model Christian discipleship more intentionally and help our people and congregations live more fully into the robust practice of our Christian faith; and be it further

Resolved, that Convention ask that each parish vestry member, lay and clergy diocesan convention delegate, rector and vicar:

- Make a public commitment to follow the Way of Love Rule of Life set forth by our Presiding Bishop, and endorsed by General Convention;
- Make education about and training of their congregations about practicing this Rule of Life a primary focus of their congregational work and ministry in the coming year, doing so by means best adapted to the needs of each congregation; and be it further

Resolved, that the Office of the Bishop is asked, by November 16 to publicly designate a person on Diocesan staff to respond to requests for assistance in helping congregations as they work to implement this rule of life.

*Submitted by Diocese of Virginia's 79th General Convention Deputation:*

*Mr. J.P. Causey, Mr. Russ Randle, Ms. Cindi Bartol, Ms. Helen Spence, Ms. Ellyn Crawford, the Rev. Lucia Lloyd, the Rev. Dr. Robert Prichard, the Rev. Randy Alexander, the Rev. Justin McIntosh and the Rev. Jane Piver.*

## **R2: Diocese of Virginia Response to Pittsburgh Synagogue Massacre**

*Adopted by Convention.*

Resolved, by the 224th Annual Convention of the Diocese of Virginia, that, in accordance with our Baptismal Covenant:

1. The Diocese of Virginia condemn anti-Semitism and anti-Semitic violence in the strongest possible terms and extend its profound sympathy and assurance of prayer to the Jewish congregations of Tree of Life Synagogue in Pittsburgh, and to everyone in the wider Jewish community;
2. The Diocese of Virginia reaffirm the strong support expressed for the Jewish community by Virginia Episcopalian, President George Washington, in his 1790 letter to the Hebrew Congregation in Newport, Rhode Island, in which he stated that our Government shall give to bigotry no sanction and to persecution no assistance, and that “all possess alike liberty of conscience and immunities of citizenship” and enjoy the right to worship God in their own way;
3. The Diocese of Virginia ask that all its clergy and people carefully study that letter, as a model of the respect owed by all Christians to our Jewish brothers and sisters, and to all who have different faiths than ours;

4. Recognizing that the Tree of Life Synagogue was targeted in part because of refugee resettlement work identical to that done by Episcopal Migration Ministries (EMM), the Diocese of Virginia remind all our congregations of our duty to welcome the stranger (Mt. 25:35) and to love the alien as ourselves (Lv. 19:34; Ex. 23:9), just as we were aliens in the Land of Egypt (Dt. 10:19);
5. The Diocese of Virginia commend all Virginia parishes and missions which are engaged in interfaith work and in joint services such as Thanksgiving, in many cases partnerships which have endured for several generations in helping the poor and worshipping Almighty God; and
6. The Diocese of Virginia strongly encourage all Virginia Episcopalians, working with their congregations and neighboring synagogues during November or December, to attend a Sabbath service at a local synagogue as a sign of solidarity with the Jewish community in a time of murderous persecution.

*Submitted by Russell V. Randle, Christ Church, Alexandria.*

**R3: Authorization of the Creation of the Position of Assistant Bishop and Appointment Thereof**

*Adopted by Convention.*

Resolved, that the 224th annual Convention of the Diocese of Virginia, receiving the opinion of Bishop Susan E. Goff that additional episcopal services are required for The Diocese, with the consent of the Standing Committee, approve the creation of the position of Assistant Bishop, and authorize Bishop Goff, with the consent of the Standing Committee, to appoint a bishop for the position under such conditions as she may determine.

*Submitted by the Standing Committee. Authority: General Convention Canon III.12.5.*



# Amendments to the Constitution and Canons

The 224<sup>th</sup> Annual Convention of the Diocese of Virginia did not adopt any amendments.

# Annual Reports

## Alexandria Region

The Alexandria Region includes the eight Episcopal Churches within the city limits of Alexandria. The Regional Council meets four times each year: February, May, September, and November. Business outside of our meetings is conducted via e-mail, telephone and through committee meetings.

Bob Steventon is our Representative to the Vestry of the Diocese, reporting to the region about the activities/news of the Diocese. Our Dean, the Rev. Chuck McCoart, convenes our regional Clericus group on a regular basis and invites all members of the clergy who live or work in the city to participate. Our President, June Huber, provides overall leadership to Regional Council. During the past year she has been traveling a great deal, and is grateful to her Vice President, Annette Foster, who has stepped in to lead and/or attend meetings in her place. Our Treasurer, Barbie Frank, provides careful stewardship of the regional budget, to which all eight parishes contribute. Meghan Womack is serving as our Youth Delegate to the 2018 Convention.

The Alexandria Region continues to focus on ways to assist those in need in the City of Alexandria, and in the world beyond. Each of our parishes is active in feeding and/or affordable housing programs. We share ministries with each other and with other denominations and faith communities. Our active Outreach Committee, led by Betsy Faga, has members from each of the eight churches. Each year we support a hypothermic shelter that operates at the Church of St. Clement during the winter months. We also provide support to the “West End Lazarus Program” which, as part of providing financial assistance, also provides counseling to assist the clients reach a more independent life for themselves and their families; the Child and Family Network, which serves over 140 children and their families; food and furniture programs with Alexandrians InVolved Ecumenically (ALIVE!); and affordable-housing initiatives led by Virginians Organized for Interfaith Community Engagement (VOICE). Some individual parishes have their own food pantries, support Meals on Wheels, and contribute to a Brown Bag Lunch program hosted by Meade Memorial Church.

Our 2018 Lenten Series, “Theological Themes in Star Wars,” was once again a resounding success -- especially with the younger set.

SUBMITTED BY MS. JUNE HUBER, REGIONAL PRESIDENT

## Arlington Region

For a third time, the seven parishes and two missions of the Arlington region – all in Arlington County – came together at St. Peter’s, Arlington, for a combined food packaging event on Saturday, March 17, 2018 with the Raleigh-based global headquarters of the Rise Against Hunger organization, formerly Stop Hunger Now.

In less than two hours, over 75 volunteers from the region packed 20,000 individually sealed packets (twice the number as last time) containing long-grain fortified rice, high fiber soy and dehydrated vegetables, to which a package of vitamins and minerals from Kraft Foods is added after cooking. Each pack is designed to feed six people. The official shelf-life is two years, while the unofficial shelf-life is much longer.

The completed packages were packed in cartons and shipped to a local warehouse – ours is in Ashburn, Virginia, and there are three others in Virginia – before being shipped overseas in containers. Each container containing 285,000 packets is shipped to a participating partner in countries where the need is greatest and where there are partnerships authorized to receive and distribute the food.

We do not know to which country the 20,000 meal packages will be distributed, but Rise Against Hunger did tell us that it ships to Haiti, among other countries including the Episcopal Church in Sudan, which is an authorized distribution partner. There are other Episcopal parishes and dioceses which work with Rise Against Hunger, and the in-country partnership agreements/applications are reviewed annually (usually in late July and early August) for compliance.

While not yet approved, the Arlington Region may stage another Rise Against Hunger event in 2019. Those wishing to have further information on the organization may go to [www.riseagainsthunger.org](http://www.riseagainsthunger.org).

In addition to the foregoing, many of the Region's parishes and missions are individually committed to the same local homeless and hunger ministries including AFAC, A-SPAN, SOME, AHC Christmas Toy Drive, Arlington Interfaith Council CROP Hunger Walk, Meals on Wheels, Samaritan Ministries and Thanksgiving Food Drives.

Individual parishes also sponsor region-wide gatherings to keep abreast of and support local programs, such as refugee resettlement programs in the area.

Internationally, individual parishes support overseas dioceses in the Dominican Republic and Haiti, among others.

## **Charlottesville Region**

The Charlottesville Region is comprised of 23 churches within the city of Charlottesville, and Albemarle, Greene, Fluvanna, Orange, and Louisa counties.

Our Regional Council met four times since the last Diocesan Convention. Each of our meetings was held at a different parish within the Region. Each meeting began with a fellowship social followed by dinner, a business meeting, and a worship service chosen by the hosting church.

On Thursday January 25, we met at St. Paul's Memorial Church in Charlottesville with the Rev. Will Peyton as host. Steve Wachenfeld of the Standing Committee walked people through the selection process for the Suffragan Bishop, and indicated the progress made so far.

On Monday February 19, we met at Church of Our Saviour in Charlottesville. The Rev. Kathleen Sturges served as host. The Diocese Search Committee sought input for the type of candidate we would like them to pursue.

On Thursday April 26, we met at Buck Mountain Church in Earlysville. The Rev. Connie Clark served as host. Deacon Ed Jones, Executive Secretary of the Diocese, brought us up to date on happenings across the Diocese and at Mayo House.

On Tuesday September 11, we met at St. James in Louisa. The Rev. Alex Riffée served as host. Assisting Bishop Robert Ihloff shared his impressions and experiences so far in the Diocese.

The Region distributed \$20,000.00 to nonprofits and local charities this year.

Ms. Barbara Mc Murry was elected President of the Region, and John Savage was elected to a three year term on the Executive Board.

SUBMITTED BY MR. STEVE WACHENFELD, ACTING PRESIDENT

## Culpeper Region

The Culpeper Region of the Diocese of Virginia is composed by 10 church communities centered around Culpeper.

Region churches range from medium-sized community churches (St. James' Church, Warrenton and St. Stephen's Church, Culpeper, with ASA ranges well above 100) to small community and rural churches (ASA ranges from 15-90). Several churches use supply clergy and retired clergy for their services. A few churches have no web page, social presence, or email contact available. Several of our churches face challenges simply keeping their doors open and church buildings maintained.

The Region held three meetings so far in 2018. The main focus has been to get together to work out how we can function to assist each other. The Region received funding from the disbanded Region 1, and gifts from 2 member churches. So far, we have not disbursed any funds, but we have prioritized mission funding in our proposed budget.

Culpeper Region elected officers: President: Cady Soukup, Trinity Church, Washington; Vice President: Terry Miller, Piedmont/Bromfield Parish Church; Secretary: Mary Ann Cowherd, St. Stephen's Church, Culpeper; Treasurer: Mary Frances LeMat, Trinity Church, Washington. The Rev. Dr. Pete Gustin prepared a set of draft By Laws that remains under consideration. Region church delegates and clergy are becoming acquainted with each other's churches, worship, events, and ongoing missions.

Region Dean Benson Shelton convened Culpeper Region deanery meetings. Disaster preparedness, relief, and recovery was discussed at a recent meeting held prior to hurricane Michael.

Region churches engage in many local ministries, from food banks and preschool/after-school enrichment programs, to youth and adult Christian education, and addiction and recovery programs.

The region is coming together. We look forward to sharing events, worship, and ministries.

## Fredericksburg Region

As part of the regional restructuring, the Fredericksburg Regional Council held one meeting facilitated by Secretary of the Diocese, Ed Jones, and another meeting facilitated by Bishop Ihloff to discuss important activities in each member church and look for commonalities. These discussions will help shape activities for our Council.

After long discussions at several meetings, Council members adopted a mission statement and bylaws.

As part of the Region's budget, Council members agreed to continue support of the Episcopal Lutheran Campus Ministry at the University of Mary Washington. Subsequent to the budget approval, a joint effort by Trinity, St. George's, and Christ Lutheran led to hiring Rev. David Casey, OP, as College Chaplain and Young Adult Missioner who will expand campus ministry to include Germanna Community College.

At our September meeting we began discussions on how to address the priorities from Bishop Curry and General Convention - Evangelism, Racial Reconciliation, and Care of Creation – and began discussions about addressing the opioid crisis.

At our September meeting, Council members voted unanimously to endorse the candidacies of the Rev. Bambi Willis (Assisting Priest at Trinity and retired Rector at St. Asaph's) and the Rev. Jay Morris (Rector at Aquia) for Standing Committee.

Officers elected at the September meeting are President – Harry Dickinson (Trinity), Vice President – Mary Nixon (Aquia), Secretary – Jay Morris (Aquia), and Treasurer – Jack Gaines (St. Mary’s).

SUBMITTED BY HARRY D. DICKINSON, PRESIDENT

## North Fairfax Region

Although unaffected but the new region realignment, the North Fairfax Region experienced many opportunities for change and growth in the past year. The churches in the North Fairfax Region are Church of the Holy Comforter, Vienna; Church of the Holy Cross, Dunn Loring; Church of the Epiphany, Herndon; St. Anne’s, Reston; St. Dunstan’s, McLean; St. Francis’ Korean, McLean; St. Francis’, Great Falls; St. John’s, McLean; St. Thomas’, McLean; and St. Timothy’s, Herndon. The Very Rev. Hillary West served as Dean for the Region.

### Alignment with Diocesan Priorities

1. Youth and Young Adult Formation: The Region had a successful pair of mission trips this summer, to the poorest parts of Virginia. The Dunganon youth mission trip, July 7-14, had 29 participants, and the Grace House young adult trip had 8 participants.
2. Multicultural and Ethnic Ministries: St. Thomas’ has a number of Persians in their community, mainly from Iran. One of the members of the community was baptized during Easter. St. Timothy’s continues to have an active Latino ministry.
3. Evangelism and Proclamation: Churches in the region came together to place an ad in the local paper about Holy Week services, reaching a large audience of readers. Churches held community concerts and hosted several community events.
4. Outreach Beyond Ourselves: The Region Life Committee hosted The Opioid Crisis — A Community Conversation on April 28. Representatives from law enforcement, health care, county services, and faith leaders led the discussion. Epiphany hosted the Hypothermia Shelter for FACETS, and this year is working actively with other parishes in the region to cover volunteer staffing needs when the church hosts the shelter Christmas week. Holy Comforter fielded its first team for the Vienna CROP walk to combat hunger both locally and worldwide. Mission trips in various churches reached those in need both in the US and internationally (Tanzania, Haiti, Dominican Republic, Sudan, and others). Several churches continue an active partnership with Five Talents International.
5. Strengthening Our Congregations: St. Timothy’s began a new ministry for people over age 55, and will celebrate its 150th anniversary on November 4. St. Thomas’ held its first Easter vigil. Several Sexual Misconduct Training sessions were held in the region.
6. Second Bishop Suffragan Search: two listening sessions were held, and three region members served on the committee.
7. Three churches participated in the “March for Our Lives” in DC, sending groups to attend and holding prayer services. Epiphany hosted lodging, meals, and transportation in support of visitors attending the event.

### Churches Involved in Key Events

1. Holy Comforter welcomed the Rev. Jon Strand as rector, and St. Thomas’ welcomed the Rev. Fran Gardner-Smith as its new rector. St. John’s said farewell to all three of its clergy, the Rev. Ed Miller, the Rev. Kristine Johnson, and the Rev. Justin Ivatts. St. Anne’s rector the Rev. John Hall and Holy Comforter’s associate rector the Rev. Valerie Hayes have also left the region.
2. Three region churches were or are involved in capital campaigns.

## **Involvement in collaborative efforts with other Episcopal churches or churches of other denominations**

St. Dunstan's held a joint dinner and services with Chesterbrook Church (an African American church) and St. Francis' Korean church. There are several initiatives involving Holy Cross and St. Thomas', including an "Art-n-Soul outreach and a joint Evensong service. Epiphany is continuing its interfaith teaching series. Several region parishes are involved in Tyson's Interfaith, as well as in Fairfax County's Faith Communities in Action. The Council welcomed the FCIA director to one of its meetings to learn of the many opportunities for connection with the nearly 300 faith communities in the county. The Vienna CROP Walk saw participation by 9 separate faith communities, including Holy Comforter.

SUBMITTED BY MS. JONI LANGEVOORT, PRESIDENT

## **North Richmond Region**

The first meeting of the newly-created Northern Neck Region was held at Nomini Church of Cople Parish on November 12, 2017. Officers elected were Steve Walker (Cople Parish) – President, Becky Marks (North Farnham) – Vice-President, Linda Hutt (St. Paul's, Nomini Grove) – Secretary, Ellen Kirby (St. Stephen's, Heathsville) – Treasurer, the Rev. Ellen White (Cople Parish) – Executive Board Member, the Rev. Megan Limburg (St. Mary's, Whitechapel, and Trinity) – Executive Board Alternate.

Mears Pollard of Trinity, Lancaster, was elected the Region's Youth Delegate to the annual convention of the Diocese of Virginia.

Parishes comprising the Northern Neck Region are St. Peter's, Oak Grove; St. James, Montross; St. Paul's, Nomini Grove; Cople Parish (Yeocomico Church, Nomini Church, St. James, Tidwells); Lunenburg (St. John's, Warsaw); North Farnham; St. Mary's, Whitechapel; Trinity, Lancaster; Grace, Kilmarnock; Wicomico Church; St. Mary's, Fleeton; and St. Stephen's, Heathsville.

The Very Rev. Lucia Lloyd of St. Stephen's, Heathsville, was appointed Dean of the Northern Neck Region by the Rt. Rev. Shannon Johnston, Bishop of the Diocese of Virginia.

Subsequent meetings were held at St. Stephen's, Heathsville, on March 11, 2018; St. Mary's, Fleeton, on May 20, 2018; and North Farnham on September 23, 2018. Annual meeting will be at St. James, Montross, on November 11, 2018.

In a letter to the Trustees of the Funds dated March 12, 2018, President Walker and Treasurer Kirby informed TOTF that the previous Region II Theological Education Fund should be divided equally between "Northern Neck TEF" and the "Upper Tidewater TEF" with each receiving 15,864 units. A scholarship was granted to Patrick Keyser, a seminarian at Berkeley Theological Seminary.

Deb Stafford of Cople Parish, a licensed sex abuse instructor, spoke on "Sex Abuse Prevention" at the May 20 meeting. She offered to conduct sessions at any parish which chooses to do so.

It was decided in August of 2018 to hold a Northern Neck Region Evensong at Grace, Kilmarnock, on Sunday, September 30, 2018, 5:00 p.m. with parishes from Upper Tidewater Region invited to attend.

Because of his membership on the Standing Committee of the Diocese of Virginia, Steve Walker resigned as Northern Neck Region president on September 23, 2018. The region's Executive Committee named Vice-President Becky Marks as the new president effective immediately.



## Northern Piedmont Region

The Northern Piedmont Region has been exploring what we want to achieve within the regional structure including: how we can build upon single church initiatives; how to have regional or multi-region impact; and how to address resolutions identified at convention. During each meeting, we include a briefing on an issue area, local charity, or mission grant as needed. In addition, we explore when we share church-specific activities how we can aggregate activities or learn new approaches from other churches when it comes to outreach, youth services, growing the church as well as multiple other areas. Over the year, we have enjoyed the following activities:

A briefing on potential work/support to opioid sufferers in Warrenton led by Amanda Kotval at Leeds, Markham.

Information about Province-wide activities around the opioid crisis. Karl Colder of St David's, Ashburn, participated in these activities due to his passion around the subject and professional experience at the DEA.

A briefing by Carried to Full Term, a maternity home charity housed in a building at St Paul's, Haymarket. This long term housing option enables mothers-to-be or mothers of a single child to spend up to 2 years getting help with housing, childcare, transportation and employment. Some 52 active volunteers provide a supportive environment focused on the unconditional love of God.

Granting \$10,000 to help support a choral director and guitarist who serve both English and Spanish choirs and services at St Gabriel's, Leesburg.

Developing a draft budget and reviewing the first draft of our new bylaws. Plans are to reach consensus and finalize these at our November meeting. Other activities at that meeting include hosting a briefer on church transition best practices as well as discussion to explore how we can support the Diocesan efforts in Haiti.

Submitted by Northern Piedmont leaders and clergy: The Very Rev. John Sheehan, Dean, Our Redeemer, Aldie; Janet Lyman, President, Christ Church, Lucketts; Dottie Brannock, Vice President, St. James, Leesburg; George Garlick, Treasurer, St. James, Leesburg; Bruce LeLacheur, Secretary, Grace, The Plains.

## Potomac Region

The Potomac Region is comprised of 10 parishes in a compact area along the Potomac River between Alexandria and Woodbridge. It includes a contemporary congregation (Church of the Spirit, Kingstown), and a Latino Ministry (San Marcos). Three parishes (All Saint's Sharon Chapel, St. Luke's and St. Mark's) started out as missions of Virginia Theological Seminary, and one (San Marcos) is a mission of the diocese. The region seeks to facilitate communication between the diocese and the parishes and to focus our synergies for mission and ministry within our geographic area and the diocese.

The region was deeply affected by the upheavals of 2007, with four congregations either leaving the diocese or suffering wrenching divisions. Several property disputes ensued, all in Woodbridge. Even before 2007, the region recognized that the demographics of the Woodbridge area pointed to success in the establishment of a Latino congregation, and discussions on pursuing such opportunities are ongoing. The Rev. Juan Valderrama is currently serving as Temporary Vicar for San Marcos.

The region also committed itself to fulfilling the goal of implementing General Convention resolutions requiring all clergy and lay leaders to receive formal anti-racism training using the Seeing the Face of God in Each Other curriculum authorized by General Convention, and the workshop was held on November 17 and 18, 2017 at St. Mark's Episcopal Church.

At the January 11, 2018, Potomac Region meeting at St. Mark's: Routine regional business was conducted.

At the May 10, 2018, Potomac Region meeting at St. Mark's: In addition to conducting normal regional business, Treasurer Morgan presented the Region Budget; and the Revs. Valderrama and Weatherly presented the San Marcos budget. The Very Rev. Guin reported on the March 15 Deans' meeting. The Rev. Ramey reported that the Rev. Brock attended the April 12 Executive Board meeting in his stead. Mr. Varner reported that 2018 will be the last year of his presidency, and that he will attend the Regional Presidents Retreat in June. The Rev. Bowerfind reported on the work of the Suffragan Bishop Search Committee.

A motion was made to amend the By-Laws: Region Meetings will now occur on the second Thursday in September, February and May. The motion was approved.

The Rev. Weatherly announced that he will retire from full-time ministry on September 9 after 38 years of ordained ministry and 21 years at St. Mark's.

At the September 13, 2018, Potomac Region meeting at St. Mark's: The region approved support for San Marcos at the same level as last year, and reviewed and approved the budget request to be submitted to CCM for next year. The Very Rev. Kathy Guin, Dean of the Region, reported that Regional Deans met in Fredericksburg in June to discuss Bishop Johnston's decision to retire within one year. Executive Committee Rep the Rev. Cayce Ramey reported on the meeting in July to approve the retirement plans of Bishop Johnston and discussed other matters related to it. The Rev. Charles Brock attended the April meeting, addressing various matters pertaining to General Convention. President Doug Varner reported on the Region President's retreat at Shrine Mont, hosted for the first time by Bishop Bob Ihloff.

Under New Business: An amended set of By-Laws for Potomac Region were approved unanimously. Mr. Scott Caulkins accepted nomination as Region President and was elected by unanimous acclamation. Ms. Gaby Pineda accepted nomination as Region Secretary and was elected by unanimous acclamation. The Rev. Cayce Ramey moved to recognize San Marcos' 30th Anniversary and it was approved by unanimous acclamation. The Very Rev. Kathy Guin moved to recognize the Presidency of Doug Varner from 2012 – 2018 and it was approved by unanimous acclamation. The Rev. Tuck Bowerfind presented a courtesy resolution in honor of John Weatherly and it was approved by unanimous acclamation.

Under Additional Discussion: The Rev. Ramey reported that in the summer of 2019 youth who pilgrimage to Liverpool and Virginia will also pilgrimage to Ghana, and that in 2020 a new three-part pilgrimage series will begin for youth from each of the three dioceses. Various funding mechanisms were discussed. The region welcomed the Rev. Lynn Ronaldi, Assistant to the Rector of Pohick Church, and she offered the closing devotions.

## **South Fairfax Region**

### **St. Paul's Episcopal Church, Bailey's Crossroads**

- On 09-04-2018 began weekly rental agreement with Iglesia de Restauracion Cristo Viene.

- Celebrated International Sunday on August 19; four countries represented.
- Continued with building use agreements with two different congregations; St. Mary's Ethiopian Orthodox Christian Church and Iglesia Apostolica la Grey de Jesus Christo.
- Continued Food4Thought outreach program to Westlawn Elementary School.
- Providing rehearsal space weekly for NoVA Lights Chorale.
- The Rt. Rev. Jonathan B. B. Hart preached and celebrated at St. Paul's on at morning worship on Sunday, July 15. A reception for Bishop Hart followed. Members of LECUSA in the northern Virginia area were invited.

### **Trinity Episcopal Church, Manassas**

- Sunday school for both children and adults is off to a great start. Over 120 children registered! Three adult book discussions are scheduled for this fall.
- Youth Group for teens, T3 (Twenties and Thirties), Costume Sunday for everyone along with Fun House/Trunk & Treat and a Ladies Night Out make Trinity a very active place this fall!
- Baptism classes underway for baptisms on All Saints Sunday
- Trinity continues a ministry of feeding the community; this is a huge ministry of feeding hungry people and families, who are homeless or living on the margin.
- A celebration of Vinnie's 20 years at Trinity this Sunday, Oct. 21.
- The men of Trinity continue to meet every Saturday morning for breakfast, bible study and fellowship.
- The parish kitchen has undergone a massive renovation and now the parish hall is being upgraded!
- We continue an active Yoga class on Tuesdays, our Pastoral Ministry Teams are very busy, we have a Prayer Shawl Ministry who gather to pray love into every stitch.
- Both Trinity choirs have returned from summer break, Eric Dombrowski (Director of Music) has a very exciting fall and Advent schedule, along with the Handbells.
- Our Blessing of the Animal service with well attended and very lively. We hold this worship, four-legged friends and all, in the sanctuary!

### **The Falls Church, Falls Church**

The congregation of The Falls Church continues to be grateful to God for the growth and renewal they are experiencing. In January of 2017, they sponsored a refugee family of 5 Iraqi Kurds who are now well on their way to a sustainable life in Fairfax County with a stable housing situation, greatly improved English language skills, and all A's and B's in school for their 8th grade daughter. The congregation recently hired a full time Director of Children and Family Ministries, Lauren Breeden, and a full time Director of Youth Ministries, John Wunderlich, and are excited to continue to deepen discipleship for all members of the congregation.

### **St. Christopher's, Springfield**

New for us-

This year we are supporting the FACETS Hot Meals program - doing one day every other month. It involves planning, purchasing, cooking, packing up food for three meals for about 60 persons and the number is growing- Three meals- the dinner is hot (except for summer months), and bags of food are prepared for breakfast and lunches for the following day. We pack up and transport the food to the designated FACETS set location in Fairfax.

Parish activities- recently or coming soon-

- Parish Retreat at Shrine-Mont
- Lobster Dinner- Lobsters fresh from Maine!
- Choral Evensong for All Saints

### Continuing outreach Ministries

- Free School Physicals Ministry: Started by Greater Springfield Communities of Faith in 2001-of which we were member and it's still needed and done for uninsured preschool and elementary school children who will be starting in a Fairfax County School first time who need a school physical examination to enter school. They also receive vision and dental screening and some other services and a backpack filled with grade appropriate school supplies. St. C's coordinates donations from an ecumenical group of Springfield Churches for donations of school supplies or funds for their school supplies over those needed for the children at the "physicals" are taken to ECHO, our three local elementary schools and 2 Springfield Family centers. Coordination for recruiting volunteers for the physicals is also through St. C's.
- Fairfax County Hyperthermia Prevention program: One week of providing shelter at night and dinner and breakfast in the morning. Lunch bags also provided. Some financial arrangements for gas and transportation help.
- ECHO: One month of providing non-perishable food. Vegetable garden on our grounds provides several hundred pounds of fresh food for ECHO clients. St. Nicholas toy drive provides the toys for the ECHO Christmas shop. Food packages for Crestwood elementary school provides two day food backpacks for weekend or holiday food several times year.

### St. Barnabas, Annandale

#### Continuing Outreach Ministries:

- St. Barnabas sponsors FACETS Outreach Ministry the First Sunday of each month, providing 100 meals and then delivers them.
- Baileys Hypothermia Shelter (St. Barnabas hosts a week for the Shelter each year providing warm meals and a place to sleep).
- St. Barnabas has Yoga With Friends each Tuesday evening.
- St. Barnabas hosts The Oneness Mission (a small but mighty Congregation).
- Annandale Safe Youth Project (ASYP)
- Annual Trunk N'Treat

#### Upcoming Events

- Women of St. Barnabas Christmas Bazaar on November 10, 2018.

SUBMITTED BY CINDY McLAUGHLIN, PRESIDENT

## Southern Shenandoah Valley (Harrisonburg) Region

We have been busy since last Annual Convention forming our new Harrisonburg Region, by electing officers, forming our Bi-Laws, scheduling our quarterly meetings and setting our priorities as to what projects and activities we as a Region plan to support. The members of the Harrisonburg Region have met four times at the Canterbury House on the James Madison Campus in Harrisonburg. The Region plans to actively support the Campus Ministry and work of the Rev. Laura Lockey both financially and physically. We have already donated the funds to purchase a docking station for the students to charge their electronics while they are at the Campus Center.

On August 26, 2018 we enjoyed a Regional Sunday service with around 120 in attendance at the Cathedral at Shrine Mont followed by lunch in the Dining Room. We look forward to this gathering to become an annual event.

We also plan to continue the program of supporting children of incarcerated parents with tuition to summer camps at Shrine Mont. This will be a joint effort with our "other half" the Winchester Region.

Our Regional Council submitted a request to the Bishop and the Executive Committee to have our name changed from Harrisonburg Region to the Southern Shenandoah Valley Region and that has been approved.

So as a newly formed and small Region, we, the Southern Shenandoah Valley Region are well on our way to serving our Lord through support and outreach.

## **West Richmond Region**

Please see below a recap of 2018 activities.

- Transitioned from numeric Region 12 name to West Richmond Region. Most prefer the new naming designation.
- We developed a Facebook Page to improve communication, and with help from Nancy Chafin is a link on the regional portal.
- We updated and ratified our regional by-laws in conjunction with our name change.
- We held listening sessions earlier this year to share with the Search Committee for our new Suffragan Bishop. We hope the committee will pass along at the appropriate time.
- We attended the Presidents Retreat at Shrine Mont and got to know Bishop Bob and the other Region Presidents better. Thank you to Kate and Bishop Bob.
- We held an impactful regional dinner where we heard members from our churches “Share Their Story.” We got this idea from Bishop Curry when we heard him speak in Charlottesville. Huge success. Special thank you to our Dean, Shirley Smith Graham, for facilitating this event!
- We lent financial support to support an ECW representative attend the Triennial meeting in Texas.
- We contributed \$3,000 to ERD to assist folks impacted by Hurricane Florence.
- We held an Ascension Day service at The Bishop’s Chapel at Roslyn.
- We welcome two new rectors to our region the year, the Rev. David May at St. Mary’s, Goochland, and the Rev. Steve Schlossberg to St. Matthews, Richmond.

We close Thanking our Beloved Bishop Shannon for his years of service as our Diocesan Bishop and wish both he and Ellen all the best in the next chapter of their life’s journey. May God bless you always.

## **Winchester Region Annual Report**

The Winchester Region has focused on organization, building community among our members, and seeking to discern our opportunities for ministry.

We have ratified by-laws, passed a budget and elected officers. Fortunately, most of our clergy vacancies and interim positions have been filled.

In August, the Region’s clergy, delegates and alternates met for a mini-retreat to promote collegiality and communication. In November, the Region will host a dinner and discussion for the Vestries of all our churches.

We are in the beginning stages of discerning ways in which we can be supportive of the community-at-large. With vestry input, we hope to discover ways to cooperate in an effective ministry.

## Julia Cooper Episcopal School Report

On August 28, Anna Julia Cooper Episcopal School opened its doors to begin its tenth year of operations. Below are items of note as we enter the end of our first decade:

- 1) We are currently serving 108 students in grades 4 through 8. There are 18 students enrolled in 4th and 5th grades; 24 are enrolled in 6th, 7th and 8th. Over 75% of these students are residents of public housing. This is our maximum enrollment unless and until we decide to change the number of students in each class.
- 2) With each passing year, the number of graduates increases. This past June, 23 students graduated. Currently, there are over 150 graduates of AJC, the large majority of whom we continue to work with in one capacity or another. Some of the oldest of these from our first graduating class of 2012 are entering their junior year of college.
- 3) For the third year in a row, we are beginning from a forward-funded position, which is to say we have sufficient funding in the bank to carry us through this fiscal year which ends on June 30, 2019. This is in dramatic contrast to the first several years of the School when we only had a few months' worth of funding in the bank. We continue to benefit from the extraordinary generosity of our supporters, something which is never lost on us. We also believe this generosity is in large part inspired by the success we have had as a School.
- 4) The Mountain is High. While AJC has enjoyed extraordinary success, there are also extraordinary challenges which many of our students and families face, not all of which we are able to overcome. We have several graduates who have become young mothers. Several who have had legal issues. Others who are scrambling to get traction in their lives in some meaningful way. Anyone familiar with the community in which we are working appreciates just how strong the forces are which can derail a teen or young adult. As we are able, however, we continue to work just as closely with these young men and women as we do with those who appear to be thriving.
- 5) Future plans. Our Board has voted to grow and to build. We have purchased several acres of the block directly adjacent to our building. We have also chosen a builder and have begun work on a capital campaign. Our aim is to build a gymnasium and all-purpose room, together with additional classrooms and ancillary rooms sufficient to expand to a K – 8 School. If all goes well, we should be finished within a 2-3 year window.
- 6) Our partnership with UP RVA merits highlighting. UP RVA was founded just over three years ago and has been housed here at AJC. Their initial and primary mission was to provide transportation for AJC graduates to and from area independent schools. Over the years they have grown and expanded and now serve nearly 50 public and private high school students, providing an after-school program with tutors; counseling; dinner four nights a week; support to other high school students not from AJC; and a host of other supports and services with which any parent who has raised a teenager would be familiar. They have been a huge part of whatever success our graduates have enjoyed.
- 7) So many critical dimensions of the School remain as strong or stronger than ever: Quality and tenure of staff; growing group of committed volunteers; a strong and healthy board; parent presence and support; religious identity; collaborations with community partners; the 'community of affection' which is at the core of AJC; and our on-going commitment to our graduates and their families

SUBMITTED BY MIKE MARUCA, HEAD OF SCHOOL

## Bloomfield Foundation Report

In the 2016 Annual Convention meeting Bishop Shannon announced he would like to investigate some outreach to the Indian Reservations in Virginia. What type of support he had in mind was not made clear. Bloomfield wrote a letter stating it would be able to support cases of children and young adults requiring equipment for physical disabilities and is open to discuss the needs. We did not receive a response so assumed the project never moved forward. Now Bloomfield is going forward in 2019 to investigate needs in the Indian reservations surrounding Virginia and perhaps the Appalachian trail.

Since 1920 when the Deaconesses had a small home in the hills of Charlottesville, many changes have been made. Their original efforts were centered on Children with tuberculosis. As that was eradicated they cared for Children with Polio. They had a small place in the Hills and a group in Charlottesville made it possible for them to move to an Estate called Bloomfield on Bloomfield Road in the 60's. The attention then turned to children with physical disabilities and parents who could not afford their care. It had always been an outreach for the Episcopal Church and included Southwestern Virginia, Southern Virginia and Virginia Dioceses. As the State changed its requirements for young adults to be moved to other facilities at the age of 18, Bloomfield found it could not afford the upkeep of the Estate with only a few children left and some returned to their families, others were placed in foster care. Bloomfield Foundation was formed to continue the support to this group and others needing equipment for their needs. Since the closure and Sale of the property, Bloomfield has given grants over \$2,000,000 in equipment to serve this community in Virginia.

The Bloomfield Board consists of members from all three Dioceses. We meet at St. George's in Fredericksburg in Spring and Fall. On the web site you can read more about Bloomfield. An application is made available to print out for your Church.

SUBMITTED BY COURTNEY GODDIN KOHLER, PRESIDENT

## Church Schools Report

Church Schools has status as a Related Organization to the Diocese of Virginia. Related Organizations have the privilege of communicating annually to the people of the Diocese a report of its activities, accomplishments and challenges. This letter will be brief because each individual school's annual report is posted on the Church Schools section of the Diocese of Virginia website.

The schools' reports can be accessed by direct link <http://www.thediocese.net/resources/organizations/church-schools-in-the-diocese-of-virginia/> or by going to [www.thediocese.net](http://www.thediocese.net), click on "Resources," then "Organizations" and finally "6 church schools." The reports are comprehensive yet specific. Along with the annual financial statements of the Church Schools Corporation and the six foundations, these reports are history and will take their place in the Church Schools archives. The reports are consistent in format, well written and I commend them for your review.

Much capital work was begun in 2017-18. St. Christopher's completed major site work on parking and in the bus drop off area before starting construction on a wonderful new recital hall. St. Catherine's began the first phase of a three-phase project to renovate the southern third of the campus. Once completed, that project will include new parking, a turf athletic field, a new performing arts facility and expanded facilities for the fine arts. Christchurch School has continued building homes in its faculty housing village; part of a strategic plan that will ultimately see almost all faculty housed on the campus. Stuart Hall began using its new building in downtown Staunton and started extensive renovations of the Staunton and Verona (Lower School) campuses.

As always in such a large organization, Church Schools experienced turnover in key personnel; both volunteer and professional. The Board of Governors at St. Catherine's said goodbye to Dr. Anne McElroy who led the board with wisdom and grace and celebrated the elevation of Mr. Herbert "Hobie" Claiborne as the new chair. Happily, 2017-18 was a year in which no Church School had a new Head of School. As the year closed, Church Schools welcomed new Directors of Admissions and Advancement at several schools as well as three division directors for two Middle and one Lower School.

The Church Schools continue to operate well and build strength. Five schools finished 2017-18 with operating surpluses. Endowments grew from both investment performance and new gifts and many annual funds set new records for giving.

The collaborative efforts of the business office professionals resulted in a complete refinancing of the long-term debt of all six schools resulting in an annual savings of \$300,000 with better terms and conditions and the creation of a third comprehensive banking relationship. In partnership with the Episcopal Medical Trust, Church Schools saved \$600,000 annually on health insurance premiums. The Technology Directors and Business Officers also migrated all financial and fund-raising software.

The Church Schools' pastoral and responsible approach to personnel matters produced a typical year as well. There were a small number of difficult personnel matters and a few unpleasant student discipline situations. There were great individual joys in our communities and there was deep sadness when illness, death or other tragedy struck individual students, faculty members, alumni/ae or their families.

Many service trips and projects were undertaken. It would be difficult to estimate the number of volunteer service hours given annually by young people and adults in our school communities, but that number would be many tens of thousands. Several athletic championship banners were hung in 2017-18. The list of colleges and universities that will enroll one or more 2018 Church Schools graduates includes most of the finest institutions in the United States.

During 2017-18 the officers of Church Schools conducted the usual negotiations with auditors, insurance companies, vendors, banks and retirement fund managers to achieve the best service at the lowest possible cost for the schools. Chip Broadway, V.P. and Treasurer of Church Schools as elected Chairman of the Board of The Virginia Council for Private Education and led in advocating on behalf of independent schools as well as our schools to the General Assembly while conducting a search for a new Executive Director. Church Schools was threatened occasionally with legal action and the officers worked with heads and business officers on measures to reduce or prevent the possibility of same. Throughout the year, the CSDV officers and school leaders worked together to exploit the strength and potential of the group without eroding the essential individuality of each.

Episcopal Church Schools are a human enterprise. All years are extraordinary and therefore all are typical. Thousands of students and families are served. The schools, students and families are served by hundreds of faculty and staff as well as hundreds of volunteer governors, trustees and foundation directors. A human enterprise is unpredictable. It is a bit messy and sometimes cumbersome. It is filled with joys and sorrows and is occasionally chaotic, but school work is always deeply fulfilling. Great work is done with young people. They learn skills, master content, engage mysteries of this life and the next, and become young adults of integrity and good character.

Great thanks are due to those who read this letter and the school reports on the Diocesan website. You care about the Church, these schools and the young people and families that are served. Your gifts of time, wisdom, experience, insight, and your personal generosity are essential to our enterprise. I am very proud of the work done in our schools. I know you are as well.

SUBMITTED BY DAVID CHARLTON, PRESIDENT, CHURCH SCHOOLS IN THE DIOCESE OF VIRGINIA



## Committee on Congregational Missions Report

The Diocese of Virginia Committee on Congregational Missions (CCM) assists Bishop Suffragan Susan Goff in her oversight of mission congregations. One way we accomplish this is by meeting on site at mission churches throughout the diocese. We had wonderful meetings during the past year. Our first was at Grace Church, Stanardsville, where we learned about their strong ethic of outreach when members ministered to someone who walked in during our meeting! In March, we visited Christ Church, Lucketts, and learned about the powerful ministries of this rebuilding congregation. In May, we visited Incarnation, Mineral, in the middle of their Farmer's Market Outreach ministry. After a Budget Meeting in September, we will finish our year by meeting the members of St. Francis, Goochland. Rotating our meetings around the diocese allows us to grasp the depth and breadth of the vibrant mission activities of our aided parishes.

CCM is mostly made up of members who serve as liaisons to individual churches. We also have two priests who serve as Chair and Budget Chair. Each lay liaison works closely with the mission(s) assigned to him or her and provides regular reports to the Bishop Suffragan and to the other members regarding each mission's spiritual well-being and financial stability. Our clergy serve as resources for the liaisons and the mission churches in various matters.

We could not ask for a better leader than the Rt. Rev. Susan Goff. As a committee, we are called to not only take into consideration the individual circumstances of each church we serve, but also as to how our work fits into the greater mission of the Diocese of Virginia. Bishop Susan's insights have been crucial in finding the right balance. Bishop Susan's assistant, Tammy Shackelford, has been instrumental in helping us to stay informed and organized.

CCM also assists missions in their quest for full parish status. At our September meeting we were delighted to endorse the Petition for Full Parish Status of Trinity, Charlottesville. We commend the Rev. Cass Bailey and the people of Trinity for their dedication and faith. When a church seeks full parish status in the diocese, CCM provides guidance that will allow these congregations to move off of aid, while at the same time working to ensure that such a move is not premature. We look forward to more congregations moving to self-sufficiency in the future and have a number of churches with plans to become full parishes in the future.

On CCM, we want our mission churches to be "missional churches." We seek to encourage mission by asking each congregation to complete a covenant that outlines how they will serve God's kingdom in the coming year. Our CCM Covenants emphasize the importance of serving Jesus in the world. We partner with our mission churches in sponsoring outreach into the community. If you are reading this at Annual Convention, please stop by our booth to view our video presentation of mission churches doing mission!

The members of CCM are a talented, dedicated and lively group. Our meetings are filled with energy and our liaisons care deeply about their ministry of supporting mission congregations in the diocese. We are thankful for the opportunity to serve Christ in this ministry.

SUBMITTED BY THE REV. DAVID KEILL, CHAIR, ON BEHALF OF THE COMMITTEE ON CONGREGATIONAL MISSIONS

## Creation Care Task Force Report

The Committee on Stewardship of Creation was restructured in the fall of 2017 for ease of recruiting members and to allow more flexibility in the mode and frequency of meetings. It was relaunched

as the Creation Care Task Force. The task force can now recruit members without appointment of the bishop and can explore more meeting options such as conference calling and online video conferencing.

In 2018 the task force focused on supporting local level environmental initiatives over holding a traditional annual conference. The goal was to implement on-the-ground projects in parishes and facilities of the Diocese of Virginia. The following is a summary of projects completed by the task force in 2018.

- **Universally Accessible Planting Beds at Shrine Mont.** 2017 funds were used to purchase lumber and supplies for accessible garden beds to supplement the food program at Shrine Mont. In April of 2018, the chair of the task force built two wheel-chair accessible planting tables that are now utilized by Shrine Mont staff to grow herbs and vegetables at the Virginia House kitchen. Shrine Mont campers also participate in garden maintenance. The accessible planting tables can be used by any retreat, camp or individual that wants to contribute to the sustainable food mission of Shrine Mont.
- **Watershed Discipleship Workshop Grace Church, Red Hill - May 1, 2018.** The task force provided financial support for a full day workshop on watershed stewardship and spiritual connection to creation. The workshop also focused on socio-economic and racial injustices within a particular landscape. The workshop was attended by more than fifty people. The task force contributed funds from its 2017 and 2018 budgets to support speaker fees and supplies. A letter that summarizes the workshop from the Rev. Neal Halverson is included with this report.
- **Rain Barrel Workshop, St. James's, Richmond – May 19, 2018.** The Creation Care Task Force partnered with the James River Soil and Water Conservation District to conduct a rain barrel workshop for parishioners and guests at Saint James's Church in Richmond. Workshop participants learned about water conservation and stormwater pollution prevention. Eleven people attended the workshop and 14 rain barrels were constructed. The rain barrels were installed at homes in the Richmond area.
- **Creation Care Task Force Informational Flyer.** 2018 funds were used for the design and printing of a rack card to promote the task force and recruit membership. The rack card displays images of past projects and contact information for inquiries about the task force and how to get involved. 2000 rack cards were printed and are in distribution throughout the diocese. A proof of the rack cards is included with this report.

In addition to conducting workshops and implementation projects, the task force maintained an active social media presence on Facebook.

The Creation Care Task Force will have a display table at the Annual Diocesan Convention on November, 1-3 in Richmond. Task force members will be on hand to answer questions about past and future projects and recruit membership. The chair of the task force has been in discussion with the staff of All Saints Church, Richmond, about creating a rain garden to address drainage problems on site and to conduct a workshop on rain garden design and installation for parishioners and guests. The workshop is tentatively planned for the spring of 2019. The task force's 2019 budget request reflects its goal of supporting more on-the-ground environmental stewardship projects across the diocese.

SUBMITTED BY LORNE FIELD, CHAIR

## Diocesan Ecumenical and Interfaith Committee

The Rev. Dr. Christopher M. Agnew serves as Ecumenical Officer and the Rev. Alexander Riffée as Associate Ecumenical Officer. They are also co-chairs of the Diocesan Ecumenical and Interfaith Relations Committee (DEIC). In 2018, your Ecumenical Officers and the DEIC have been involved

in a number of activities to promote the unity of the one Church for whom our Lord prayed on the eve of his death.

An essential element for all ecumenical relations is the nurture of personal relationships. These relationships must take place between judicatory heads and those who work in the area of ecumenical relations on their behalf. Relationships of this type take time to develop, and, once developed, need to be sustained over a period of years. The work of your Ecumenical Officers and of the Diocesan Ecumenical and Interfaith Committee is about developing and sustaining our ecumenical relationships. It also involves our joint witness with other Christians to the Gospel through mission and through the exploration of theology.

In response to the Call to Common Mission agreement of Full Communion between the Episcopal Church and the Evangelical Lutheran Church in America (ELCA) we have continued to seek ways in which we can more fully live into this relationship. In 2018 all meetings of the DEIC were joint meetings with its counterparts from the Episcopal Dioceses of Southern and Southwestern Virginia and the Virginia and Metropolitan Washington Synods of Evangelical Lutheran Church in America (ELCA). We have offered three one-day opportunities to gather in retreat for “A Day of Prayer.” The sessions were led ELCA Pastor John Kerr, ELCA Bishop Emeritus Richard Bansemmer and Bishop Susan Goff. We are planning another joint clergy conference to be held at Shrine Mont, June 24-26, 2019. Our theme is, “From Crib to Cross.” Dr. Alyson Barnett-Cowan and Dr. Timothy Wengert will explore the core theological ethos of our two traditions, one emphasizing an incarnational orientation and the other centering much of its theological identity on a “theology of the Cross.” This will help each in their own place of ministry to understand each other’s tradition, and probably be a good refresher for all in their own tradition. We also will worship in each tradition’s daily offices and provide ample time to socialize and rest.

The Metropolitan Washington Lutheran–Episcopal Joint Coordinating Committee has continued to meet. This committee is made up of representation from the Episcopal Dioceses of Washington and Virginia as well as the Metropolitan Washington Synod of the ELCA. The Rev. Dr. Christopher Agnew, the Rev. Jo Belser, and the Rev. Dr. Craig A. Phillips serve on this committee for the Diocese of Virginia.

The Diocese of Virginia belongs to the Virginia LARCUM Covenant. This Covenant has been signed by the bishops of the three Episcopal dioceses in Virginia, the two Evangelical Lutheran Church in America synods, the two Roman Catholic dioceses and the Virginia Conference of the United Methodist Church. The 2018 LARCUM conference will take place in Charlottesville on November 20 and December 1 at Christ Episcopal Church and the First United Methodist Church. The presenter for the 2018 conference is Karen Westerfield Tucker. She is a United Methodist pastor and liturgical scholar. She and Geoffrey Wainwright edited *The Oxford History of Christian Worship*.

The National Workshop on Christian Unity and the annual meeting of the Episcopal Diocesan Ecumenical and Interreligious Officers took place in Silver Spring, Maryland April 16-19, 2018. There are numerous seminars and presentations at the Workshop. Among the presentations at the workshop was one by His Eminence Mor Dionysius Jean Kawak, a bishop of Syrian Orthodox Church, who spoke on the plight of Christians in the Middle East and of Christian refugees from Syria and Iraq in the United States.

The annual meeting of the Episcopal Diocesan Ecumenical and Interfaith Officers is the occasion for interaction between your ecumenical officers and the Presiding Bishop’s ecumenical staff. The Annual Meeting of the National Episcopal Ecumenical and Interfaith Officers (EDEIO) takes place concurrently with the Workshop. This year this meeting focused on General Convention.

A major ecumenical focus for the Episcopal Church over the next three years is a proposal for full communion with the United Methodist Church. This full communion agreement can be found at <https://www.episcopalchurch.org/library/document/gift-world-co-laborers-healing-brokenness>. The United Methodist General Conference is scheduled to vote on the proposal at their conference in 2020 and the General Convention of the Episcopal Church the following year. The 79th General Convention which took place in 2018 commended the work of this dialogue to study in the church. General Convention also commended to study the World Council of Churches convergence document, *The Church Towards a Common Vision* and the draft response of the Episcopal Church for study. Your Ecumenical Officer helped draft the response. The 79th General Convention recognized that the Episcopal Church and the Church of Sweden (Lutheran) have always been in full communion.

The 2018 Annual Conference of the North American Academy of Ecumenists took place September 28-30 at the Crystal City Hilton in Arlington. The focus of the conference was on ecumenical shared ministry. Among the three presenters was Dr. Mitzi J. Budde of the Virginia Theological Seminary. Dr. Budde, the Rev. Dr. Sandra Beardsall, and the Rev. William P. McDonald have recently published *Daring to Share; Multi-Denominational Congregations in the United States and Canada*.

The principal ecumenical agencies supported by the Diocese of Virginia are the Interfaith Center for Public Policy, the Virginia Council of Churches, and GraceInside. GraceInside engages in prison chaplaincy. The Center for Public Policy works on behalf of the faith community with the General Assembly. The Diocese of Virginia has been one of the major contributors to the Virginia Council of Churches. The Rt. Rev. Shannon S. Johnston and the Rev. Dr. Christopher M. Agnew serve on the Coordinating Cabinet of the Virginia Council of Churches. This year the Rev. Dr. Jonathan Barton retired as the General Minister of the Virginia Council of Churches and the Rev. Mary Glover was elected Interim General Minister.

Members of DEIC welcome the opportunity to speak to each Regional Council at least annually on our current ecumenical commitments and interfaith developments. We also are prepared to speak to individual parishes.

SUBMITTED BY THE REV. DR. CHRISTOPHER M. AGNEW, ECUMENICAL OFFICER AND THE REV. ALEXANDER RIFFEE, ASSOCIATE ECUMENICAL OFFICER, CO-CHAIRS

## Episcopal Church Women (ECW) Report

*Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. I 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 summarizes our activities for this year.

The diocesan board conducted its first meeting of the year at Mayo Memorial Church House, Richmond. For new board members, this was their first visit to our church home. Following the business meeting, Julia Randle, diocesan registrar and historiographer, gave an informative presentation on the history of Mayo House which was followed by a tour of the facility.

Representatives from the board participated in “Seeing the Face of God in Each Other” workshop on February 16 and 17 at St. Mark’s, Alexandria, and on September 5 and 6 at St. George’s, Fredericksburg. A representative also joined in “Liberation and Freedom Day” in Charlottesville on March 3. It is the hope of this board to share in the ministry of “collective prayer and action” for achieving racial justice and reconciliation.

Lenten Quiet Day at Roslyn, an annual event open to the entire diocese and offered by the ECW, featured the Rt. Rev. Susan Goff, Bishop Suffragan. Her inspirational meditations, accompanied by “singing in community” with Martha Burford, invited everyone to explore “A Life of Faith Through Four Songs.” All were grateful for this opportunity for quiet contemplation and for exploring relationships with self, with each other and with God.

“Faith in Action” was the theme of the April 21 meeting hosted by the Rev. Andrew Reinholz and the ECW of Church of the Epiphany, Richmond. Youth in Global Ministry, led by the Rev. Deacon Carey Connors, St. George’s, Fredericksburg, presented a compelling program focused on understanding the status of women around the world and “Eliminating Violence Against Women.” Four young women from this group, along with three mothers, reported on their participation in the United Nations Commission on the Status of Women in March 2018. They led our group in a “Privilege Walk” to educate about social injustice. These young women explained that their experience at the United Nations had inspired them to live into their Baptismal Covenant and to focus on college and career choices that would bring about a better world.

Other speakers at the April 21 meeting included Anne Chaffins of Jackson-Feild Behavior Health Services, who explained that their most recent program, “Adolescent Addiction Recovery,” includes both boys and girls who stay an average of six months. The Rev. Reinholz described the new diaper ministry at Church of the Epiphany, and he led in Holy Eucharist to conclude the meeting.

The 49th Triennial Meeting of the ECW of the United States was held in Austin, Texas, July 5-11, as part of the General Convention. Four delegates from the ECW Executive Board of the Diocese of Virginia attended: Cindy Helton, president; Connie Brady, United Thank Offering (UTO) coordinator; Phenie Golatt, Church Periodical Club chair; and Kay Holmes, administrative vice-president. In preparation for the Triennial, they attended the 99th Annual Meeting of Province III in Martinsburg, West Virginia. All delegates agreed that it was an honor to attend Triennial and to observe our larger Church in action. We participated in many activities, including the projects on social justice, in which we shared our work on human trafficking. Over five hundred delegates from across the country heard our presentation and took ideas or samples of our posters to assist with their efforts in this important work. For the past three years, this diocesan ECW has developed programs and distributed posters to churches, highway rest areas, and schools to combat human trafficking. Our ECW also supported the Trinity Center Shower Ministry and the Community First! Village programs in Austin.

At the Triennial, Connie Brady, UTO diocesan coordinator, accepted a grant certificate for the Diocese of Virginia for \$30,000. This grant was awarded to Charis Community in the Charlottesville Region for their project to “Welcome the Stranger” by renovating and expanding unused Episcopal Church property. Cindy Helton and Connie Brady have made presentations to several ECW chapters and to an Adult Christian Education forum to report on these activities at the Triennial in Austin, Texas.

On August 18, the ECW Diocesan Board met at St. James the Less Church, Ashland. The Rev. Rock Higgins described the “Triangle of Hope” initiative and efforts to expand this work to include young adults and, eventually, to lead youth pilgrimages in tracing the despicable slave trade from Ghana to Liverpool to Virginia. Through education, the ECW wishes to join with those who express the “Christian hope for a future where all are saved, and all are free from slavery and from all oppression.”

The October 11 meeting of the ECW will be held at Epiphany Episcopal Church, Oak Hill, and the program will feature speakers and opportunities for the women across the diocese to be informed about the progress being made on several ECW endeavors mentioned above. Bill Woolf of Just Ask will lead a panel in discussing human trafficking in Virginia, and the continued need for work to combat this scourge. Claire Hitchins and Mark Heisey from the Charis Community will describe their

hospitality project, which won the UTO grant approval. The Rev. Rock Higgins and the Rev. Cayce Ramey will provide an overview of the “Triangle of Hope” initiatives. The Viva Voce donations will go to the “Triangle of Hope,” and Communion Alms are being directed to ECW Gifts and Scholarships. Students, including seminarians, in our Episcopal family will benefit from these donations, and loved ones will be remembered by having their names placed in the ECW’s Book of Remembrance or the Book of Life. The Rt. Rev. Robert Ihloff, Bishop Associate, will close the program by installing new officers and celebrating Holy Eucharist. We are grateful to the Rev. Hillary West, Rector, and others at Epiphany Episcopal Church for hosting this meeting of the ECW.

Finally, the year will conclude with the Overnight Board Retreat at Roslyn Conference Center on November 14 and 15. The Rev. Bambi Willis will serve as chaplain and lead the evening Holy Eucharist in the chapel. We are grateful for this time together for planning programs and for continuing our work as women of faith.

So far this year, the United Thank Offering received \$36,860.48 from parishes in the diocese. Every penny given in thankfulness in the Blue Boxes goes directly to the National UTO to be given in grants, and all ingatherings that are received by December 1, 2018, will be given in grants for 2019.

It is a joy and a tremendous honor to serve as ECW president, and I thank the Rt. Rev. Shannon S. Johnston, Bishop of Virginia, for his support and for giving me this opportunity. I am also grateful to the members of the ECW Board of Directors, to the clergy of this diocese, to the diocesan staff, and to all in the parishes who have supported the work of the ECW.

SUBMITTED BY CINDY HELTON, ECW PRESIDENT

## Education For Ministry Report

Education for Ministry (EfM) is a theological education-by-extension program for laity. It includes both individual and group work in weekly seminars under the guidance of trained mentors. The four-year program of study includes the Old and New Testaments, Church History, and Theology, Ethics, and Interfaith Relations. We are grateful for the financial support from the Diocese of Virginia, through which EfM participants in our diocese enjoy a reduced enrollment fee. Support from the staff of The Diocese, especially Paris Ball, director of Christian Formation and Camps, is also greatly appreciated. For the 2017-18 EfM year, there were 215 EfM participants enrolled in 26 EfM groups, led by 41 trained EfM mentors. 37 participants completed their fourth year of EfM study and were recognized as graduates of the EfM program. The number of participants, mentors and groups continues to increase. EfM is growing! There are only three diocesan regions where there are no EfM groups, and efforts will be made in the coming year to help clergy and laity in those regions explore the possibility of EfM.

In July, a training hosted by our Diocese and managed by our coordinator was held at Roslyn Conference Center in Richmond for 53 EfM mentors from Virginia and beyond. In addition to four basic “Foundations of Seminar Life” training sessions, we offered two formation trainings for “Ministry in Daily Life.” EfM mentors are required to attend a training every 18 months. Training events must be authorized by Sewanee, which trains and secures trainers for the event. Our Virginia EfM training event, offered annually, is one of the largest in the US. The next training will be July 25-27, 2019 at Roslyn.

The EfM program curriculum, materials, and reading selections are directed by the University of the South – Sewanee. EfM was founded in 1975 and is now in its 43rd year. The program was significantly updated in 2013 and rollout is now complete. The theme of EfM study for the coming

year is “Living Faithfully in a Multicultural World.” A “Reading and Reflection Guide” developed by Sewanee guides EfM participants through their assigned readings and helps them learn how to think and reflect theologically and to use various systematic theology methods. Each year, Sewanee selects two “interlude” books that participants in all four years of EfM read together. Interlude books for 2018-19 are “Living into God’s Dream” edited by Catherine Meeks, and “Faithful Neighbors” edited by Robert S. Heaney, Zeyneb Sayilgan, and Claire Haymes.

In the coming year, the coordinator will work with clergy and laity to explore the start of new EfM groups, especially in those regions where there are no groups.

EfM participants and mentors have some great stories to tell – stories of spiritual growth, of learning in a community of faith, and of discerning God’s call to minister in the world. There will be efforts in the coming year to invite the telling and recording of stories, with the goal of inspiring our laity to engage in theological study and reflection, in community.

SUBMITTED BY JANE DOWRICK, EfM COORDINATOR

## Executive Board Report

**Composition:** The Executive Board is composed of the Bishop, the Bishop Suffragan, the Bishop Associate, 16 members representing the 16 regions currently in our Diocese, and the current Episcopal Church Women’s President. Each region has a representative serving a three-year term rotating between lay and clergy persons. Our Bishop is President of the Executive Board, and a lay person is elected as Vice President. The Bishop presides as President of each meeting and in his absence the Vice President presides. Ed Jones is the Secretary of the Board and Bill Martin ably assists the Bishops and Ed Jones.

**Purpose:** The Executive Board’s Purpose is to meet when Annual Convention is not in session. In essence, we are the Vestry of the Diocese. Each year the Board is composed of two working groups: (1) The Program Group, which works on the program for Annual Convention along with the Diocesan staff, and makes recommendation regarding grants, is chaired this year by the Rev. Ben Maas of St. James in Warrenton; and (2) The Budget Group, in conjunction with Mr. Ted Smith (Treasurer of the Diocese), is chaired this year by Mr. Jack Schick of St. Peters, Arlington.

**Meetings:** Normally our Executive Board meets six times a year with a different church hosting each of five meetings and the last meeting being held at Mayo House, our Diocesan headquarters. We receive reports from our Bishops, Diocesan staff members and other entities deemed appropriate for the Board. This year we met on February 15, 2018, at St. Thomas in Orange; April 12, 2018, at Christ Church in Winchester; June 21, 2018, at Church of the Resurrection in Alexandria; and September 27 at Historic Christ Church in Weems, VA. Our last meeting of the calendar year will be December 13, 2018, at Mayo Memorial Church House in Richmond. One responsibility as an Executive Board member is to gather information from each church in our region prior to each board meeting, compress it into one document and forward it to Bill Martin to disseminate to each region’s representative, as well as all the bishops. This keeps everyone informed as to what goes on in our diocesan church community.

**Conference Calls:** In addition to the regular meetings, there were three conference calls, due to action that was needed before the next scheduled meetings. The calls covered the appointment of a person to fill an unexpected vacancy on the Standing Committee, the announcement of the suspension of the search for a new Bishop Suffragan and approval for the terms of Bishop Shannon’s retirement.

## 2018 Executive Board Highlights:

December 2017 meeting at Mayo House:

- Discussed Korean and Spanish language integration into the liturgy.
- Approved Regional Reports and Budgets for 2018.
- Began discussions about the process for electing a new Bishop Suffragan before the next Annual Convention.

January 9, 2018 Conference call: Elected the Rev. Alex Riffée of St. James, Louisa, to fill a vacancy on the Standing Committee.

February 15, 2018 meeting at St. Thomas, Orange:

- Elected Steve Clifford as Vice-President, Jack Schick appointed as chair of the Budget Working Group and Ben Maas as chair of the Program Working Group.
- Diane Miller announced as chair of the search committee for new Bishop Suffragan
- Robert Ihloff announced as new Bishop Associate with plans to fill in as needed until a new Bishop Suffragan is elected.
- Mike Kerr from Trustees of the Funds addressed the board with details on the TOTF.

April 12, 2018 meeting at Christ Church, Winchester:

- Search committee update with details on the Suffragan search. April 27 was to be the last day for applications, and retreats and interviews were being planned.
- General Convention update: A brief discussion of the hot topic resolutions at GC were discussed along with Bishop Shannon's appointment to the Social Justice Committee.
- Resolution to endorse Bishop Shannon's idea to formulate a five-year plan for the Diocese.
- Resolution to direct the Treasurer of the Diocese to explore investment options other than the Trustees of the Funds.

May 23, 2018 Conference call:

We were informed of Bishop Shannon's intent to explore his retirement, which had immediate implications regarding the search for a new Bishop Suffragan. Resolution to suspend the search and election of a new Bishop Suffragan was passed.

June 2, 2018 meeting at Church of the Resurrection, Alexandria:

- Resolution to endorse Trinity, Charlottesville's petition to move to full parish status.
- Discussion centered around Bishop Shannon's intent to explore retirement.
- Resolution: "While it is still the desire of the Executive Board to reconcile with the Trustees of the Funds, and we ask the parties to continue mediation, the Executive Board authorizes the Executive Committee of the Executive Board to initiate an orderly withdrawal of all diocesan funds from the pooled investment vehicle and the STAMP program of TOTF at the discretion of the Executive Board. However, such decision is without effect unless the Bishop consents to such withdrawal."

Aug 2, 2018 Conference Call:

We were informed of Bishop Shannon's intent to resign as of November 3, 2018, and his full retirement on June 30, 2019. Prior to the call, we were provided with confidential materials relating to salaries and benefits and a proposal that had been agreed to by the Chancellor of the Diocese, the Treasurer of the Diocese and by Bishop Shannon. The Board approved the agreement on a 15 to 1 vote.

Sept 27, 2018 meeting at Historic Christ Church, Weems:

- The Board was updated on the work being done with the Presiding Bishop's office on the process for electing a Bishop Provisional. It was explained that this is similar to an interim



rector but on a much larger scale. We were informed by the Standing Committee that they have looked at two qualified candidates and would be moving forward with interviews and would have a name to present to Convention in November.

- An update was provided to the board regarding the Trustees of the Funds. See below for a summary of the situation.
- A preliminary budget was approved, which will be followed up by a conference call for the Budget working group and will be presented at Convention.

### **Trustees of the Fund**

The situation with the TOTF is a long and complicated story. The concerns for the Executive Board have been performance, cost, transparency and governance. A number of things transpired that contributed to the resolution passed in June. After passage of that resolution, the President of the TOTF reached out to the VP of the Executive Board, Steve Clifford. Steve had meetings with TOTF members and members of the Diocesan staff. Many e-mails were exchanged. These efforts were made under the authority of the opening phrase of the resolution, which called for reconciliation. Good faith effort was put on by all sides and reasonable accommodations were suggested.

As time wore on, however, the reality of Bishop Shannon's retirement impacted these discussions. Bishop Shannon has pointed out that our Diocese has a wonderful opportunity to explore a host of new opportunities and challenges in our future. It seems to make sense to delay any action on the relationship between the Diocese and the TOTF at this time.

The Board was briefed on the communications between Steve, the TOTF and the Diocese and agrees that no action should be taken until the new Bishop Provisional has an opportunity to examine the relationships involved. The Treasurer will continue to perform his duties and explore other investment options but no withdrawal of funds will happen at this time.

### **2018 Report of the Executive Board**

It has been my privilege to serve the Rt. Rev. Shannon Johnston in my capacity as Vice President of the Executive Board. It has been a very eventful year for the Board and I am humbled and honored to be in this position at this moment in the history of the Diocese of Virginia. I would also like to thank the Rt. Rev. Susan Goff, the Rt. Rev. Robert Ihloff, the Rt. Rev. Ted Gulick (acting Canon to the Ordinary), Ted Smith, Bill Martin and Ed Jones. Thanks also to my fellow board members: the Rev. Kathleen Sturges, the Rev. Sean Rousseau, the Rev. Lee Hutchinson, Deboarah Taliaferro, Ann Brown, Diane Miller, Janet Taylor, the Rev. Ben Maas, the Rev. Daniel Robayo, the Rev. Ellen White, the Rev. Cayce Ramey, Bob Steventon, Jack Schick, Roger Inger, Cindy Helton and the Rev. Laura Lockey.

SUBMITTED BY STEVE CLIFFORD, VICE PRESIDENT OF THE EXECUTIVE BOARD

## **Committee on Mission and Outreach**

**General.** The Committee on Mission and Outreach is organized to encourage the local, national and international mission efforts of parishes throughout the Diocese of Virginia. The Committee issues grants for mission trips, develops training materials, organizes informational meetings and conferences and makes mission-related resources available to parishes throughout the Diocese.

**Grants.** The Committee on Mission and Outreach issued the following grants through the Fund for World Mission during the year 2018:

**Individual Grants**

Keith Callahan, Holy Cross, Dunn Loring	Appalachia	\$250
Nadia Green, St. Philip's, Richmond	Puerto Rico	\$250

**Church Grants**

Blue Ridge School, St. George	Haiti	\$500
Church of Our Saviour, Charlottesville	Ashville, NC	\$500
Church of the Holy Comforter, Vienna	Appalachia	\$500
Church of the Holy Cross, Dunn Loring	Appalachia	\$500
Emmanuel Church, Alexandria	Haiti	\$500
Emmanuel Church, Harrisonburg	South Dakota	\$500
Grace Church, Red Hill, Charlottesville	Washington, DC	\$500
Grace and Holy Trinity, Richmond	Belize	\$500
Iglesia San Marcos, Alexandria	South Carolina	\$500
Pohick Church, Lorton	Connecticut	\$500
St. Alban's, Annandale	Hurley, VA	\$500
St. Anne's, Reston	Appalachia	\$500
St. Anne's, Reston	Dominican Republic	\$500
St. David's, Ashburn	New Berlin, NY	\$500
St. George's, Fredericksburg	North Carolina	\$500
St. Mark's, Alexandria	South Carolina	\$500
St. Paul's, Ivy	Tanzania	\$500
St. Paul's, Richmond	Tanzania	\$500
St. Paul's Memorial, Charlottesville	Wise Cty, VA	\$500
St. Peter's, Purcellville	Guatemala	\$500

**Organizational Grants**

Hope for Humanity, Inc.	Sudan	\$500
Five Talents International	International	\$500
Dominican Development Group	Dominican Republic	\$500
AFRECS	Sudan	\$1,000
GEMN	International	\$500
Shalom Farms	Local	\$500
VOICE	Local	\$500
Virginia Interfaith for Public Policy	Local	\$1,000
Episcopal Migration Ministries	National	\$500

**Missioners from the Diocese of Virginia – Young Adult Service Corps**

Gregory Steffensen	Tanzania	\$1,000
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***Total grants given in 2018: \$17,000***

SUBMITTED BY MARY ANNE BRYANT

## Office of Mission, Outreach and Diversity Report

The Office of Mission, Outreach and Diversity (MOD office) supports Diocese of Virginia churches through a wide variety of mission ministries. These ministries include supporting multicultural church ministries, advocating for social justice issues, and encouraging local, national and international mission efforts.

In 2018 grant support was given to local ministries such as Shalom Farms, VOICE and Peter Paul Development Center. National ministries such as EMM, ERD, Virginia Interfaith for Public Policy were among DOV priorities. International ministries the diocese continues to support include GEMN, AFRECS, Hope for Humanity, DDG, Five Talents, Tri Cities Work camps, Young Adult Service Corps volunteers, Cristosal (El Salvador) and assisting international bishops visiting various DOV churches as well as travel to General Convention.

The “MOD” office also organizes the grant process for Mustard Seed, the Peter James Lee Small Church Revitalization, Fund for World Mission granting, Youth Mission Voucher and through the National Church, grants for UTO and Jubilee Ministry.

## Pay Equity Task Force Report, Phase II

### Summary

Phase II of the pay equity study adds three additional years of quantitative data and the results of a survey. The additional quantitative analysis supports the Phase I findings that indicate women rectors receive less compensation compared to similarly situated men rectors and the trend is generally consistent over time.<sup>1</sup> Additionally,

- Significant pay inequities exist in our diocese for women - both as rectors and associates
- Women are more frequently paid below diocesan minimum
- Women rectors start lower and do not catch up
- Women are over-represented in the lowest paying positions and vastly under-represented in the highest paying positions

Years of credited service, time in position and operating expenses were identified as factors most associated with compensation. Additional Phase II quantitative and qualitative analysis also showed that:

- 42% of female respondents to survey feel they are compensated unfairly.
- 49% of women clergy surveyed negotiated compensation in their current position.
- “Education & Empowerment” is the most frequently suggested improvement by clergy

Individual parishes’ ability to independently negotiate compensation remains a major confounding factor for the quantitative review.

### Choice of Methodology

Phase II uses the same statistical methods used in the initial study and adds analysis to look for change over time. The survey results were coded and are reported using graphs. Word and phrase frequency analysis was used to search for trends in responses. Summaries of narrative responses are provided.

### Data Sources

The data for this study was extracted from the Episcopal Diocese of Virginia files. The data represent “snapshots” of the clergy in 2014, 2015, 2016 and 2017, and individual changes in status or incomes outside those dates were not evaluated. The survey data are responses from an online survey conducted between May 29 and June 19, 2018 open to ordained individuals within the Episcopal Diocese of Virginia.

<sup>1</sup> The point of our quantitative analysis is to determine whether a disparity exists, its magnitude and what factors may be contributing to the disparity. It does not imply conscious bias or illegal discrimination.

## Population

Table 1 is the distribution of rectors in this review by gender. Table 2 is the distribution of assistant rectors by gender.

Table 1. Distribution of Rectors

Year	All	Women	Men
2014	125	45	80
2015	120	43	77
2016	124	43	81
2017	118	39	79

Table 2. Distribution of Assistants

Year	All	Women	Men
2014	52	33	19
2015	50	33	17
2016	45	32	13
2017	37	24	13

Part time rectors and associates were omitted from the quantitative portion of the study because data was not available to allow like-kind comparisons. All respondents are included in the survey. Table 3 is the distribution of survey respondents by gender and response rate.

Table 3. Survey Response Rate by Gender

	Response	Available	Response Rate
Women	52	82	63.4%
Men	66	100	66.0%
Total	118	182	64.8%

## Compensation and Benefit Guidelines

The Diocese of Virginia publishes “*Compensation and Benefit Guidelines*” annually. The Diocese sets out a model compensation plan (hereinafter “model”) for vestries to consider for initial salary and benefit setting and annual adjustments. Tables 4 through 7 are the model’s minimum total compensation for full-time clergy for 2017, 2016, 2015 and 2014.

Table 4. Diocese of Virginia Model Minimum Total Compensation for Full Time Clergy 2017

2017	Cash	Housing (35.4%)	SECA	Total for Pension
Deacon	\$37,884	\$13,411	\$3,924	\$55,218
<b>Priest</b>				
1 year up to 3 years	\$41,622	\$14,734	\$4,311	\$60,668
3 years up to 7 years	\$46,948	\$16,620	\$4,863	\$68,430
7 years up to 12 years	\$50,424	\$17,850	\$5,223	\$73,497
12 years up to 18 years	\$57,881	\$20,490	\$5,995	\$84,367
Over 19 years	\$73,888	\$26,156	\$7,653	\$107,697

Table 5. Diocese of Virginia Model Minimum Total Compensation for Full Time Clergy 2016

2016	Cash	Housing (33.5%)	SECA	Total for Pension
Deacon	\$37,884	\$12,559	\$3,829	\$53,878
<b>Priest</b>				
1 year up to 3 years	\$41,190	\$13,799	\$4,207	\$59,195
3 years up to 7 years	\$46,460	\$15,564	\$4,745	\$66,769
7 years up to 12 years	\$49,900	\$16,717	\$5,096	\$71,713
12 years up to 18 years	\$57,280	\$19,189	\$5,850	\$82,319
Over 19 years	\$73,120	\$24,495	\$7,468	\$105,083

Table 6. Diocese of Virginia Model Minimum Total Compensation for Full Time Clergy 2014 and 2015

2015	Cash	Housing (34.4%)	SECA	Total for Pension
Deacon	\$36,800.00	\$12,659.20	\$3,783.63	\$53,242.83
<b>Priest</b>				
1 year up to 3 years	\$40,430.00	\$13,907.92	\$4,156.85	\$58,494.77
3 years up to 7 years	\$45,610.00	\$15,689.84	\$4,689.44	\$65,989.28
7 years up to 12 years	\$48,980.00	\$16,849.12	\$5,035.93	\$70,865.05
12 years up to 18 years	\$56,230.00	\$19,343.12	\$5,781.34	\$81,354.46
Over 19 years	\$71,780.00	\$24,692.32	\$7,380.13	\$103,852.45

The Diocese of Virginia Model Minimum Total Compensation for Full Time Clergy 2014 table was not available at the time this report was completed but will be added as soon as possible.

## Results

### Comparison with the Diocesan Model

We compared Total Assessable Compensation with the diocesan model.

Table 8. Comparison of Rectors with the Model

		2014	2015	2016	2017
Women	Met or exceeded model	18	21	26	25
	Did not meet model	27	22	17	14
Men	Met or exceeded model	48	47	54	55
	Did not meet model	32	30	27	24

Table 9. Comparison of Assistants with the Model

		2014	2015	2016	2017
Women	Met or exceeded model	15	18	17	18
	Did not meet model	18	16	15	6
Men	Met or exceeded model	8	8	9	11
	Did not meet model	11	8	4	2

Projecting into the future is problematic, but taken at face value, this limited data shows recent interventions by the Office of Transition Ministry, coordination and training with search committees, and ecclesial leadership has improved vestry adherence to the minimums over time. Simply relying on parish adherence to the compensation model, without continued support of such interventions and, perhaps, further intervention, is unlikely to yield additional progress on closing the gap between women’s and men’s compensation in the foreseeable future.

**Descriptive Statistics**

In Phase I we used a number of statistics to describe the data in order to get an overall view and to make simple comparisons. Data for the additional three years of data were analyzed using the same metrics and resulting in almost identical outcomes year to year.

Focusing on time series, Figures 1 and 2 show the year to year figures for maximum compensation, mean compensation and minimum compensation for rectors and associates, respectively. In Figure 1, notice the consistent year to year gap at the maximum and minimum levels and greater volatility at the minimum. This is evidence of a persistent state that is unlikely to correct without intervention. In Figure 2, the mean reversed in 2015 with women slightly exceeding men and remaining close for 2016 and 2017.<sup>2</sup> There is much greater volatility in the maximum and minimum categories because changes in a single outlier greatly impact the trend.

Figure 1. Rector Total Assessable Compensation by Gender, Level and Time

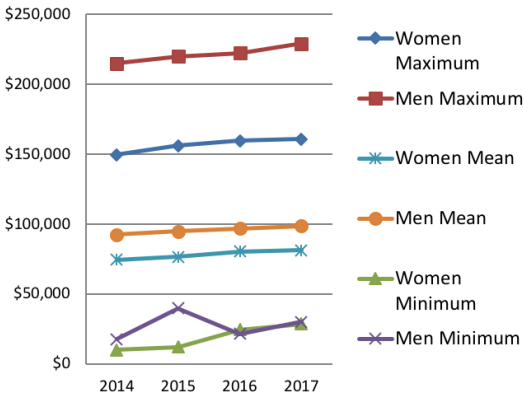
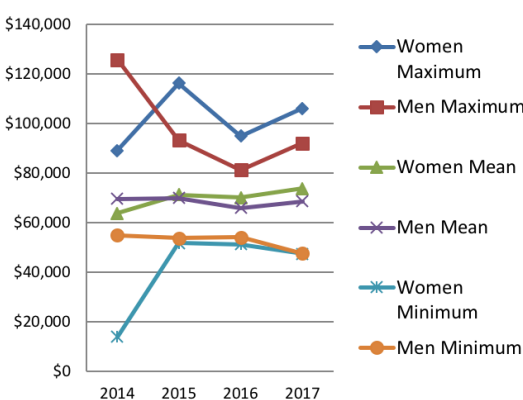


Figure 2. Assistant Total Assessable Compensation by Gender, Level and Time



<sup>2</sup> See Phase I report regarding disparities in length of service as associates for women vs. Men.

An online survey was offered for voluntary response to ordained individuals within the Episcopal Diocese of Virginia. This form of survey is a non-probability sampling that involves the sample being drawn from that part of the population that is willing to participate. The response rate was 64.8%, with a slightly higher rate among men than women. This is a high response rate that indicates strong interest in the population.<sup>3</sup> The primary limitation for this kind of survey is potential for bias, somewhat limiting generalization to the population.

The survey questions were:

- Your gender?
- In your opinion, are you compensated fairly?
- Do you believe your Parish could afford to increase your compensation?
- When you were hired, during the search and recruitment and interview process, who did you discuss compensation issues with?
- Did you negotiate, or accept what was offered?
- Is there anything about the process of negotiating compensation that could be improved, based on your experience? If so, please explain.
- Are you willing to be interviewed?
- Do you have any additional comments?

Figures beginning on the next page illustrate the results. Figure 3 is data on the fairness of compensation question. In general, 72% of men reported believing they were fairly compensated compared with only 45% of women. Those believing they were not fairly compensated included 22% of men and 42% of women. Six percent of women reported being unsure and the balance is made up of equivocal responses. The gulf of perception between the two groups coupled with the quantitative realities confirms the existence of a challenge and need to implement corrective measures working toward compensation equity.

On the question of parishes being able to afford an increase in compensation, 55% of women and 43% of men believe an increase could be accomplished. See Figure 4. This belief is well founded in the quantitative data, which shows that on average women are paid a smaller portion of total operating budget than men. Assuming that the respondents are conversant with the assets and budget of their respective parishes, this perception is correct.

Figure 5 shows data on the question of who was consulted during the search, recruitment, and interview process. Women were more likely to speak with the Rector, Diocesan Officials and colleagues while men were more likely to speak to vestries, their family and search committees. This disparity may be due to the larger number of women in associate positions, though the survey did not ask respondents' positions.

The responses concerning negotiation are in Table 10. While men negotiated rather than accept a first offer 5% more often than women, this alone is insufficient to explain the systemic difference in the year over year quantitative data.

Figure 3. In your opinion, are you compensated fairly?

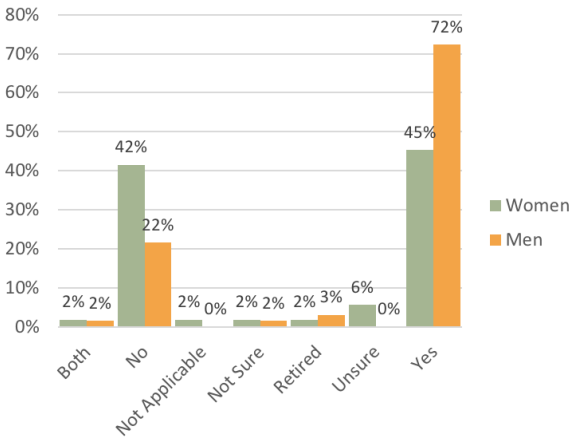


Figure 4. Do you believe your Parish could afford to increase your compensation?

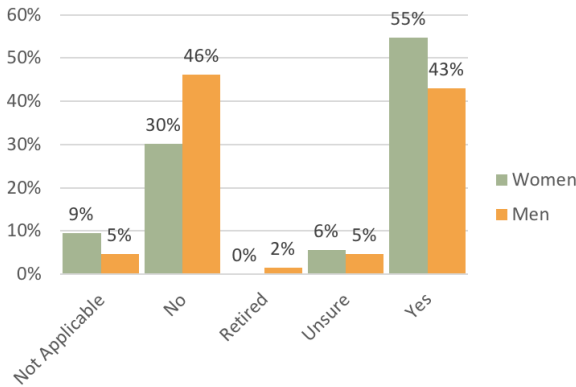


Figure 5. When you were hired, during the search and recruitment and interview process, who did you discuss compensation issues with?

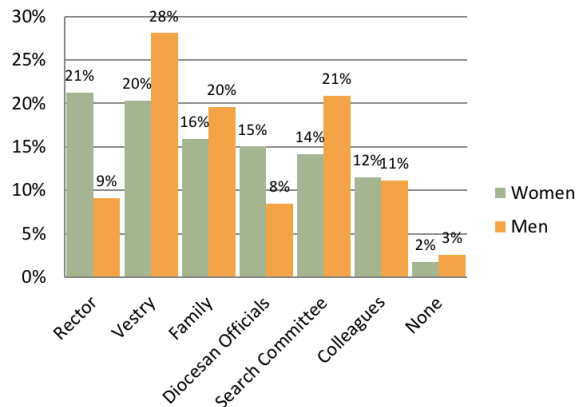




Table 10. Did you negotiate, or accept what was offered?

	Women	Men
Accept	49%	45%
N/A	0%	2%
Negotiate	49%	54%
No Response	2%	

There were 40 responses from women and 54 from men on the question, “Is there anything about the process of negotiating compensation that could be improved, based on your experience?” The most frequent theme was education and empowerment for those involved in the process. Candidates need to know that they can negotiate and be provided the tools. Vestries need to better understand the total costs, especially where health insurance is concerned. A desire for transparency was expressed so that the existing market is available for all to consider. There are also calls for a formalized compensation structure, especially one that considers the cost of living differences across the diocese, and more direct support from the diocese during negotiations.

Table 11. General Themes in Negotiation of Compensation

	Women	Men
Education	16	17
Transparency	12	8
Formal rate structure	6	3
Diocese support	1	8

When asked, “Are you willing to be interviewed?” 33 women and 38 men indicated they would be willing to be interviewed. This is an encouraging response and will be important as we move forward with our efforts.

The responses to, “Do you have any additional comments?” were varied. A few common themes could be identified that include gratitude that the issue of compensation equity was being worked on, a concern of erosion of compensation after hire due to lack of raises and a general call for greater transparency.

## Conclusion

The additional quantitative data supports the conclusions from the first phase of the pay equity review. Women clergy are paid less now and through time. Women are called to rectorships later and at lower rates than men. The survey identified perceptions that are generally in line with the quantitative data and offers insight into some potential reasons that the disparity exists, that it begins at the clergy member’s first appointment to rector and persists throughout her career. The challenge now is to identify remedies, implement them and monitor results.

## Report of the Deputies to the Province III Synod

**Preface:** Under the Constitution and Canons of the Episcopal Church, the 110 Dioceses of the Church are organized into nine Provinces to facilitate inter-diocesan collaboration in ministry and to enable more effective communications and regional advocacy of significant programmatic efforts. The Diocese of Virginia is one of thirteen dioceses in the mid-Atlantic states that comprise Province 3 of the Church. The 222<sup>nd</sup> Convention of the Diocese amended Canon 3 of the Constitutions and Canons of the Diocese to require the Diocesan Deputies to the Provincial Synod to report to the Annual Convention of the Diocese following each meeting of the Provincial Synod. In this first such report to the Annual Convention, the Provincial Deputies, in an effort to provide a greater understanding among the Delegates to Annual Convention and the Diocese, have filed an expanded report that discusses the current organization and functions of Province III, as well as the actions of the Province III Synod and Council during the past year.

**Province III Goals, Ministries and Governance:** Province III exists to further the mission of the Episcopal Church in the Province by coordinating the interdependent ministries of its thirteen dioceses in a spirit of mutual responsibility. It consists of the thirteen Dioceses within the mid-Atlantic states of Pennsylvania, Delaware, Maryland, Virginia, and West Virginia, and Washington, DC - a geographic area of 128,000 square miles. The Dioceses of Bethlehem (BETH), Central Pennsylvania (CPA), Delaware (DE), Easton (EAST), Maryland (MD), Northwestern Pennsylvania (NWPA), Pennsylvania (PA), Pittsburgh (PGH), Southern Virginia (SVA), Southwestern Virginia (SWVA), Virginia (VA), Washington (WASH), and West Virginia (WV) include 1187 parishes and about 300,000 reported members, just under 100,000 of whom attend church each Sunday. The members of the parishes are unevenly spread out, but on-average, widely dispersed with less than 3 Episcopalians per square mile.

**Province III Goals:** The goals of Province III are:

- to create and support a forum for the sharing of programs and ministries by the people of parishes and interest groups of the 13 Dioceses in such a way as to develop effective strategies for coordinating the use of regional and national resources for the increase of such programs and ministries.
- to provide opportunities for the Province, dioceses and other groups and networks within the Province to influence those people involved in decision-making at all levels of this Church, particularly the General Convention and the Executive Council.

### Governance:

**Province III Synod:** The responsibilities of the Province are exercised through a Synod consisting of a House of Bishops (composed of the Bishops from each Diocese in the Province) and a House of Deputies (one clerical deputy and two lay deputies elected by each of the Dioceses), all of whom have seat and vote. The Synod normally meets and votes as one body, unless otherwise requested.

The Synod meets annually in April or May. In General Convention years, Synod meets to help the Deputies to General Convention prepare for the Convention. In other years, Synod meets for an educational program and business meeting for election of Provincial Officers and Representatives to the Episcopal Church Executive Council, review of the provincial budget, reports from ministry coordinators and task forces, and other matters that may be raised. Resolutions for General Convention and Executive Council are considered.

**Province III Council:** During the period between the meetings of the Synod, the powers of the Synod are exercised by a Provincial Council, which consists of the Officers of the Synod, the Deputies to the Executive Council and diocesan representatives to the Council, who are chosen at the annual

synod by the Bishops and Delegates from each diocese for the Diocese they represent. The Council meets at such times and places (or via electronic means) as may be designated by the President, or by concurrent action of the other officers. The Council may also add such advisory members to its membership as it may deem necessary. Normally, the Province III Council meets annually in October to hear ministry updates and needs, as well as to review and pass the annual budget.

### **Province III Synod Meeting, May 2018**

Activities of the Province III and the Province III Synod in 2018 have continued the focus begun in 2016 and 2017 to make the Province more relevant to the Dioceses: providing a forum for the sharing of mutual programs, resources and ministries among the Dioceses and their parishes; developing and incentivizing effective strategies for coordinating mutual ministries in response to critical issues and program areas; and capitalizing on the experiences and strengths of individual dioceses in mutual support of one another.

The Provincial Synod convened on May 7 in Martinsburg, WVA, to prepare for General Convention. Presentations on the workings of the Conventions were made by Presiding Bishop Michael Curry, President of the House of Delegates The Rev. Gay Jennings, and Executive Officer of the General Convention The Rev. Canon Michael Barlowe. In the afternoon presentations were made on a number of issues that would be faced at the convention: nominees for election to the Joint Nominating Committee for the Election of Presiding Bishop, compensation and leadership, impairment, Book of Common Prayer revision, and provinces and church structure. In the evening, break-out sessions were held on peace and justice, altar guild, anti-racism, compensation and leadership, impairment, BCP revision, and provinces and church structure.

On May 8 the Provincial Synod shifted into the business meeting mode:

- Considered resolutions by the province to be introduced at General Convention (of particular significance was the resolution to restore the Standing Commission on Ecumenical and Interreligious Relations);
- Received reports from the lay and clerical representatives to the Church's Executive Board;
- Elected Province III Officers and delegates to General Convention (see list below);
- Approved the proposed revision of Ordinance VI of Province III on the organization and powers of the Provincial Council and reviewed job descriptions detailing the responsibilities and Duties of Office for all officers, staff, representatives to the Executive Council, synod and council diocesan representatives, ministry coordinators, and the Province III Coordinator;
- Received Ministry updates on technology upgrades at the Claggett Center (MD) (an initiative supported by a \$10,000 grant from the Province to provide increased information technology and teleconference capability throughout Province III), the Opioid Task Force (a major initiative throughout the Province to coordinate actions to address the Opioid abuse pandemic), Title IV training, campus ministry and youth ministry; and
- Reviewed execution of the 2017 (final) and 2018 (to-date) Province III budgets

The meeting of the Synod adjourned at 12:30 pm.

### **Province III Council Meeting, October 2018**

The Province III Council convened in Martinsburg, WV, on October 22, 2018.

In his opening remarks, Synod President the Rt. Rev. "Mike" Klusmeyer (WV) exhorted the Council on the need for the province to continue to adapt and change. He spoke of the positive examples of the progress in the opioid task force and Title IV training as examples where the Province could talk about what we are doing, about opportunities to share resources among the dioceses – looking at new ways of doing things, structures, ministries, and funding. "This is our church and we're living in it today; let's be creative as we live into it and create the church of the 21st century."

**Episcopal Visitor.** Council received a visit from Bishop Joseph, Diocese of Renk, Sudan, who remarked, “You are our partners in mission!” and “Unite the churches so that they, ‘we’ can talk with one voice – about peace!”

**2018 Province III Budget.** The Council reviewed the execution to date of the 2018 Province III budget. Judith Gregory (DE), the new Province III treasurer, reviewed the assumptions on which the 2018 budget had been based. As in 2017, the 2018 budget was a deficit budget, and had been balanced using cash reserves from a budget surplus which had accumulated prior to 2017. She expects all dioceses to fulfill their 2018 apportionments. She will emphasize zero-based budgeting for ministry areas and expenses. She anticipates that grants for ministry initiatives might be available from actions taken by the General Convention and by the Executive Council.

**2019 Proposed Budget.** Treasurer Gregory reviewed the proposed 2019 Budget for Province III. Ministry Coordinators have submitted their individual budget requests which have been reviewed by the Province III Coordinator. An initial decision was made to not include a place holder amount for a program that either has not utilized funds in the recent past or did not respond. The initiatives of the Presiding Bishops Office and General Convention Resolutions, where applicable, have been assumed. New initiatives have been included in information technology, the youth budget, ecumenical relations, and additional Title IV training opportunities. A cost of living increase of 2.7% has been included in the salary of the Province Coordinator.

Fully funding the 2017 and 2018 budget from the budget surplus while holding the line on no increase in the dioceses apportionments, if continued, will result in a potential reduction in the Province’s cash reserve in the 2019 budget to an undesirable level and makes necessary consideration of either a cut in ministry or a modest increase in diocesan apportionments desirable in 2019. After extension discussion, Council voted to change the baseline by which the annual apportionment to the dioceses of Province III is calculated to the same baseline “Total Adjusted Operating Income” (TAOI) (used by the national church (DFMS) in calculating the Dioceses annual assessments for support of the national church., Council voted to hold the line on percentage asking to 0.25% (the same percentage applied in 2017 and 2018). Each diocese will be asked for an apportionment of 0.25% of the dioceses TAOI. For the Diocese of Virginia, this results in small increase in its Province III apportionment from \$9,019.00 in 2018 to \$10,887.00 in 2019.

Council approved the 2019 Proposed Budget with the revised change to the apportionment formula as indicated. Council then discussed creation of a pool of funds from within the approved budget that could be used for support of developing mission area initiatives.

Council also voted to forward to the Province III Synod for consideration in its May 2019 meeting a proposal to increase the percentage assessment to 0.35% of TAOI.

**Legislation.** Council next reviewed a proposal from the By-Laws subcommittee that would make a number of changes to the Ordinances of Province III (executive summary attached) and approved the distribution of the final draft to all voting member of the Synod twenty days in advance of the Synod’s May 2019 meeting.

**Ministry Coordinators.** Ministry Coordinators reported on their respective ministry areas, including an extensive report on the activities of the Opioid Task Force. Coordinators reports will be posted on the Province III website ([www.provinve3.org](http://www.provinve3.org)) The Province III Coordinator will advise on available. The appointment of Steven Jones (Easton) as Ministry Coordinator for Environmental Stewardship was proposed by Vice-President Nathaniel Pierce and approved by the Council.

**Executive Council.** Delegates to Executive Council reported that the next meeting on the national church’s Executive Council will be in Oklahoma City in February 2019.

The meeting of Council adjourned at 3:15 pm.

## **Province III Officers, Deputies, Members of Synod and Council and Ministry Coordinators.**

### Province III Officers:

President – The Rt. Reverend W. “Mike” Klumeyer (WV)  
Vice President – The Rev. Nathaniel Pierce (Easton)  
Secretary – Mr. Bob Klip (CPA)  
Treasurer – Ms. Judith Lane Gregory (DE)  
Province III Coordinator – Dr. Pamela D. H. Cochran

### Province III Deputies to The Episcopal Church Executive Council

Mr. Russell Randle, Esq. (VA)  
The Rev. Patricia Downing (DE)

### Diocese of Virginia Members of Synod

The Rt. Rev. Shannon S. Johnston  
The Rt. Rev. Susan E. Goff  
The Rt. Rev. Edwin F. “Ted” Gulick, Jr./replaced by The Rt. Rev. Robert W. Ihloff  
Clerical Deputy – The Rev. Alex Riffée, St. James’ Church, Louisa  
Lay Deputy – Ms. Ellyn Crawford, St. George’s Episcopal Church, Arlington  
Lay Deputy – COL Jean D. Reed, Grace Episcopal Church, Alexandria (also, Member of Provincial Council)

### **Ministries:**

In addition to the Province III Coordinator, the ongoing ministry work of the Province is done mostly by individual ministry coordinators, almost all of them volunteers. Currently, the ministries and their coordinators include:

- Altar Guild  
Coordinator: Mrs. Sharon Stewart Nachman (VA), sharonsnachman@gmail.com National Altar Guild Association
- Anti-Racism  
Coordinator: Mrs. Nancy Travis Bolden (PGH), nltbolden@yahoo.com Anti-Racism Ministry Leaders of Province III Facebook Group
- Campus Ministries  
Coordinator: The Rev. Tyler L. Montgomery (SVA), tmontgomery@brutonparish.org Province III Campus & Young Adult Leaders Facebook Group
- Campus Ministries  
Coordinator: Open Province III Campus & Young Adult Leaders Facebook Group
- Christian Formation  
Coordinator: Mr. Bill Campbell (VA), bill@forma.church Province III Christian Formation Network Facebook Group
- Church Periodical Club  
Coordinator: Ms. Linda Getts (PGH), linda.getts@aol.com CPC Website
- Ecumenical & Interreligious Relations  
Coordinator: The Rev. Canon Maria Tjeltveit, mtjeltveit@episcopalmediator.org
- Episcopal Church Women  
Coordinator: Ms. Belon Parks (VA), bebparks@gmail.com National ECW – Province III page
- Health Ministries  
Coordinator: Ms. Sharon Logsdon (MD), sll@atlanticbb.net Episcopal Health Ministries Facebook Page

- Justice & Peace Ministry  
Coordinator: The Rev. Linda Watkins (CPA), rector@stmaryswaynesboro.org
- Opioid Addiction Task Force  
Coordinator: The Rev. Dina van Klavern (MD), Rector, St. Andrews Episcopal Church, 2892 Maryland 97, Glenwood, MD 21738, tele: (410) 489-4035
- Small Church Ministry  
Coordinators: The Rev. Judy Parrish (SVA), revgr8hugger@aol.com
- United Thank Offering  
Coordinator: Ms. Rosamond Daniels, rosamond47@gmail.com United Thank Offering website
- Vocations Ministry  
Coordinator: The Rev. Joan Fisher (Easton), joanne@dioceseofeaston.org

Mission area information and reports, and contact information for Province III officers, staff and delegates are available on the Province III website [www.province3.org](http://www.province3.org)

SUBMITTED BY JEAN D. REED, LAY DEPUTY ON BEHALF OF THE PROVINCE III DEPUTIES

### **Executive Summary of the proposed changes to the Ordinances of the Third Province; to be presented at the meeting the Provincial Council on October 22, 2018**

III.1 - newly elected Officers take office when the Provincial Synod adjourns; nominees must be canonically resident in a diocese which paid its full assessment to the Province in the previous fiscal year

V.5 (new) - Provincial Council (PC) to adopt the annual budget and will inform all dioceses of the proposed assessment for a subsequent fiscal year at least twelve months ahead of time. The proposed assessment for the subsequent fiscal year (to be approved by Synod) will determine the basic outlines of the P-III budget 7 1/2 months ahead of time (all income minus basic fixed expenses = funds available for program)

V.6 (new) - authorizes the PC to hire paid staff consistent with the financial resources of the Province

V.7 (new) - defines the membership, duties, and accountability of the Executive Committee of the PC

VI.1 (new) - defines the budgeting process

VI.2 (new) - defines the Provincial assessment for each Diocese to be that which is defined by a formula proposed by the PC and approved by the Province III Synod (the current process is unchanged); example: the PC adopts a recommendation in 2020 and submits it to the Provincial Synod in 2021; if approved by the Synod, it will take effect in fiscal year 2022.

VII (new) - defines the minimum requirements of a Letter of Agreement for each paid staff person

VIII (formerly VI) - DFMS Executive Council representatives must undergo a background check; no nominations from the floor; said representatives shall report to each meeting of the Synod and the PC; nominees must be canonically resident in a diocese which paid its full assessment to the Province in the previous fiscal year

IX (Court of Review) - *deleted*. Resolution A110 adopted by the 2018 General Convention eliminated Provincial Courts of Review but failed to elect a new one as required by All O. We need to delete Ordinance IX because that is what All O mandated. The fact that GC 79 did not elect a new national Court of Review is not our problem. Well, it is also our problem but there is nothing we can do about it.

X (new) - defines the membership of the Nominating Committee and its duties; specifies various deadlines

#### The Process

- a) the By-Laws sub-committee submits a final draft to all members of the Provincial Council by 10/15/18
- b) the Provincial Council approves a final draft (as may be amended) on 10/22
- c) the final draft is distributed to all voting members of the Synod twenty days ahead of time (as per Ordinance XI)
- d) the Provincial Synod adopts the Ordinances (as may be amended) in May 2019.

#### SUBMITTED TO THE PROVINCIAL COUNCIL BY THE BY LAWS SUB-COMMITTEE:

BISHOP W. MICHIE KLUSMEYER, PRESIDENT  
MR. EDDIE VANCE, DIOCESE OF EASTON

THE REV. NATHANIEL W. PIERCE, VICE PRESIDENT  
MR. RUSSELL RANDLE, DIOCESE OF VIRGINIA AND EC REP

## Committee on Race and Reconciliation Report

**Our Mission:** The Committee on Race and Reconciliations of the Diocese of Virginia embraces the responsibility to:

- Develop programs and implement strategies that affirm our Baptismal Covenant;
- Engage and lead conversations across the Diocese about race and racism in a safe, prayer – and faith-field context.

#### Highlights of 2018

- During the year the Committee hosted two workshops using the curriculum, “Seeing the Face of God in Each Other.” One workshop was hosted by St Mark’s Alexandria Virginia. Forty people attended. The second workshop was hosted by St. George’s in Fredericksburg Virginia. Thirty-nine people attended.
- The committee has two new Trainers, Cheryl Fellenz and Jeff Underwood. We are happy to have them as trainers and invite others to take the Train the Trainer Workshop.
- Maurice Spraggins has been invited to be speaker on race and racism at Church of our Savior in Charlottesville in October

The Committee is grateful for the service of the Rev. Connie Clark as Co-Chair of the Committee until September, 2018 when she started her Sabbatical.

On September 7, the Committee met with Bishop Johnston to discuss our Charge for 2019. The Bishop reiterated that we are to continue hosting the workshop, “Seeing the Face of God in Each Other” throughout the Diocese, while taking into account any changes or suggestions made by the Church Center. We plan to continue to assist with the Bishop’s initiative to provide opportunities for people around the Diocese to listen and exchange views about race, multi-ethnicity, reconciliation and social justice.

Bishop Johnston appointed the Rev. Ellis T Bowerfind as Co-Chair. We Joyfully welcome the Rev. Bowerfind.

Looking ahead, committee members plan to attend the meeting of Province III Anti-Racism and Reconciliation Ministry at Martinsburg, West Virginia, this Fall.

The Co-Chairs are very thankful for the dedication of the members of the committee:

Marion Spraggins, Karen Franklin, Julia Randle, Jeannie Palin, Cheryl Fellenz, Allison Campbell, the Rev. Deacon Emmetri Beane, the Rev. Deacon Harrison Higgins, the Rev. Deacon Teresa Lewallen, Rebecca Trexler, Jeff Underwood, Dona Wylie, the Rev. Cass Bailey and Aisha Huertas, Director of Mission, Outreach and Diversity.

Co-Chair, the Rev. Ellis T. Bowerfind; Co-Chair, Maurice Spraggins.

- Information about the Committee's activities and focus can be found at our website: <http://sites.google.com/site/dovracelations/>

We ask your prayers for our ministry.

SUBMITTED BY MAURICE SPRAGGINS, CO-CHAIR

## The Virginia Diocesan Center at Roslyn

Overall, 2018 has been a great year for Roslyn. Throughout the seasons, we have had the pleasure of seeing familiar faces among our returning guests and making many new friends who were first time visitors. It has also been a wonderful time to broaden our hospitality to wedding guests with the addition of our first "destination" weddings taking place at Roslyn this past spring. These weekend celebrations were a huge success and an honor for Roslyn to host.

The weather also had a major impact on Roslyn this year as we have contended with the aftermath of three major storms. The first storm hit on July 12th, destroying a heartbreaking number of Roslyn's big, beautiful trees which were wiped out by straight line winds caused by a microburst. The storm also damaged the roofs of The Bishop's Chapel and our Dining Hall's terrace. While the harm to buildings was minimal, the storm's damaging impact on our trees was tragic.

We were just beginning to recover from this storm when Roslyn was hit again on September 17th by one of the tornadoes produced by the outer bands of Hurricane Florence. As our staff sought shelter in Powers Hall, an EF1 tornado tore through the property, knocking down more trees, destroying several signs and causing significant destruction to the Dining Hall. And finally, on October 11th, another storm hit when the remnants of Hurricane Michael came through Richmond and took down yet another Roslyn tree.

While we are blessed that no one was hurt during these storms, we did suffer significant property damage. Our insurance covers some of the costs associated with the recovery, but none related to the removal of our many downed trees. While we are still reeling from the storms' impact on our property and our capital reserves, our focus right now is on repairs. We plan to have everything replaced and good as new before the first of the year.

Looking to 2019 and our continued focus on reducing reliance upon our endowment, we will work to increase awareness of the center and to expand our fundraising efforts. To meet these goals, we will explore "rebranding" Roslyn with a new logo and accompanying print materials. To ensure that the grounds and facilities are maintained, we are working to convert the remaining property (Tucker Hall, the Pavilion and the three residences) to the county water supply. We will finish upgrading the Ross Lodges and, with help from the Scott Foundation and the Diocese of Virginia, we will replace the chain link fence along River Road. Finally, with help from Davey Tree, we will plant new trees to replace the ones that were lost in this year's storms.

We look forward to 2019 with great anticipation and expectations. As always, we remain incredibly grateful for our guests and donors and for the invaluable leadership and support provided by our Memorial Trustees and Roslyn Managers Corporation.



## Shrine Mont Report

Shrine Mont expects to have hosted over 13,000 guests and 780 campers and staff during the 2018 season, which ends on November 4, 2018.

Some highlights from 2018:

- 89 parishes from the Diocese held 95 retreats for families, youth, men, women, young adults, vestries and confirmations.
- Over 440 Diocese of Virginia middle and high school students participated in Parish Youth Ministry weekends.
- Bishop Shannon hosted the Annual Spring Clergy Retreat in May and The Annual Fall Conference for Clergy, Lay Professionals and their Spouses in October. Additionally Shrine Mont hosted the Deacons of the Diocese of Virginia, the Region Presidents, the Fresh Start Conference, The Commission on the Ministry, and the Young Priest Initiative.
- The Diocese of Virginia Family camp met for the 66th year with 83 participants.
- Shrine Mont hosted nonprofit conferences, a corporate retreat, and local school board meetings.
- Shrine Mont rented five cottages during the winter months of 2017/18 with 76% occupancy. Vienna Cottage will be added to the winter rental pool in 2018/19.
- Due to the threat of snow, Shrine Mont cancelled our annual volunteer work weekend. However, 30 volunteers came to Shrine Mont in the spring to help rake leaves and do other projects.
- 32 parishes from outside the diocese/denomination held retreats at Shrine Mont including five parishes from the Episcopal Diocese of Washington.
- Adventure Enablers held their Shenandoah Tough endurance race with Shrine Mont as the host facility.
- Shrine Mont hosted the following programs: Women's Retreat, Painting Creation Workshop, Summer Camp for Grownups, two Arranging for the Joy of It retreats, two Digital Photography Workshops and two yoga retreats.
- The annual Bishop's Jubilee was held the weekend of July 6-8.
- The Gourmet Dinner and Wine Tasting was a success and raised funds for Shrine Mont.
- The Rt. Rev. Shannon Johnston presided over the 93rd anniversary of the Consecration of the Cathedral Shrine of the Transfiguration August 5.
- After being postponed by rain, over 50 golfers joined Bishop Jones for the 20th annual Tee with the Bishop Golf Tournament, which raised in excess of \$18,000 for Shrine Mont.
- Shrine Mont hosted eight school groups including St. Stephens and St. Agnes School and the Episcopal High School during our season for senior retreats, band camps, cross country and football preseason training.
- In a partnership with Tesla, Shrine Mont installed three Tesla electronic vehicle charging stations and one universal electronic vehicle charging station available to both Shrine Mont and non-Shrine Mont guests.
- Resurfaced the tennis courts to include pickle ball lines.
- Shrine Mont installed a fiber optic network and enhanced wi-fi in the Virginia House and Brown Hall
- The Vienna cottage was completely renovated with the addition of two bedrooms, three and a half bathrooms and a fire place. Vienna has new heat and air conditioning and will be available in the winter months. During the summer, Vienna serves as the headquarters of the Shrine Mont Camps.
- The Shenandoah Valley Music Festival held its 56th season with nearly 9,000 attendees. For the third year, Shrine Mont and the SVMF partnered to sell packages with concert tickets and overnight accommodations and 421 people took advantage of this offer.
- The Episcopal Camps and Conference Centers board and visioning committee held their bi-annual meeting at Shrine Mont.
- More than 15 art groups met for workshops and retreats.

- Community partnerships included hosting the West Shenandoah Ruritan Club and the Shenandoah County Sheriff's Department Leadership Camp, Basye Bryce Mountain Lions Club
- The Cathedral Shrine hosted seven weddings, thirteen baptisms, two confirmations, and three funerals.

Giving to Shrine Mont continues to grow both in annual donations to support our operations and for major projects. In 2018 annual giving is expected to once again surpass 7% of Shrine Mont's operating budget. There are now 35 individuals who have included Shrine Mont in their estate plans and are part of our Transfiguration Society. Shrine Mont is deeply thankful for the generosity of those who support our work.

In 2019 Shrine Mont will undertake the following projects in addition to the normal repairs and upkeep of the property:

- Begin renovation of the Rec Hall
- Replace the steps into Harrison Cottage
- Repair windows in Scott Cottage
- Update the bathrooms in the VA House
- Continue infrastructure updates
- Complete painting the roofs of the VA House and MD House
- Make improvements to bathrooms of Warner Cottage

Other Shrine Mont news

- In 2018 Mary Beth Clarke of St. George's, Arlington and Tom Baker of St. James's, Richmond joined the Shrine Mont board of directors.
- At the end of 2018 Marnie Sarver and David Penrod will step down from Shrine Mont's board of directors. Shrine Mont is deeply appreciative of Marnie and David's leadership over the past six years.

Shrine Mont would like to thank the Shrine Mont Board of Directors, the diocesan staff, our Shrine Mont Staff and all of our guests and donors for their hard work and efforts to continue to make Shrine Mont "*A place apart.*"

We are looking forward to another great season in 2019 and hope that every member of the diocese will spend some time with us.

SUBMITTED BY KEVIN MOOMAW, EXECUTIVE DIRECTOR

## Standing Committee Report

This has been a very different year for your Standing Committee than the one we envisioned a year ago. The dedicated individuals you elected have worked tirelessly on your behalf, and what we have done we have done together. It has been a year that included the usual work of Candidacy interviews, Parishes undergoing change involving their properties, and Council of Advice to our Bishop Diocesan - and also the unusual work of starting and stopping an election for Bishop Suffragan and seeking a Bishop Provisional. It has been a year of transition in the Diocesan timeline as well, as we moved from January Conventions to November, which also affects the timeline for ordinations.

We are a people of hope and resurrection. This single fact has come home to me more and more often as this year has progressed. This Diocese is vital and healthy, as is evidenced by the amazing men and women who have been interviewed for Candidacy for Holy Orders, some of whom will be ordained to the priesthood next month. We have interviewed and approved 17 individuals for Candidacy in

the last 12 months, and we are grateful for the unfailing support we receive from Ed Keithly and Vicky Bickel in preparing for their interviews.

Another sign of the health and strength of our Diocese is the good work being done in parishes which are renewing, growing, expanding and changing. Regional Realignment has also brought a renewal or reimagining of mission and ministry in some areas of our Diocese. We commend the good work being done by St. James' in Warrenton, St. Paul's on the Hill in Winchester, St. Mark's in Richmond and Church of the Resurrection in Alexandria as they strengthen their presence in their various communities, and also strengthen their lives together.

Council of advice this year has required careful listening and total discretion. Every person knows that confidentiality, once promised, must be kept. While there may be questions, they cannot always be answered and still maintain the degree of confidentiality necessary to do this work. The Standing Committee has worked with Bishop Shannon to follow a path that is best for his future and best for the future of this Diocese. This, too, is a sign of health for us all.

When we began the process for electing a 2nd Bishop Suffragan to serve full time, we worked to identify individuals to serve both as paid consultant and as volunteer committee members. The Search and Nominating committee did good, hard work, and in a very short amount of time. I know, for many, this process felt rushed – but the outcomes were completely professional. Our final meeting to decommission them was poignant; a time to reflect on good work and camaraderie, even as we were saddened by the circumstances. Their work was essential to what turned out to be the next phase of our Diocesan life, and it gave both the Standing Committee and the Presiding Bishop's Office a great foundation in our search for a Bishop Provisional.

It is because this Diocese is known to be strong and vibrant, that the process of searching for Bishop Provisional was both easy and difficult. It was no problem to find individuals who were intrigued by the possibility of working with this Diocese and with our dedicated staff and Bishop Suffragan. The difficulty lay in finding an already consecrated individual who was the correct age, and had the time, experience and the logistical wherewithal to move to Virginia and lead a Diocese as large and complex as ours for a limited period of time. The Presiding Bishop's office worked very hard to present us with uniformly excellent candidates and it has been a painstaking process. Thank goodness for the amazing technology that allows us to video interview people!

As we look to the future in the Diocese of Virginia, the Standing Committee will continue to provide strong leadership, working with other bodies of leaders, with our staff, and with all our Bishops. We are blessed in many ways, and the future is a good one.

SUBMITTED BY HELEN K. SPENCE, PRESIDENT

## **The Trustees of the Funds Report – 2018**

2018 has been a good year for TOTF. Through July 31, 2018, the trailing one-year net return of +6.3% has moved the core portfolio to nearly \$138 million and there have been 13 funds added year to date moving to 696 separate funds. The STAMP (short-term) portfolio has risen above \$5.3 million in assets and has added three new funds so far this year to a total of 45 separate funds. One of the new STAMP funds is from Grace Church in Yorktown, of the Diocese of Southern Virginia and we welcome their participation! The one-year net return of +0.98% and since inception (76 months) annualized return of +1.41% reflect the over \$260,000 of additional ministry resources created through this portfolio.

An RFP process for audit work was completed in late 2017, with Wells Coleman being appointed as our new audit partner. Manager adjustments have been minor in both portfolios over the last year, with one manager exiting the core portfolio in 2018. We continue to work closely with our consultant, Prime Buchholz and Associates, as well as our master custodian, SunTrust. The Trustees appreciate the ongoing guidance of each organization.

The late-2016 launch of a Gift Annuity Fund as the third offering of TOTF continues to attract a great deal of interest. Two years in the making, this fund should provide a ready-made planned giving vehicle for use in local capital campaigns and in longer-term gift planning. The Trustees, and Bishop Johnston, unanimously approved this offering to go live in late-2016. As with all that TOTF does, this program will be run at cost, providing 100% of the resulting residuum to the named beneficiaries and will be a key focus of TOTF for 2018 and beyond.

Operationally, TOTF received a clean audit for 2017, and continues to run at a very efficient expense ratio of just under 0.54% through 12/31/2017, which is a reduction from 2016. Part of this efficiency is achieved through renegotiated investment management contracts but also supported through the creation of a fund by a donor to support the work of TOTF operations. "Fund 500" has now received donations from several persons and every dollar generated is applied to expenses. As the initial donor to this new fund said, "the more efficient I can help make your work, the better for all."

TOTF takes the work of being an unbiased and conflict-of-interest free fiduciary very seriously. In overseeing investments of the Episcopal Church dating back to 1754, we always seek to be good stewards of the missionary resources entrusted to our care.

SUBMITTED BY MICHAEL J. KERR CEO

## Virginia Diocesan Homes Report

The Virginia Diocesan Homes (VDH) Board continues to make progress in our expanded mission to encourage the development of housing for low and moderate-income seniors in the Diocese. Here are some highlights from our year:

### Strategic Planning

VDH was awarded a \$20,000 capacity-building grant from the Virginia Housing Development Authority to help our organization develop a strategic plan. VDH contracted with Amy Nisenon, Strategic Planning Consultant, to assist us with revising our vision, mission and values statements. In addition, Amy will lead us in developing goals and objectives for our 5-year strategic plan. We anticipate this process being completed in early 2019 and we look forward to sharing our plan with you.

### St. Paul's-on-the-Hill

VDH continues to provide financial pre-development support and technical assistance to St. Paul's-on-the-Hill as they work in partnership with Wesley Housing Development Corporation to build approximately 70 units of affordable, independent, senior housing and a new worship space. VDH, St. Paul's-in-the-Hill and Wesley Housing went before the Standing Committee on September 6, and received approval for zoning changes to the parish property. Bishop Johnston also sent a letter of approval for the zoning changes. The Frederick County Board of Supervisors voted to approve these changes on September 12. The St. Paul's-on-the-Hill team will return to the Standing Committee and Bishop in January for final approval on the ground lease documents and site design, prior to submitting the low-income housing tax credit (financing) application in March 2019.

### **Cople Parish**

VDH worked with Cople Parish by providing funding and technical assistance for a feasibility study to assess possibilities of developing senior affordable housing on their parish hall site. VDH also introduced Cople Parish to a potential nonprofit development partner, but ultimately the congregation decided to sell the the parish hall property and land to a neighboring storefront church in Montross. This was an excellent solution for Cople Parish, and VDH fully supported this decision, as there were concerns about the appropriateness of the site for senior housing.

### **Trinity, Marshall**

The Diocese asked VDH to assess the Trinity, Marshall, property, currently being leased to the St. John the Baptist Anglican Church. VDH engaged Winks-Snowa Architects to design a massing study to see if housing could be built on the 1.2 acre site adjacent to the parish. We continue to work with the Diocese on evaluating the opportunities for this church.

### **Trinity, Washington**

VDH members met with Trinity, Washington, to again discuss the prospects of affordable housing in Washington VA. Trinity itself does not have any excess land, however the members of Trinity own land that can be donated for the purpose. Since our spring meetings, those individuals have worked to have those parcels rezoned to accommodate senior and workforce housing in Washington.

### **Diocesan Summit: Maximizing Mission with Parish Property**

VDH will host a Diocesan Summit on Maximizing Mission with Parish Property. Building from the findings of the Resolution 8 Task Force, which undertook an evaluation of all Diocesan property for the strategic utilization of resources and the development of innovative mission initiatives, the Summit will be held on Saturday, October 20. At this gathering, attended by approximately 45 people, we will explore how parishes can use their property assets as revenue-neutral or revenue-positive tools for repurposing their mission, especially around housing and services to the community. We will highlight examples of successful Diocesan and nationwide faith-based initiatives to spark curiosity about repurposing parish assets and transforming congregations both financially and spiritually.

In preparation for the Summit, VDH hired a summer intern to research examples of faith communities using their property for mission-purposes. We attached these findings to our webpage at <https://cbehnke.wixsite.com/maximizingmission>. VDH's Managing Director also made presentations to the Executive Board, attendees of the Vitality Conference, the Region President's Meeting and the Alexandria Region Meeting to educate Diocesan members about Virginia Diocesan Homes and to promote the October Summit. We will hold a workshop summarizing the outcomes from our Summit at the Diocesan Convention on November 2 in Richmond.

### **Alignment with Current Homes**

VDH continues to rotate its meetings among the current affiliated Homes, which include: Goodwin House in Alexandria & Falls Church and Westminster Canterbury Homes in Irvington, Charlottesville, Winchester, and Richmond – as well as Elmwood/Lockwood Houses in Arlington. At our quarterly board meetings, we receive valuable information on the Homes' strategic planning, financial health and the status of their foundation work in support of residents.

### **Board Management**

Current VDH Board Members include:

- Dick Juergens, President & Chair of the Development Committee (St. George's, Fredericksburg)
- Anne Reed, Vice President & Chair of the Houses Committee (Christ Church, Alexandria; Cople Parish, Hague)
- Jonathan Bryan, Chair of the Diocesan Coordination Committee (St. Luke's, Wellington)
- Stetson Tinkham, Treasurer (Christ Church, Alexandria)

- Betsy Sue Scott, Secretary (St. Francis, Great Falls)
- J.P. Causey (St. John's, West Point)
- Robert Woods (St. Mary's Whitechapel)
- Nina Janopaul (St. George's, Arlington)
- Carl Kemp (Holy Cross, Dunn Loring)
- Jerry Kirks (St. Paul's, Alexandria)
- James Wehr, (St. Peter's, Purcellville)
- Mary Holly Bigelow (St. Stephen's, Richmond)
- Our Managing Director is Jill Norcross (St. Timothy's, Herndon).

We continue to seek new board members who have relevant experience and an interest in our mission. John Horn, St. Aidan's Alexandria is standing for nomination this year and he comes to VDH with a lot of interest and expertise, most recently serving as Board Chair for Good Shepherd Housing. We welcome others with an interest in our mission.

# Properties Held in the Diocese of Virginia

**Property Held in the Name of the Bishop of the Diocese**

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
1703 N. 22nd Street, City of Richmond	Purchase Aug. 8, 2003	\$8,000
1708 N. 22nd Street, City of Richmond Peter Paul Development Center	Purchase Oct. 22, 2002	\$20,000
1710 N. 22nd Street, City of Richmond	Purchase Sept. 4, 2002	\$12,500
1712 N. 22nd Street, City of Richmond	Purchase July 1, 2003	\$15,000
1715 N. 22nd Street, City of Richmond	Purchase Sept. 5, 2002	\$15,000
17811 Mine Rd., Dumfries, Prince William Co.	Gift 1989	\$5,700
26 Acres, New Kent Co.	Purchase May 2002	\$100,000
5.71 Acres, Rockingham Co. Christ the King, Harrisonburg Rts. 659 and 704/Tax Map 125-A-L20D1	Purchase 2001	\$420,000
5290 Saratoga Ln Dale City, Prince William Co. Church sanctuary	Transferred Dec. 2006	N/A
9077 Atlee Road Mechanicsville, Hanover Co. Vicarage, All Souls'	Purchase June 13, 2003	\$230,000
Titus Property 14899 James Monroe Hwy, Leesburg, Loudoun Co. Suburban Single Family dwelling; 1.02 ac.; Goresville; PIN 180-49-2116-000; This property is contiguous to Christ Church, Lucketts	Purchase Sept. 1998	\$123,000
2610 Omisol Rd. Woodbridge, Prince William Co. 2.8810 ac., church sanctuary	Purchase Oct. 1997	\$590,000
Church of the Creator Mechanicsville, Hanover Co. 4.0 ac.	Purchase Oct. 1963	\$8,000
Church of the Creator 1204 Willow Avenue Mechanicsville, Hanover Co. Rectory	Purchase Oct. 1967	\$8,000
1700 Ashwood Blvd. Charlottesville, Albemarle Co. 20.36 ac.	Purchase 2000	\$975,000
Deltaville Mission Site Rt. 33 Hardyville, Middlesex Co. 10.69 ac. & house	Purchase 1999	\$115,000



Properties Held

Grace Church Bremono Bluff, Fluvanna Co. 0.70386 ac./Parcel A-14A, Tax Map 58	Gift April 15, 2004	\$5,000
James Monroe Highway Goresville, Loudoun Co. 4.37 ac. 2 Lots	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 Rt. 602 Colnbrook Road 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 9000 St. Martin's Lane Henrico Co. 7.8 ac.	Gift of DMS Jan. 1964	N/A
Tibbs Property 15015 & 15023 Lee Hwy Gainesville, 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	N/A
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
11924 Braddock Road 32.0091 acres	Transferred 2012	\$1,633,500
11814 Braddock Road 4.799 acres	Transferred 2012	\$382,100

Properties Held

Map 0671 01 0034B Braddock Road 5.0121 acres	Transferred 2012	\$403,000
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

Properties Held

1 Truro Lane Fairfax, Va Rectory	Transferred 2012	\$1,267,300
3401 Chain Bridge Road Fairfax, VA Rectory	Transferred 2012	\$737,860
Map 0653 01 0040 Vacant Land, 5 acs. in Centreville	Transferred 2012	\$957,000
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>
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

**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**

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
Hastings Hunt (Cameron Parish) Fairfax Co. 2.5127 ac./Parcel G Section 6	Unknown/Unknown	\$3,770



# Report of Pledges and Contributions

Report of Pledges and Contributions

<i>Region</i>	<i>Parish Name</i>	<i>Annual Budget 2017</i>	<i>Actual as of 12/31/2017</i>
Alexandria	Christ Church, Alexandria	\$185,472	\$185,472
Alexandria	Emmanuel Church, Alexandria	\$33,075	\$32,575
Alexandria	Grace Church, Alexandria	\$80,000	\$80,000
Alexandria	Immanuel on the Hill, Alexandria	\$78,500	\$78,500
Alexandria	Meade Memorial, Alexandria	\$0	\$1,500
Alexandria	Resurrection, Alexandria	\$13,000	\$13,000
Alexandria	St. Clement, Alexandria	\$14,000	\$14,555
Alexandria	St. Paul's, Alexandria	\$125,000	\$122,000
Arlington	Cristo Rey, Arlington	\$2,100	\$1,575
Arlington	San Jose, Arlington	\$0	\$8,500
Arlington	St. Andrew's, Arlington	\$20,862	\$20,862
Arlington	St. George's, Arlington	\$63,505	\$62,500
Arlington	St. John's, Arlington	\$4,000	\$4,263
Arlington	St. Mary's, Arlington	\$180,000	\$144,158
Arlington	St. Michael's, Arlington	\$26,000	\$26,500
Arlington	St. Peter's, Arlington	\$60,000	\$60,000
Arlington	Trinity, Arlington	\$9,000	\$12,800
Central Richmond	Christ Ascension, Richmond	\$7,000	\$7,000
Central Richmond	Grace & Holy Trinity, Richmond	\$70,000	\$70,000
Central Richmond	Holy Comforter, Richmond	\$15,675	\$15,675
Central Richmond	St. Andrew's, Richmond	\$14,000	\$14,000
Central Richmond	St. James's, Richmond	\$167,000	\$185,250
Central Richmond	St. John's, Richmond	\$18,000	\$18,000
Central Richmond	St. Mark's, Richmond	\$16,510	\$18,406
Central Richmond	St. Paul's, Richmond	\$0	\$135,500
Central Richmond	St. Peter's, Richmond	\$2,000	\$2,000
Central Richmond	St. Philip's, Richmond	\$24,000	\$24,000
Central Richmond	St. Stephen's, Richmond	\$200,000	\$200,000
Central Richmond	St. Thomas', Richmond	\$0	\$20,000
Charlottesville	Buck Mountain, Earlysville	\$10,000	\$10,000
Charlottesville	Christ Church, Charlottesville	\$48,000	\$48,000
Charlottesville	Christ Church, Gordonsville	\$7,200	\$11,150
Charlottesville	Emmanuel Church, Greenwood	\$21,315	\$21,315
Charlottesville	Good Shepherd, Boonesville	\$700	\$700
Charlottesville	Grace Church, Bremono Bluff	\$0	\$1,400
Charlottesville	Grace Church, Keswick	\$0	\$17,600
Charlottesville	Grace Church, Stanardsville	\$7,000	\$7,000
Charlottesville	Holy Cross, Batesville	\$5,345	\$5,345
Charlottesville	Incarnation, Mineral	\$3,200	\$1,600
Charlottesville	McIlhany Parish, Charlottesville	\$4,500	\$4,500
Charlottesville	Our Saviour, Charlottesville	\$60,639	\$59,659
Charlottesville	St. Anne's, Scottsville	\$0	\$500
Charlottesville	St. James', Louisa	\$0	\$12,000
Charlottesville	St. John's, Columbia	\$0	\$1,500
Charlottesville	St. John's, Ivy	\$4,135	\$4,135
Charlottesville	St. Luke's, Simeon	\$10,300	\$10,300
Charlottesville	St. Paul's Memorial, Charlottesville	\$68,500	\$68,500
Charlottesville	St. Paul's, Ivy	\$50,000	\$50,000
Charlottesville	St. Thomas', Orange	\$18,222	\$18,222
Charlottesville	Trinity, Charlottesville	\$16,500	\$16,500



Report of Pledges and Contributions

<i>Region</i>	<i>Parish Name</i>	<i>Annual Budget 2017</i>	<i>Actual as of 12/31/2017</i>
Culpeper	Christ Church, Brandy Station	\$0	\$2,500
Culpeper	Emmanuel, Rapidan	\$5,900	\$5,900
Culpeper	Grace Church, Casanova	\$2,640	\$2,640
Culpeper	Little Fork, Rixeyville	\$1,800	\$1,800
Culpeper	Piedmont, Madison	\$6,700	\$0
Culpeper	St. James', Warrenton	\$0	\$54,500
Culpeper	St. Luke's, Remington	\$0	\$4,800
Culpeper	St. Stephen's, Catlett	\$7,500	\$11,500
Culpeper	St. Stephen's, Culpeper	\$22,835	\$22,835
Culpeper	Trinity Church, Washington	\$16,920	\$18,440
Fredericksburg	Aquia, Stafford	\$12,000	\$2,000
Fredericksburg	Christ Church, Spotsylvania	\$7,000	\$5,090
Fredericksburg	Emmanuel, Port Conway	\$500	\$500
Fredericksburg	Messiah, Fredericksburg	\$11,250	\$3,750
Fredericksburg	St. Asaph's, Bowling Green	\$4,824	\$4,824
Fredericksburg	St. George's, Fredericksburg	\$113,000	\$113,000
Fredericksburg	St. John's, King George	\$0	\$500
Fredericksburg	St. Mary's, Colonial Beach	\$2,000	\$2,000
Fredericksburg	St. Paul's, Owens	\$0	\$5,750
Fredericksburg	St. Peter's, Port Royal	\$5,000	\$5,000
Fredericksburg	Trinity, Fredericksburg	\$53,000	\$58,196
Upper Tidewater	Abingdon, White Marsh	\$25,011	\$25,008
Upper Tidewater	Christ Church, Christchurch	\$7,000	\$8,122
Upper Tidewater	Grace Church, Millers Tavern	\$1,000	\$0
Upper Tidewater	Immanuel, King & Queen	\$0	\$55
Upper Tidewater	Kingston Parish, Mathews	\$20,500	\$22,208
Upper Tidewater	St. David's, Aylett	\$0	\$0
Upper Tidewater	St. John's, Tappahannock	\$3,600	\$3,600
Upper Tidewater	St. John's, West Point	\$14,980	\$15,528
Upper Tidewater	St. Paul's, Millers Tavern	\$10,000	\$10,000
Upper Tidewater	St. Paul's, West Point	\$1,000	\$1,200
Upper Tidewater	St. Peter's, New Kent	\$19,695	\$20,439
Upper Tidewater	Varina Church, Varina	\$0	\$6,408
Upper Tidewater	Vauter's, Loretto	\$3,000	\$3,000
Upper Tidewater	Ware, Gloucester	\$20,000	\$18,333
Upper Tidewater	Westover Church, Charles City	\$0	\$14,000
North Fairfax	Epiphany, Oak Hill	\$12,000	\$2,000
North Fairfax	Holy Comforter, Vienna	\$100,000	\$100,000
North Fairfax	Holy Cross, Dunn Loring	\$7,500	\$12,500
North Fairfax	St Francis Korean, McLean	\$1,300	\$0
North Fairfax	St. Anne's, Reston	\$64,878	\$63,600
North Fairfax	St. Dunstan's, McLean	\$36,200	\$36,200
North Fairfax	St. Francis, Great Falls	\$0	\$40,000
North Fairfax	St. John's, McLean	\$168,000	\$188,744
North Fairfax	St. Thomas', McLean	\$0	\$34,630
North Fairfax	St. Timothy's, Herndon	\$0	\$12,465
North Richmond	All Souls, Atlee	\$3,500	\$3,500
North Richmond	Calvary Church, Hanover	\$1,775	\$1,775
North Richmond	Creator, Mechanicsville	\$0	\$2,000
North Richmond	Emmanuel Church, Richmond	\$10,000	\$10,000

Report of Pledges and Contributions

<i>Region</i>	<i>Parish Name</i>	<i>Annual Budget 2017</i>	<i>Actual as of 12/31/2017</i>
North Richmond	Epiphany, Richmond	\$0	\$9,000
North Richmond	Immanuel, Old Church	\$14,691	\$14,690
North Richmond	Our Saviour, Montpelier	\$5,000	\$10,500
North Richmond	St. James the Less, Ashland	\$30,000	\$30,000
North Richmond	St. Paul's, Hanover	\$19,000	\$17,500
North Richmond	The Fork Church, Doswell	\$0	\$5,000
Northern Neck	Cople Parish, Hague	\$11,730	\$11,730
Northern Neck	Grace Church, Kilmarnock	\$41,800	\$41,800
Northern Neck	North Farnham Parish, Farnham	\$0	\$0
Northern Neck	St. James', Montross	\$0	\$5,000
Northern Neck	St. John's, Warsaw	\$2,500	\$2,500
Northern Neck	St. Mary's, Fletton	\$0	\$2,004
Northern Neck	St. Mary's, Whitechapel Lively	\$13,575	\$13,575
Northern Neck	St. Paul's, Nomini Grove	\$0	\$1,200
Northern Neck	St. Peter's, Oak Grove	\$0	\$2,660
Northern Neck	St. Stephen's, Heathsville	\$14,320	\$14,320
Northern Neck	Trinity, Lancaster	\$0	\$7,511
Northern Neck	Wicomico Church, Wicomico Church	\$0	\$7,670
Northern Piedmont	Christ Church, Lucketts	\$8,700	\$8,700
Northern Piedmont	Emmanuel Church, Delaplane	\$21,606	\$21,000
Northern Piedmont	Emmanuel Church, Middleburg	\$10,000	\$10,000
Northern Piedmont	Grace Church, The Plains	\$0	\$8,100
Northern Piedmont	Leeds Parish, Markham	\$19,000	\$18,000
Northern Piedmont	Our Redeemer, Aldie	\$0	\$0
Northern Piedmont	St. Gabriel's, Leesburg	\$0	\$1,833
Northern Piedmont	St. Andrew's, Ada	\$942	\$1,504
Northern Piedmont	St. David's, Ashburn	\$11,000	\$11,004
Northern Piedmont	St. James', Leesburg	\$27,500	\$27,500
Northern Piedmont	St. Matthew's, Sterling	\$42,750	\$50,000
Northern Piedmont	St. Paul's, Haymarket	\$3,807	\$3,804
Northern Piedmont	St. Peter's, Purcellville	\$0	\$5,800
Northern Piedmont	Trinity Church, Upperville	\$70,644	\$70,644
Potomac	All Saints Sharon Chapel, Alexandria	\$18,364	\$18,259
Potomac	Church of the Spirit, Alexandria	\$0	\$0
Potomac	Olivet, Alexandria	\$12,100	\$12,100
Potomac	Pohick Church, Lorton	\$23,000	\$23,000
Potomac	San Marcos, Alexandria	\$1,200	\$0
Potomac	St. Aidan's, Alexandria	\$0	\$20,536
Potomac	St. James', Mount Vernon	\$400	\$400
Potomac	St. Luke's, Alexandria	\$47,215	\$51,902
Potomac	St. Margaret's, Woodbridge	\$4,000	\$6,000
Potomac	St. Mark's, Alexandria	\$18,000	\$15,600
Southern Shenandoah	Christ Church, Luray	\$7,207	\$7,207
Southern Shenandoah	Emmanuel, Harrisonburg	\$0	\$29,710
Southern Shenandoah	Emmanuel, Woodstock	\$12,000	\$13,000
Southern Shenandoah	Grace Church, Port Republic	\$3,500	\$3,418
Southern Shenandoah	St. Stephen's and the Good Shepherd, Rocky Bar	\$0	\$2,000
Southern Shenandoah	St. Andrew's, Mt. Jackson	\$7,500	\$7,500

Report of Pledges and Contributions

<i>Region</i>	<i>Parish Name</i>	<i>Annual Budget 2017</i>	<i>Actual as of 12/31/2017</i>
Southern Shenandoah	St. George's, Stanley	\$500	\$500
Southern Shenandoah	St. Paul's, Ingham	\$550	\$0
Southern Shenandoah	Cathedral Shrine of the Transfiguration, Orkney Springs	\$10,000	\$10,000
South Fairfax	Falls Church, Falls Church	\$38,725	\$44,925
South Fairfax	Good Shepherd, Burke	\$27,000	\$27,000
South Fairfax	Holy Cross Korean, Falls Church	\$3,000	\$2,400
South Fairfax	Santa Maria, Falls Church	\$0	\$7,091
South Fairfax	St. Peter's in the Woods, Fairfax Station	\$5,000	\$5,000
South Fairfax	St. Alban's, Annandale	\$59,683	\$60,478
South Fairfax	St. Andrew's, Burke	\$65,000	\$65,000
South Fairfax	St. Barnabas, Annandale	\$13,205	\$10,412
South Fairfax	St. Christopher's, Springfield	\$40,450	\$41,500
South Fairfax	St. John's, Centreville	\$6,000	\$6,000
South Fairfax	St. Patrick's, Falls Church	\$6,000	\$5,500
South Fairfax	St. Paul's, Bailey's Crossroads	\$8,000	\$8,667
South Fairfax	Trinity, Manassas	\$26,000	\$26,600
West Richmond	All Saints' Church, Richmond	\$34,000	\$25,500
West Richmond	Christ Church, Glen Allen	\$67,500	\$67,500
West Richmond	Grace Church, Goochland	\$0	\$6,900
West Richmond	St. Francis, Manakin-Sabot	\$3,100	\$3,120
West Richmond	St. Bartholomew's, Richmond	\$0	\$2,000
West Richmond	St. Martin's, Richmond	\$4,000	\$4,000
West Richmond	St. Mary's, Goochland	\$75,000	\$75,000
West Richmond	St. Matthew's, Richmond	\$8,501	\$8,388
Winchester	Calvary Church, Front Royal	\$16,450	\$6,510
Winchester	Christ Church, Winchester	\$51,000	\$51,000
Winchester	Cunningham Chapel parish, Millwood	\$13,200	\$13,200
Winchester	Good Shepherd, Bluemont	\$0	\$1,550
Winchester	Grace Church, Berryville	\$8,042	\$7,627
Winchester	Meade Memorial, White Post	\$0	\$500
Winchester	St. Mary's, Berryville	\$1,200	\$1,200
Winchester	St. Paul's on the Hill, Winchester	\$2,000	\$2,012
<b>Total</b>		<b>\$3,684,219</b>	<b>\$4,177,619</b>



# Report of Audits

Report of Audits

Region	PARISH NAME	2013	2014	2015	2016	2017
Alexandria	Christ Church, Alexandria	1	1	1		
Alexandria	Emmanuel Church, Alexandria	1	1	1		
Alexandria	Grace Church, Alexandria	1				
Alexandria	Immanuel-on-the-Hill, Alexandria	1	1	1	1	1
Alexandria	Meade Memorial, Alexandria	1	1			
Alexandria	Resurrection, Alexandria	1	1	1	1	
Alexandria	St. Clement's, Alexandria			1	1	1
Alexandria	St. Paul's, Alexandria	1	1	1	1	
Arlington	La Iglesia de Cristo Rey, Arlington	1	1		1	1
Arlington	La Iglesia de San Jose, Arlington	1	1		1	1
Arlington	St. Andrew's, Arlington	1	1	1	1	
Arlington	St. George's, Arlington	1	1	1	1	1
Arlington	St. John's, Arlington	1	1	1	1	
Arlington	St. Mary's, Arlington	1	1	1	1	
Arlington	St. Michael's, Arlington	1	1	1	1	1
Arlington	St. Peter's, Arlington	1	1	1	1	
Arlington	Trinity, Arlington	1	1	1	1	1
Central Richmond	Christ Ascension, Richmond	1	1	1	1	
Central Richmond	Grace & Holy Trinity, Richmond	1	1	1	1	
Central Richmond	Holy Comforter, Richmond		1	1	1	1
Central Richmond	St. Andrew's, Richmond	1	1			
Central Richmond	St. James's, Richmond	1	1	1	1	1
Central Richmond	St. John's, Richmond	1	1	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	1	1
Central Richmond	St. Philip's, Richmond	1	1	1	1	1
Central Richmond	St. Stephen's, Richmond					
Central Richmond	St. Thomas, Richmond		1	1	1	
Charlottesville	Buck Mountain, Earlysville	1	1	1	1	1
Charlottesville	Christ Church, Charlottesville	1	1	1		
Charlottesville	Christ Church, Gordonsville	1	1	1	1	
Charlottesville	Emmanuel, Greenwood	1	1	1	1	1
Charlottesville	Good Shepherd, Boonesville	1	1	1	1	1
Charlottesville	Grace Church, Breomo Bluff					
Charlottesville	Grace Church, Keswick	1	1	1	1	
Charlottesville	Grace Church, Stanardsville	1	1	1	1	1
Charlottesville	Holy Cross, Batesville	1	1	1	1	1
Charlottesville	Incarnation, Mineral	1	1	1		1
Charlottesville	McIlhany Parish, Charlottesville	1	1	1	1	1
Charlottesville	Church of Our Saviour, Charlottesville	1	1	1	1	1
Charlottesville	St. Anne's, Scottsville		1	1	1	
Charlottesville	St. James', Louisa	1	1			1
Charlottesville	St. John the Baptist, Ivy	1	1	1	1	1
Charlottesville	St. John's, Columbia	1	1	1	1	1
Charlottesville	St. Luke's, Simeon	1	1	1	1	1
Charlottesville	St. Paul's Memorial, Charlottesville	1	1	1	1	1
Charlottesville	St. Paul's, Ivy	1	1	1	1	
Charlottesville	St. Thomas, Orange	1	1	1	1	1
Charlottesville	Trinity, Charlottesville	1	1	1		
Culpeper	Christ Church, Brandy Station	1	1		1	1

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Culpeper	Emmanuel Church, Rapidan	1	1	1	1	1
Culpeper	Grace Church, Casanova	1	1	1	1	1
Culpeper	Little Fork, Rixeyville	1	1	1		1
Culpeper	Piedmont, Madison	1	1	1	1	
Culpeper	St. James', Warrenton	1	1	1	1	1
Culpeper	St. Luke's, Remington	1		1		
Culpeper	St. Stephen's, Catlett	1	1	1	1	
Culpeper	St. Stephen's, Culpeper	1	1	1		1
Culpeper	Trinity, Washington	1	1	1	1	1
Fredericksburg	Aquia Church, Stafford	1	1	1	1	1
Fredericksburg	Christ Church, Spotsylvania	1	1	1	1	1
Fredericksburg	Emmanuel Church, Port Conway		1	1	1	1
Fredericksburg	Messiah, Fredericksburg	1	1	1		
Fredericksburg	St. Asaph's, Bowling Green					
Fredericksburg	St. George's, Fredericksburg	1	1	1	1	
Fredericksburg	St. John's, King George		1	1	1	1
Fredericksburg	St. Mary's, Colonial Beach	1	1	1	1	1
Fredericksburg	St. Paul's, Owens	1	1	1	1	
Fredericksburg	St. Peter's, Port Royal	1	1	1	1	1
Fredericksburg	Trinity, Fredericksburg			1	1	1
North Fairfax	Epiphany Church, Oak Hill	1	1	1		
North Fairfax	Holy Comforter, Vienna	1	1	1	1	1
North Fairfax	Holy Cross, Dunn Loring	1	1	1	1	1
North Fairfax	St. Anne's, Reston	1		1		
North Fairfax	St. Dunstan's, McLean	1	1	1	1	
North Fairfax	St. Francis Korean, McLean	1	1	1	1	
North Fairfax	St. Francis, Great Falls	1	1			1
North Fairfax	St. John's, McLean	1	1	1	1	1
North Fairfax	St. Thomas, McLean	1	1	1	1	1
North Fairfax	St. Timothy's, Herndon	1	1	1	1	1
North Richmond	All Souls', Atlee	1	1	1	1	
North Richmond	Calvary, Hanover		1	1	1	1
North Richmond	Creator, Mechanicsville	1	1	1	1	
North Richmond	Emmanuel Church, Richmond	1	1	1	1	1
North Richmond	Epiphany, Richmond	1	1	1	1	1
North Richmond	Immanuel, Old Church	1	1	1	1	1
North Richmond	Our Saviour, Montpelier	1	1			
North Richmond	St. James the Less, Ashland	1	1	1		
North Richmond	St. Paul's, Hanover	1	1	1	1	1
North Richmond	The Fork, Doswell	1	1	1	1	1
Northern Neck	Cople Parish, Hague	1	1	1	1	1
Northern Neck	Grace Church, Kilmarnock	1	1	1		1
Northern Neck	North Farnham Parish, Farnham			1	1	
Northern Neck	St. James', Montross			1	1	
Northern Neck	St. John's, Warsaw	1	1	1	1	

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Northern Neck	St. Mary's, Fleeton	1	1			1
Northern Neck	St. Mary's, Whitechapel, Lively	1	1	1	1	1
Northern Neck	St. Paul's, Nomini Grove	1	1	1		
Northern Neck	St. Peter's, Oak Grove	1	1	1	1	1
Northern Neck	St. Stephen's, Heathsville	1	1	1	1	1
Northern Neck	Trinity, Lancaster		1	1	1	1
Northern Neck	Wicomico Church, Wicomico					
Northern Piedmont	Christ Church, Lucketts	1	1	1		1
Northern Piedmont	Emmanuel Church, Delaplane	1	1	1	1	1
Northern Piedmont	Emmanuel, Middleburg	1	1	1	1	1
Northern Piedmont	Grace Church, The Plains	1			1	
Northern Piedmont	Leeds Parish, Markham	1	1	1	1	1
Northern Piedmont	Our Redeemer, Aldie					1
Northern Piedmont	St. Andrew's, Ada					
Northern Piedmont	St. David's, Ashburn	1	1			
Northern Piedmont	St. Gabriel's, Leesburg	1	1	1	1	
Northern Piedmont	St. James', Leesburg	1	1	1	1	1
Northern Piedmont	St. Matthew's, Sterling	1	1	1	1	1
Northern Piedmont	St. Paul's, Haymarket					1
Northern Piedmont	St. Peter's, Purcellville					
Northern Piedmont	Trinity, Upperville		1	1	1	
Potomac	All Saints-Sharon Chapel, Alexandria					
Potomac	Church of the Spirit, Alexandria					1
Potomac	La Iglesia de San Marcos, Alexandria	1	1	1	1	1
Potomac	Olivet, Alexandria	1	1	1	1	
Potomac	Pohick, Lorton	1				
Potomac	St. Aidan's, Alexandria	1	1	1		
Potomac	St. James', Mt. Vernon	1	1	1		
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	1	1
Southern Shenandoah	Christ Church, Luray	1		1		
Southern Shenandoah	Emmanuel, Harrisonburg	1	1	1	1	1
Southern Shenandoah	Emmanuel, Woodstock	1	1	1	1	1
Southern Shenandoah	Grace Memorial, Port Republic					
Southern Shenandoah	Shrine of the Transfiguration, Orkney Springs	1	1	1	1	1
Southern Shenandoah	St. Andrew's, Mt. Jackson	1	1	1	1	1
Southern Shenandoah	St. George's, Stanley					
Southern Shenandoah	St. Paul's, Ingham, Shenandoah	1				
Southern Shenandoah	St. Stephen's & the Good Shepherd, Rocky Bar					
South Fairfax	The Falls Church, Falls Church	1	1	1	1	
South Fairfax	Good Shepherd, Burke	1	1	1	1	
South Fairfax	Holy Cross Korean, Falls Church	1	1	1	1	
South Fairfax	Santa Maria, Falls Church	1	1	1	1	1
South Fairfax	St. Alban's, Annandale	1	1	1	1	
South Fairfax	St. Andrew's, Burke		1		1	1



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South Fairfax	St. Barnabas, Annandale	1			1	1
South Fairfax	St. Christopher's, Springfield	1	1	1	1	1
South Fairfax	St. John's, Centreville	1	1	1	1	1
South Fairfax	St. Patrick's, Falls Church	1	1	1	1	
South Fairfax	St. Paul's, Baileys Crossroads	1				
South Fairfax	St. Peter's-in-the-Woods, Fairfax Station	1		1	1	1
South Fairfax	Trinity, Manassas	1	1	1	1	
Upper Tidewater	Abingdon Church, White Marsh	1		1		
Upper Tidewater	Christ Church, Christchurch	1	1	1	1	1
Upper Tidewater	Grace Church, Millers Tavern	1	1	1	1	1
Upper Tidewater	Immanuel Church, King & Queen	1	1	1	1	1
Upper Tidewater	Kingston Parish, Mathews	1	1	1	1	1
Upper Tidewater	St. David's, Aylett	1	1	1	1	
Upper Tidewater	St. John's, Tappahannock	1	1	1	1	
Upper Tidewater	St. John's, West Point	1	1	1	1	1
Upper Tidewater	St. Paul's, Millers Tavern	1	1	1	1	1
Upper Tidewater	St. Paul's, West Point	1	1			
Upper Tidewater	St. Peter's, New Kent	1		1	1	1
Upper Tidewater	Varina Church, Varina	1			1	1
Upper Tidewater	Vauter's, Loretto	1	1	1		
Upper Tidewater	Ware, Gloucester	1	1		1	1
Upper Tidewater	Westover Church, Charles City	1	1	1		1
West Richmond	All Saints, Richmond	1	1	1		
West Richmond	Christ Church, Richmond	1	1	1	1	1
West Richmond	Grace Church, Goochland				1	1
West Richmond	St. Bartholomew's, Richmond					
West Richmond	St. Francis, Goochland	1	1	1	1	1
West Richmond	St. Martin's, Richmond					
West Richmond	St. Mary's, Goochland			1		
West Richmond	St. Matthew's, Richmond	1	1	1	1	1
Winchester	Calvary, Front Royal					
Winchester	Christ Church, Winchester	1	1	1	1	1
Winchester	Cunningham Chapel Parish, Millwood	1	1	1		1
Winchester	Good Shepherd, Bluemont	1	1	1		
Winchester	Grace Church, Berryville	1	1	1	1	1
Winchester	Meade Memorial, White Post					
Winchester	St. Mary's, Berryville	1	1		1	
Winchester	St. Paul's on-the-Hill, Winchester	1	1	1	1	



# Official Acts

## 2018 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>
Steven Busch	2/9/2018	Falls Church, Falls Church
Courtenay Boyd Evans	10/10/2018	Christ Church, Charlottesville
Shea Marie Godwin	2/9/2018	Christ Church, Luray
Sarah Jean Jensen Hartman	10/10/2018	St. Paul's, King George
Brian Christopher Justice	10/10/2018	St. Paul's, Richmond
Peggy Roettger Moncure	5/11/2018	Ware Church, Gloucester
Stephen Taylor Pace	10/10/2018	St. James The Less, Ashland

### Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Johnston:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Carey Dougherty Connors	3/23/2018	St. George's, Fredericksburg
Robert Harrison Dilday	3/23/2018	St. Stephen's, Richmond
Daniel Edward Harris	3/19/2018	Holy Comforter, Vienna
Michael Edward Sweeney	1/26/2018	St. Stephen's, Richmond
James McFetridge Wilson	3/23/2018	Christ Church, Charlottesville

### Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Jennifer Lazurri Dockum	3/23/2018	St. Stephen's, Richmond
Rachel Bauer Eskite	1/26/2018	All Souls, Mechanicsville
Matthew Dumont-Machowski	11/16/2018	St. Paul's, Alexandria
Gail Austin Goldsmith	2/23/2018	YPI/St. Peter's, Church Hill
Suzanne Rae Findlen Hood	11/16/2018	Abington, White Marsh
Celal Jeshar Kamran	3/9/2018	YPI/St. Andrew's, Richmond
Emily Judin Krudys	2/23/2018	St. Stephen's, Richmond
Julie Lee Rodriguez	11/16/2018	Grace Church, Alexandria
Jose Santiago "Santi" Rodriguez	3/9/2018	Christ Church, Alexandria

### Candidates for Holy Orders toward ordination to vocational diaconate accepted by Bishop Goff:

None

### Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Johnston:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Daniel Edward Johnson	4/13/2018	St. George's, Fredericksburg

### Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Crystal Joy Hardin	4/13/2018	St. George's, Arlington
Patrick Lee Keyser	4/13/2018	St. Andrew's, Richmond
Sara "Amanda" Kotval	4/13/2018	Trinity, Fredericksburg
Sarah Kye Price	4/27/2018	St. Thomas, Richmond
Kristin Price Robinson Wickersham	4/27/2018	St. James's, Richmond

**Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Gulick:**

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Joseph Earl Lenow	3/1/2018	St. Paul's Memorial, Charlottesville
Matthew Adam Welsch	4/5/2018	Christ Church, Alexandria
Dina Elaine Widlake	2/1/2018	St. Anne's, Reston

**Vocational Diaconate Ordinations:**

<i>Name</i>	<i>Ordination date</i>	<i>Location/ Ordaining bishop</i>
Katherine Ferguson	9/29/2018	Galilee Church, Virginia Beach/ Shannon S. Johnston
Karla Westfall Hunt	9/29/2018	Galilee Church, Virginia Beach/ Shannon S. Johnston
Lawrence Elliott	9/29/2018	Galilee Church, Virginia Beach/ Shannon S. Johnston
Anne Logan Augustine	9/29/2018	Galilee Church, Virginia Beach/ Shannon S. Johnston

**Transitional Diaconate Ordinations:**

<i>Name</i>	<i>Ordination date</i>	<i>Location/ Ordaining bishop</i>
John Hogg	6/2/2018	Immanuel Chapel, Alexandria/ Edwin F. Gulick, Jr.
Anna Broadbent	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Charles Cowherd	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Gail Goldsmith	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Marlene Forrest	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Emily Krudys	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Joseph Lenow	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Grant Mansfield	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Darren Steadman	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Jeffrey Stevenson	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Seldon Walker	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Matthew Welsch	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Dina Widlake	6/9/2018	Epiphany, Herndon/ Shannon S. Johnston
Sarah Kye Price	11/10/2018	Grace & Holy Trinity, Richmond/ Susan E. Goff

**Ordinations to the Priesthood:**

<i>Name</i>	<i>Ordination date</i>	<i>Location/ Ordaining bishop</i>
Taylor Ann Devine	1/3/2018	St. Philip's in the Hills, Tuscon, AZ/ Kirk Smith (Arizona)
Jason Cutshall	1/6/2018	St. Martin's by the Lake, Minnetonka Beach, MN/ Edwin F. Gulick, Jr.
Bryan Spoon	1/17/2018	La Iglesia de San Jose/ Susan E. Goff
Dina Elaine Widlake	12/8/2018	St. Paul's, Alexandria/ Edwin F. Gulick, Jr.
Darren F. Steadman	12/8/2018	St. Paul's, Alexandria/ Edwin F. Gulick, Jr.
Matthew A. Welsch	12/8/2018	St. Paul's, Alexandria/ Edwin F. Gulick, Jr.
Seldon Matthew Walker	12/8/2018	St. Paul's, Alexandria/ Edwin F. Gulick, Jr.
Marlene Eudora Forrest	12/8/2018	St. Paul's, Alexandria/ Susan E. Goff
Emily Judin Krudys	12/8/2018	St. Paul's, Alexandria/ Susan E. Goff
Robert Grant Mansfield	12/8/2018	St. Paul's, Alexandria/ Susan E. Goff
Charles Robison Cowherd	12/8/2018	St. Paul's, Alexandria/ Susan E. Goff
John Edwin Hogg	12/1/2018	Immanuel-on-the-Hill, Alexandria/ Edwin F. Gulick, Jr.
Gail Austin Goldsmith	12/11/2018	Holy Trinity, Auburn, AL/ Susan E. Goff
Jeffrey Neal Stevenson	12/12/2018	St. Andrew's, Kansas City, MO/ Martin S. Field (West Missouri)

**Received from Churches in the Historic Succession:**

None

**Ordinations to the Priesthood on Behalf of Another Diocese:**

None

**Letters Dimissory Given:**

<i>Name</i>	<i>Date</i>	<i>Diocese</i>
Ryan Kuratko	1/16/2018	New York
Grayce O'Neill Rowe	1/16/2018	Arizona
Jeffrey A. Packard	1/16/2018	Central Pennsylvania
Jason Cutshall	2/8/2018	Minnesota
Elaine Ellis Thomas	2/14/2018	Newark
Mary Jayne Ledgerwood	3/1/2018	Central Gulf Coast
Mary Beth Emerson	2/13/2018	Massachusetts
S. Abbott Bailey	3/1/2018	California
Bernie Schroeder	5/18/2018	Easton
Lisa Michele Erdeljon	5/18/2018	Chicago
Daniel Wallace Adams-Riley	8/8/2018	Upper South Carolina
Heather Ann VanDeventer	9/18/2017	Spokane
Brian Hutcherson	9/18/2018	Southwestern Virginia
Leslie Chadwick	9/18/2018	Washington
Daniel Dario Robayo Hidalgo	9/18/2018	North Carolina
Bryan William Spoon	9/18/2018	West Missouri
Emily Williams Guffey	10/11/2018	Michigan
Bernard Yung	8/18/2017	Hawai'i
Louise Browner Blanchard	10/11/2018	Colorado
Sara-Scott Wingo	10/11/2018	East Tennessee
Patrick J. Wingo	10/11/2018	East Tennessee
Sarah Colvin	10/11/2018	Olympia
Carmen Germino	10/11/2018	North Carolina
Erin Maxfield-Steele	11/7/2018	Western North Carolina

**Letters Dimissory Received:**

<i>Name</i>	<i>Date</i>	<i>Diocese</i>
Lura Kaval	1/4/2018	Maryland
Elizabeth Anne Magill	1/18/2018	Texas
Theresa M. Brion	1/22/2018	Maryland
Kelly Moughty	1/23/2018	Maine
Sarah Brockenbrough	3/12/2018	Southern Virginia
Stephen McGehee	5/15/2018	Upper South Carolina
Jon Strand	7/18/2018	Massachusetts
Paul Moberly	7/31/2018	Vermont
Whitney Z. Edwards	9/4/2018	Connecticut
Scott D. Parnell	9/11/2018	West Texas
Andrew York Moore	9/13/2018	West Tennessee
Dorota Pruski	9/18/2018	Milwaukee
Nicholas S. Szobota	9/21/2018	Maryland
Heather Baggett	10/23/2018	North Dakota
Sara Holland Taylor Miller	12/20/2018	Texas

**Priests Inhibited:**

<i>Name</i>	<i>Date</i>	<i>Canon</i>
None		

**Priests Removed or Deposed by Bishop Johnston:**

<i>Name</i>	<i>Date</i>	<i>Canon</i>
None		

**Priests Suspended:**

<i>Name</i>	<i>Date</i>	<i>Canon</i>
J. Michael Cadaret	November 6, 2014	Canons IV.4.1(c), IV.4.1(h)(1), and IV.4.1(h)(8)

**Postulants Removed from Holy Orders:**

None

**Lay Catechist (list number of people licensed):** 0

**Lay Eucharistic Minister licenses issued (list number of people licensed):** 375

**Lay Eucharistic Visitors licenses issued (list number of people licensed):** 108

**Lay Preacher licenses issued (list number of people licensed):** 7

**Worship Leader licenses issued (list number of people licensed):** 11

**Remarriage applications approved (list number of petitions granted):** 45

## Official Acts of the Standing Committee

November 4, 2017 – November 2, 2018

**Election of Standing Committee Officers:** **November 4, 2017**

President: Ms. Helen Spence  
Secretary: The Rev. Grant Ambrose

**Approval of Election of Collegiate Delegates to Diocesan Council: October 4, 2018**

Sarah Paquette  
Lachlan Hassman  
Gabriel Arrington  
Julia Terhune  
Stephanie Whitehouse  
Ben Jenkins  
William Hayes

**Consent for the Ordination and Consecration of:** **August 2, 2018**

The Rev. Mark A. Cowell – Diocese of Western Kansas – Bishop Diocesan  
The Rev. Carlye Hughes – Diocese of Newark  
The Rev. Michael Hunn – Diocese of Rio Grande  
The Rev. Dr. Cathleen Chittenden Bascom – Diocese of Kansas – Bishop Diocesan

**Consent to hold the Election of:**

A Bishop Suffragan in the Diocese of Texas October 4, 2018

**Consent to the Early Lifting of Inhibition of:**

None

**Consent to Approve Full-Time Secular Employment by a Priest:**

None

**Consent to the Restoration of Orders:**

None

**Consent Given to Churches to Incur Debt:**

St. John's, Centreville – refinance loan April 5, 2018

**Consent Given for sale of property:**

Previous church site of Christ Church, Brandy Station March 1, 2018

**Consent Given to Recognize a Church as a Congregation in the Episcopal Diocese of Virginia:**

None

**Consent Given for approval for Bishop Suffragan Search Committee – January 11, 2018**

**Consent Given for nomination of the Rev. Kathleen Chipps as Chaplain of Nominating Committee – January 11, 2018**



**Consent Given for appointment to Disciplinary Board:**

Ms. Carolyn Voldrich	October 4, 2018
The Rev. Kathy Guin	October 4, 2018
The Rev. Bollin M. Milner, Jr.	October 4, 2018

**Consent Given for Candidacy to the Priesthood Under Canon III.8.4 (b):**

Ms. Anna Broadbent	December 7, 2017
Mr. Jeffrey Stevenson	December 7, 2017
Mr. Darren Steadman	January 11, 2018
Ms. Diana Widlake	February 1, 2018
Mr. Selden Walker	February 1, 2018
Ms. Emily Krudys	March 1, 2018
Mr. Joe Lenow	March 1, 2018
Mr. Matthew Welsch	April 5, 2018
Ms. Gail Goldsmith	April 5, 2018
Ms. Amanda Kotval	June 7, 2018
Mr. Patrick Keyser	June 7, 2018
Mr. Daniel Johnson	August 2, 2018
Ms. Sarah Kye Price	August 2, 2018
Ms. Crystal Hardin	September 6, 2018
Ms. Kristin Wickersham	September 6, 2018
Mr. David Browning	October 4, 2018

**Consent Given for Candidacy to the Vocational Diaconate [Canon III.6.5(b)]:**

None

**Consent Given for Ordination to the Vocational Diaconate:**

None

**Consent Given for Ordination to the Transitional Diaconate:**

Mr. John Hogg	March 1, 2018
Ms. Anna Broadbent	May 3, 2018
Mr. Charles Cowherd	May 3, 2018
Ms. Marlene Forrest	May 3, 2018
Ms. Gail Goldsmith	May 3, 2018
Ms. Emily Krudys	May 3, 2018
Mr. Joseph Lenow	May 3, 2018
Mr. Robert Grant Mansfield	May 3, 2018
Mr. Darren Steadman	May 3, 2018
Mr. Jeffrey Stevenson	May 3, 2018
Mr. Seldon Walker	May 3, 2018
Mr. Matthew Welsch	May 3, 2018
Ms. Diana Widlake	May 3, 2018
Ms. Crystal Hardin	September 6, 2018
Ms. Kristin Wickersham	September 6, 2018

**Consent Given for Ordination to the Priesthood:**

The Rev. Anna Broadbent	October 4, 2018
The Rev. Charles Cowherd	October 4, 2018
The Rev. Gail Goldsmith	October 4, 2018
The Rev. Marlene Forrest	October 4, 2018
The Rev. John Hogg	October 4, 2018
The Rev. Emily Krudys	October 4, 2018
The Rev. Joseph Lenow	October 4, 2018
The Rev. Grant Mansfield	October 4, 2018
The Rev. Darren Steadman	October 4, 2018
The Rev. Jeffrey Stevenson	October 4, 2018
The Rev. Seldon Walker	October 4, 2018
The Rev. Matthew Welsch	October 4, 2018
The Rev. Dina Widlake	October 4, 2018

**Consent given to the reception to Holy Order in the Episcopal Church:**

None

**Consent given to the Bishop's Appointment of Regional Deans for 2019:**

Effective at conclusion of Annual Convention, November 3, 2018

*The names of new deans are underlined; all others are incumbent deans appointed for another year.*

Alexandria Region	<u>The Very Rev. Randy Alexander, Immanuel-on-the-Hill, Alexandria</u> (2018)
Arlington Region	<u>The Very Rev. Kim Coleman, Trinity, Arlington</u> (2018)
Central Richmond Region	The Very Rev. Dr. Hilary Smith, Holy Comforter, Richmond (01/2018)
Charlottesville Region	The Very Rev. Cass Bailey, Trinity, Charlottesville
Culpeper Region	The Very Rev. Ben Shelton, St. Stephen's, Culpeper (11/2017)
Fredericksburg Region	The Very Rev. Catherine Hicks, St. Peter's, Port Royal (2017)
North Fairfax Region	<u>The Very Rev. Denise Trogdon, Holy Cross, Dunn Loring</u> (2018)
North Richmond Region	The Very Rev. Connor Newlun, St. Peter's, Hanover (11/2017)
Northern Neck Region	The Very Rev. Lucia Lloyd, St. Stephen's, Heathsville (11/2017)
Northern Piedmont Region	<u>The Very Rev. Mark Feather, St. James', Leesburg</u> (2018)
Potomac Region	The Very Rev. Kathy Guin, St. Margaret's, Woodbridge (11/2017)
South Fairfax Region	The Very Rev. Tim Heflin, St. Andrew's, Burke (2017)
So. Shenandoah Valley Region	The Very Rev. Cathy Tibbetts, Christ Church, Luray (11/2017)
Upper Tidewater Region	<u>The Very Rev. Cathy McKinney, Varina, Henrico</u> (2018)
West Richmond Region	The Very Rev. Shirley Smith Graham, Christ Church, Richmond (2017)
Winchester Region	<u>The Very Rev. Matt Rhodes, Cunningham Chapel Parish</u> (2018)

# Report of Confirmations and Receptions

**2018 Visitation Schedule**

<i>Date</i>	<i>Bishop</i>	<i>Church</i>	<i>Location</i>
7-Jan	Goff	Christ Church	Luray
14-Jan	Goff	Olivet	Franconia
14-Jan	Goff	St. Christopher's	Springfield
21-Jan	Goff	St. Stephen's	Catlett
28-Jan	Goff	Hanover with Brunswick	King George
4-Feb	Goff	St. George's	Stanley
4-Feb	Goff	St. Paul's (Shenandoah)	Ingham
11-Feb	Goff	St. Paul's	Richmond
18-Feb	Goff	Aquia	Stafford
25-Feb	Goff	St. Philip's	Richmond
4-Mar	Goff	Church of the Spirit	Alexandria
11-Mar	Goff	St. Peter's	Richmond
18-Mar	Goff	Our Saviour	Charlottesville
31-Mar	Goff	Ware	Gloucester
6-Apr	Goff	Incarnation	Mineral
8-Apr	Goff	Holy Cross Korean	Fairfax
15-Apr	Goff	Grace	Berryville
15-Apr	Goff	St. Mary's	Berryville
29-Apr	Goff	St. Paul's Memorial	Charlottesville
6-May	Goff	Christ Church	Glen Allen
13-May	Goff	St. Mary's	Goochland
20-May	Goff	St. James's	Richmond
10-Jun	Goff	All Souls - Atlee	Mechanicsville
17-Jun	Goff	St. Patrick's	Falls Church
24-Jun	Goff	St. John's	Arlington
9-Sep	Goff	St. Francis'	Goochland
16-Sep	Goff	Trinity	Washington
23-Sep	Goff	St. Paul's	Haymarket
14-Oct	Goff	Grace	Port Republic
21-Oct	Goff	Our Saviour	Montpelier
28-Oct	Goff	St. James'	Montross
18-Nov	Goff	Fork Church	Doswell
2-Dec	Goff	San Marcos	Alexandria
2-Dec	Goff	St. Mark's	Alexandria
9-Dec	Goff	Santa Maria	Falls Church
16-Dec	Goff	St. Anne's	Scottsville
2-Dec	Guilck	St. Paul's	Hanover
22-Apr	Gulick	St. George's	Fredericksburg

Report of Confirmations and Receptions

<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
0	0	0	0
0	0	0	0
0	0	0	0
0	0	2	0
3	0	0	0
0	0	0	0
6	2	0	0
0	8	1	1
0	3	3	1
5	11	0	2
0	0	0	0
0	0	1	0
0	10	3	0
0	6	0	0
0	0	0	0
0	0	0	0
0	11	0	0
0	0	0	0
0	6	0	0
1	19	0	1
3	26	3	0
6	34	2	4
0	0	0	0
0	0	0	0
0	3	0	1
0	0	0	2
0	0	0	0
0	3	1	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	11	1	0
0	15	6	3

Report of Confirmations and Receptions

<i>Date</i>	<i>Bishop</i>	<i>Church</i>	<i>Location</i>
29-Apr	Gulick	St. James'	Leesburg
8-Jul	Gulick	Cathedral Shrine	Shrine Mont
18-Mar	Ihloff	Trinity	Manassas
22-Apr	Ihloff	Good Shepherd	Burke
6-May	Ihloff	Buck Mountain	Earlysville
20-May	Ihloff	Immanuel-on-the-Hill	Alexandria
10-Jun	Ihloff	Holy Comforter	Vienna
9-Sep	Ihloff	St. Paul's-on-the-Hill	Winchester
16-Sep	Ihloff	St. Paul's	Ivy
23-Sep	Ihloff	St. Stephen's	Culpeper
7-Oct	Ihloff	St. John's	West Point
7-Oct	Ihloff	Abingdon	White Marsh
21-Oct	Ihloff	St. Luke's	Remington
28-Oct	Ihloff	All Saints Sharon Chapel	Alexandria
11-Nov	Ihloff	Emmanuel	Rapidan
2-Dec	Ihloff	St. James'	Mt Vernon
9-Dec	Ihloff	St. Timothy's	Herndon
7-Jan	Johnston	Christ Church	Middlesex
14-Jan	Johnston	St. John's	Tappahannock
21-Jan	Johnston	St. Asaph's	Bowling Green
28-Jan	Johnston	Christ Ascension	Richmond
28-Jan	Johnston	St. Bartholomew's	Richmond
4-Feb	Johnston	St. Mary's	Arlington
11-Feb	Johnston	St. Stephen's	Heathsville
18-Feb	Johnston	St. Peter's in the Woods	Fairfax Station
25-Feb	Johnston	Grace	The Plains
31-Mar	Johnston	Grace	Alexandria
8-Apr	Johnston	St. Paul's	Alexandria
15-Apr	Johnston	St. Thomas'	Richmond
22-Apr	Johnston	St. Anne's	Reston
27-Apr	Johnston	Episcopal High School	Alexandria
6-May	Johnston	Christ Church	Charlottesville
13-May	Johnston	Grace	Kilmarnock
20-May	Johnston	St. Stephen's	Richmond
3-Jun	Johnston	Christ Church	Alexandria
17-Jun	Johnston	St. Mark's	Richmond
24-Jun	Johnston	St. Alban's	Annandale
1-Jul	Johnston	Wicomico	Wicomico Church
5-Aug	Johnston	Cathedral Shrine	Shrine Mont
12-Aug	Johnston	St. John's	Columbia

Report of Confirmations and Receptions

<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
0	10	1	1
0	0	0	0
0	9	2	1
0	18	1	0
0	0	0	0
1	1	0	0
1	16	6	1
0	2	0	0
6	15	1	0
0	5	2	1
0	3	1	0
0	10	3	2
0	0	0	0
0	0	0	0
0	7	2	0
0	0	2	2
1	1	1	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	2	3	0
0	0	0	0
0	4	3	0
0	0	0	0
0	0	0	0
3	36	3	0
0	0	0	0
0	20	0	0
2	12	0	0
0	12	6	0
0	0	0	0
0	0	0	0
5	15	6	3
2	12	4	0
0	13	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Report of Confirmations and Receptions

<i>Date</i>	<i>Bishop</i>	<i>Church</i>	<i>Location</i>
9-Sep	Johnston	Leeds	Markham
9-Sep	Johnston	St. Andrew's	Ada
13-Sep	Johnston	Abingdon	White Marsh
16-Sep	Johnston	St. Paul's	King George
23-Sep	Johnston	St. Matthew's	Sterling
30-Sep	Johnston	Emmanuel	Greenwood
7-Oct	Johnston	Our Redeemer	Aldie
14-Oct	Johnston	Emmanuel	Harrisonburg
21-Oct	Johnston	Westover	Charles City
28-Oct	Johnston	Resurrection	Alexandria
18-Nov	Johnston	Christ Church, Cunningham Parish	Millwood
9-Dec	Johnston	St. Thomas's	Orange
16-Dec	Johnston	Immanuel	Old Church
7-Jan	Jones	St. Mary's, Colonial Beach	St. George's, Fredericksburg
7-Jan	Jones	Trinity	Fredericksburg
14-Oct	Jones	St. Paul's, Alexandria	Emmanuel, Alexandria
14-Oct	Jones	St. Peter's, Alexandria	Emmanuel, Alexandria
14-Jan	Jones	St. George's	Arlington
28-Jan	Jones	Trinity	Arlington
4-Feb	Jones	St. Andrew's	Arlington
25-Feb	Jones	St. Barnabas'	Annandale
8-Apr	Jones	Christ Church	Lucketts
22-Apr	Jones	St. John's	Centreville
6-May	Jones	St. John's	McLean
20-May	Jones	St. Peter's	Arlington
10-Jun	Jones	Pohick	Lorton
14-Oct	Jones	Emmanuel	Alexandria
11-Nov	Jones	St. Andrew's	Burke
18-Nov	Jones	St. John's	Richmond

**Visitation Totals**

	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
Shannon Johnston	14	141	40	10
Susan Goff	24	142	16	12
Ted Gulick	0	30	8	4
Bob Ihloff	9	87	21	7
David Jones	4	69	23	2



Report of Confirmations and Receptions

<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
1	3	7	4
0	0	0	0
0	0	0	0
0	5	0	0
1	6	7	0
0	0	0	0
0	0	0	0
0	0	1	3
0	0	0	0
0	0	0	0
0	1	0	0
0	0	0	0
0	0	0	0
0	1	0	0
0	1	0	0
0	0	1	0
0	2	1	0
0	0	0	0
2	4	2	0
0	3	1	0
0	0	0	0
0	0	0	0
0	3	0	0
0	6	1	0
0	19	0	0
0	13	0	0
0	7	5	0
0	5	3	1
2	5	9	1
51	475	108	35



# Summary of Parochial Reports

**Summary of Annual Parochial Reports for 2017**

<b>Reports Submitted</b>		147
<b>Baptized Members</b>		
	<i>January 1, 2017</i>	62,380
	<i>Increases</i>	2,873
	<i>Decreases</i>	3,993
	<i>December 31, 2017</i>	61,260
<b>Baptisms</b>		
	<i>16 and Over</i>	83
	<i>Under 16</i>	791
<b>All Communicants in Good Standing</b>		51,255
<b>Confirmations &amp; Receptions</b>		
	<i>Confimtions Under 16</i>	309
	<i>Confimtions Over 16</i>	318
	<i>Received</i>	206
<b>Other Active Members</b>		9,560
<b>Holy Eucharist Services</b>		
	<i>Sundays</i>	13,137
	<i>Weekdays</i>	3,624
	<i>Private</i>	3,636
<b>Other Services</b>		
	<i>Marriages</i>	253
	<i>Burials</i>	741
<b>Average Sunday Attendance</b>		19,327
	<i>Easter Sunday</i>	47,374
<b>Christian Education</b>		
	<i>Students</i>	5,422
	<i>Churches with Adult Programs</i>	118
<b>Stewardship</b>		
	<i>Average pledge (per unit per week)</i>	60

Summary of Parochial Reports

**Pledged Income**

<i>Pledging Units</i>	14,109
<i>Amount Pledged</i>	\$ 44,065,221

**REVENUE**

**Operating Revenue**

<i>Plate &amp; Pledge</i>	\$ 52,909,484
<i>Investment Income</i>	\$ 3,130,623
<i>Other Operating Income</i>	\$ 6,630,525
<i>Unrestricted Bequests</i>	\$ 630,000
<i>From the Diocese</i>	\$ 644,148
<i>Total</i>	\$ 63,944,780

**Non-operating Revenue**

<i>Capital Funds</i>	\$ 7,957,010
<i>Additions to Endowment/Trust Funds</i>	\$ 3,840,199
<i>Contributions for Outreach</i>	\$ 3,604,252
<i>Funds for Transmittal</i>	\$ 953,350
<i>Total</i>	\$ 16,354,811

**Total Revenue \$ 80,299,591**

**EXPENSE**

**Operating Expense**

<i>To the Diocese</i>	\$ 3,520,347
<i>Outreach</i>	\$ 2,482,099
<i>Other Operating Expense</i>	\$ 54,619,732
<i>Total</i>	\$ 60,622,178

**Non-Operating Expense**

<i>Improvements</i>	\$ 7,243,758
<i>Mission &amp; Outreach Expense</i>	\$ 3,607,297
<i>Seminary Contributions</i>	\$ 48,646
<i>Transmittals</i>	\$ 1,346,046
<i>Total</i>	\$ 12,245,747

**Total Expense \$ 72,867,925**



# Parochial Reports Statistics

Parochial Statistics of the Diocese of Virginia

<b>City</b>	<b>Congregation</b>	<b>Active Members</b>	<b>Communicants in Good Standing</b>
Aldie	Church of Our Redeemer	552	320
Alexandria	St. Paul's Church	3,131	3,057
Alexandria	Christ Church	1,770	1,420
Alexandria	Immanuel Church on the Hill	1,043	1,038
Alexandria	Emmanuel Church	692	581
Alexandria	St. Luke's Church	394	325
Alexandria	St. Aidan's Church	291	291
Alexandria	St. Mark's Church	283	206
Alexandria	Church of St. Clement	192	192
Alexandria	Church of the Resurrection	151	140
Alexandria	La Iglesia de San Marcos	140	111
Alexandria	St. James' Church	107	95
Alexandria	Church of the Spirit	74	74
Annandale	St. Barnabas Church	410	188
Arlington	St. Mary's Church	1,653	1,603
Arlington	St. Peter's Episcopal Church	1,099	1,063
Arlington	St. George's Church	516	516
Arlington	St. Andrew's Church	221	219
Arlington	St. Michael's Church	219	219
Arlington	La Iglesia de Cristo Rey	170	124
Arlington	La Iglesia de San Jose	109	107
Ashburn	St. David's Church	453	453
Ashland	Church of St. James the Less	358	358
Batesville	Holy Cross Church	71	71
Berryville	Grace Church	196	146
Berryville	St. Mary's Church	23	23
Bluemont	Church of the Good Shepherd	34	23
Brandy Station	Christ Church	70	55
Burke	Church of the Good Shepherd	513	513
Burke	St. Andrew's Church	872	425
Catlett	St. Stephen's Church	150	92
Centreville	St. John's Church	114	88
Charles City	Westover Parish Church	306	140
Charlottesville	Christ Episcopal Church	1,873	1,570
Charlottesville	St. Paul's Church Ivy	836	836
Charlottesville	St. Paul's Memorial Church	722	582
Charlottesville	Church of Our Saviour	519	514
Charlottesville	Trinity Episcopal Church	190	168
Charlottesville	St. Luke's Church (Simeon)	101	101
Charlottesville	St. John the Baptist Church	42	37



Parochial Statistics of the Diocese of Virginia

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
42	83	-	-	7	-
502	405	247	5	30	13
350	477	155	-	38	21
140	254	195	-	5	11
61	169	107	1	10	-
41	154	110	7	-	13
30	127	141	-	3	12
26	130	117	1	5	8
-	63	103	-	1	1
72	94	108	-	1	9
21	50	53	4	11	1
20	60	100	1	3	-
7	36	-	-	-	-
-	93	105	-	1	-
144	452	189	1	27	26
170	190	155	-	6	17
100	169	12	1	5	19
14	82	104	-	2	4
2	105	113	5	-	5
12	58	53	1	2	-
35	43	54	-	3	-
455	296	107	1	18	13
15	130	108	1	1	7
8	44	56	-	-	-
15	63	57	-	3	-
1	17	27	-	-	-
-	16	24	-	-	-
-	35	52	-	-	-
209	225	108	-	7	-
271	252	138	-	12	12
16	43	103	1	1	-
58	40	57	1	1	-
9	49	68	-	1	6
241	603	202	3	51	49
-	225	126	-	11	-
78	263	159	2	5	-
101	244	156	-	6	7
1	94	52	-	1	4
-	52	53	-	1	-
6	23	49	-	1	1

Parochial Statistics of the Diocese of Virginia

<b>City</b>	<b>Congregation</b>	<b>Active Members</b>	<b>Communicants in Good Standing</b>
Charlottesville	Mcllhany Parish (Albermarle)	32	32
Christchurch	Christ Church Parish	116	116
Colonial Beach	St. Mary's Church	319	170
Columbia	St. John's Church	28	28
Culpeper	St. Stephen's Episcopal Church	338	312
Delaplane	Piedmont Parish	186	174
Doswell	The Fork Church	173	110
Dunn Loring	Church of the Holy Cross	454	324
Earlsville	Buck Mountain Church	270	250
Fairfax	Holy Cross Korean Episcopal Church	30	30
Fairfax Station	St. Peters in the Woods	350	312
Falls Church	The Falls Church Episcopal	635	605
Falls Church	La Iglesia de Santa Maria	421	415
Falls Church	St. Patrick's Anglo Vietnamese Church	108	59
Fredericksburg	St. George's Church	1,369	1,221
Fredericksburg	Trinity Church	650	566
Fredericksburg	Church of the Messiah	104	101
Free Union	Good Shepherd-of-the-Hills	18	18
Front Royal	Calvary Church	312	282
Glen Allen	Christ Episcopal Church	1,564	1,564
Gloucester	Ware Episcopal Church	333	333
Goochland	Grace Church	234	126
Gordonsville	Christ Church	73	66
Great Falls	St. Francis Church	325	325
Greenwood	Emmanuel Episcopal Church	392	315
Hague	Cople Parish	147	128
Hanover	St. Paul's Episcopal Church	201	157
Hanover	Calvary Episcopal Church	101	57
Harrisonburg	Emmanuel Church	563	368
Haymarket	St. Paul's Church	154	154
Heathsville	St. Stephen's Church	63	53
Henrico	St. Martin's Episcopal Church	302	302
Henrico	Epiphany Church	352	214
Henrico	Varina Church	230	104
Herndon	St. Timothy's Church	1,424	751
Keswick	Grace Church	236	208
King and Queen Court House	Immanuel Church	7	4
King George	St. Paul's Church	161	153
King George	St. John's Church	55	53
King George	Emmanuel Church	9	9

Parochial Statistics of the Diocese of Virginia

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
95	48	-	-	-	-
29	82	95	1	-	3
10	52	105	1	2	2
20	22	50	-	-	-
20	131	112	-	8	-
4	50	54	-	5	1
4	56	52	-	4	-
71	130	128	-	4	13
-	91	109	-	1	7
-	28	58	-	-	-
-	151	110	-	-	8
138	330	91	1	36	16
60	765	154	2	25	33
3	36	80	-	2	-
323	425	195	3	21	28
-	220	172	1	-	3
47	90	53	-	5	7
1	10	15	-	-	-
40	103	93	-	5	-
172	407	143	2	8	13
48	100	104	2	-	-
-	57	78	-	5	6
4	42	101	-	-	2
-	146	133	-	1	15
-	144	77	-	2	-
38	63	-	-	-	3
10	112	106	1	5	2
15	31	29	-	1	-
19	130	118	-	2	1
136	98	111	1	8	9
18	39	59	1	-	1
5	106	-	-	1	-
20	91	103	-	5	4
3	45	51	-	3	2
237	214	137	1	12	-
112	121	87	-	4	8
2	4	13	-	-	-
14	74	-	1	2	4
3	31	51	-	1	4
2	34	17	-	1	-

Parochial Statistics of the Diocese of Virginia

<b>City</b>	<b>Congregation</b>	<b>Active Members</b>	<b>Communicants in Good Standing</b>
Lancaster	Trinity Episcopal Church	69	69
Lancaster	St. Mary's Whitechapel	67	67
Leesburg	St. James' Church	1,160	618
Leesburg	St. Gabriel's Episcopal Church	135	75
Leesburg	Christ Church Lucketts	41	35
Lorton	Pohick Church	612	596
Louisa	St. James Church	185	180
Luray	Christ Church	72	72
Madison	Piedmont/Bromfield Parish	117	66
Manakin Sabot	St. Francis Episcopal Church	45	45
Markham	Episcopal Church of Leeds Parish	310	240
Mathews	Kingston Parish	211	211
McLean	St. Thomas' Church	346	280
Mechanicsville	Immanuel Church	269	238
Mechanicsville	Church of the Creator	176	87
Middleburg	Emmanuel Church	117	117
Miller's Tavern	St. Paul's Episcopal Church	170	82
Millwood	Cunningham Chapel Parish	155	129
Mineral	Church of the Incarnation	52	51
Montpelier	Church of Our Saviour	168	147
Montross	St. James' Church	108	83
New Kent	St. Peter's Parish Church	330	280
Oak Grove	St. Peter's	115	71
Orange	St. Thomas Episcopal Church	171	171
Orkney Springs	Cathedral Shrine of the Transfiguration	10	3
Port Republic	Grace Memorial Church	55	42
Port Royal	St. Peter's Church	70	61
Purcellville	St. Peter's Church	258	139
Rapidan	Emmanuel Church	58	56
Reedville	St. Mary's Church	78	53
Remington	St. Luke's Church	48	48
Reston	St. Anne's Church	1,046	1,046
Richmond	St. Stephen's Church	4,555	3,745
Richmond	St. James's Church	2,894	2,193
Richmond	St. Mary's Episcopal Church	1,315	1,270
Richmond	Grace & Holy Trinity Church	865	775
Richmond	St. Matthew's Episcopal Church	680	560
Richmond	All Saints Church	756	518
Richmond	Emmanuel Church at Brook Hill	343	343
Richmond	St. Mark's Church	371	339

Parochial Statistics of the Diocese of Virginia

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
4	33	51	-	-	3
4	39	55	-	-	5
1,494	298	165	1	11	20
43	98	108	1	11	20
6	20	40	-	-	-
121	277	143	-	11	24
3	83	100	-	4	-
21	53	103	-	2	-
5	40	-	-	-	-
-	28	-	-	-	-
-	98	102	4	5	-
41	104	96	-	-	6
-	97	140	-	-	-
19	63	52	-	-	2
-	64	53	-	1	4
-	57	103	1	2	7
14	40	67	-	4	-
62	54	76	-	2	-
-	30	30	-	1	-
21	58	94	-	1	-
8	27	54	-	-	-
31	92	82	-	6	17
1	38	56	2	2	2
-	81	104	-	2	-
-	208	82	-	8	-
5	36	52	-	-	-
17	41	50	-	2	5
41	170	109	1	1	15
20	31	50	-	-	-
29	34	55	-	2	3
2	23	55	-	2	-
255	301	180	1	18	-
651	1,173	284	4	46	71
-	478	141	1	39	42
153	248	72	-	12	15
43	221	165	-	9	20
50	217	105	-	2	10
8	222	113	1	6	11
2	92	117	-	1	2
50	119	103	1	2	1

Parochial Statistics of the Diocese of Virginia

City	Congregation	Active Members	Communicants in Good Standing
Richmond	St. Philip's Church	297	297
Richmond	Church of the Holy Comforter	231	231
Richmond	St. Andrew's Church	213	177
Richmond	St. John's Church	253	136
Richmond	Christ Ascension Church	76	73
Richmond	St. Peter's Episcopal Church	90	69
Rixeyville	Little Fork Episcopal Church	136	102
Shenandoah	St. Paul's Church	12	12
Spotsylvania	Christ Church	237	169
Springfield	St. Christopher's Church	576	567
Stanardsville	Grace Church	90	90
Stanley	St. George's Church	15	15
Sterling	St. Matthew's Church	899	810
Tappahannock	St. John's Episcopal Church	116	116
The Plains	Grace Church	338	298
Upperville	Trinity Church	446	265
Vienna	Church of the Holy Comforter	2,110	1,500
Warrenton	St. James' Church	752	743
Warsaw	St. Paul's Church Nomini Grove	37	37
Washington	Trinity Church	232	182
West Point	St. John's Episcopal Church	94	76
White Marsh	Abingdon Church	285	285
Wicomico Church	Wicomico Parish Church	241	156
Winchester	Christ Episcopal Church	799	560
Winchester	St. Paul's Church on the Hill	212	172
Woodbridge	St. Margaret's Church	282	263
Woodstock	Emmanuel Church	89	-
<b>Total</b>		<b>61,260</b>	<b>51,255</b>

Parochial Statistics of the Diocese of Virginia

Others	Average Sunday Attendance	Sunday Eucharists	Baptisms 16 Years and Older	Baptisms Under 16 Years	Confirmed or Received
6	140	94	-	2	2
33	99	60	-	4	4
38	87	92	2	-	4
89	90	91	-	7	-
3	34	141	-	-	-
-	38	-	-	2	2
34	42	49	-	1	3
8	8	-	-	-	-
2	99	97	1	6	9
35	145	103	-	5	1
2	44	115	1	2	-
-	16	-	-	-	-
250	368	211	-	16	-
6	61	103	-	1	-
-	110	87	-	2	-
238	173	108	1	6	7
300	347	207	2	17	10
50	222	111	-	16	16
19	22	32	-	-	-
90	84	113	-	3	-
1	36	47	-	1	-
13	133	96	1	10	4
85	105	100	-	-	-
30	215	110	-	5	3
8	70	99	2	5	3
-	136	97	1	6	6
-	-	-	-	-	-
<b>9,560</b>	<b>19,327</b>	<b>13,137</b>	<b>83</b>	<b>791</b>	<b>833</b>





# Financial Statistics

**Revenue**

**Operating**

<b>City</b>	<b>Congregation</b>	<b>Plate &amp; Pledge</b>	<b>Revenue</b>
Aldie	Church of Our Redeemer	174,292	186,461
Alexandria	All Saints Sharon Chapel	162,247	205,505
Alexandria	Christ Church	1,568,574	2,247,599
Alexandria	Church of St. Clement	185,198	253,076
Alexandria	Church of the Resurrection	216,847	270,045
Alexandria	Church of the Spirit	172,528	175,763
Alexandria	Emmanuel Church	474,153	608,641
Alexandria	Immanuel Church on the Hill	648,614	768,176
Alexandria	La Iglesia de San Marcos	17,400	63,900
Alexandria	St. Aidan's Church	302,102	302,102
Alexandria	St. Jame's Church	197,123	297,142
Alexandria	St. Luke's Church	535,204	592,376
Alexandria	St. Mark's Church	305,255	312,767
Alexandria	St. Paul's Church	1,620,519	2,281,702
Annandale	St. Barnabas Church	309,651	315,839
Arlington	La Iglesia de Cristo Rey	22,903	82,903
Arlington	La Iglesia de San Jose	49,557	110,557
Arlington	St. Andrew's Church	306,691	405,002
Arlington	St. George's Church	641,115	715,772
Arlington	St. Mary's Church	1,782,883	1,920,792
Arlington	St. Michael's Church	264,512	331,474
Arlington	St. Peter's Episcopal Church	742,486	834,419
Ashburn	St. David's Church	848,057	868,817
Ashland	Church of St. James the Less	323,194	344,744
Batesville	Holy Cross Church	66,445	71,497
Berryville	Grace Church	139,786	207,272
Berryville	St. Mary's Church	21,824	35,850
Bluemont	Church of the Good Shepherd	18,500	27,400
Brandy Station	Christ Church	37,307	44,750
Burke	Church of the Good Shepherd	751,195	839,242
Burke	St. Andrew's Church	839,796	943,455
Catlett	St. Stephen's Church	102,739	142,492
Centreville	St. John's Church	407,175	413,524
Charles City	Westover Parish Church	161,480	245,422
Charlottesville	Christ Episcopal Church	1,289,091	1,741,926
Charlottesville	Church of Our Saviour	824,750	883,765
Charlottesville	McIlhany Parish (Albermarle)	78,653	144,772
Charlottesville	St. John the Baptist Church	35,063	56,900
Charlottesville	St. Luke's Church (Simeon)	106,463	110,237
Charlottesville	St. Paul's Church, Ivy	656,708	703,027
Charlottesville	St. Paul's Memorial Church	658,800	834,686
Charlottesville	Trinity Episcopal Church	237,645	237,645
Christchurch	Christ Church Parish	231,470	260,431
Colonial Beach	St. Mary's Church	141,970	169,714
Columbia	St. John's Church	33,641	39,331

Total Revenue	Expense			Total Expense
	Operating Expense	To the Diocese	Outreach and Development	
288,505	196,600		104,579	298,644
215,081	19,782	18,782	245,324	264,106
2,949,015	2,177,814	185,472	935,075	3,061,489
253,076	247,300	11,284	1,061	247,300
304,440	269,170	13,000	61,957	314,135
175,763	160,451		725	160,451
642,721	608,641	32,575	27,571	620,631
1,208,175	755,291	78,500	112,000	864,791
63,900	42,451	600	300	42,451
446,270	379,100	21,600	93,103	466,203
343,460	302,158	400	2,240	303,988
752,449	536,378	47,215	157,655	693,033
353,125	288,670	18,000	34,848	320,618
3,210,622	2,141,903	124,000	881,620	2,901,428
375,205	280,510	10,000	39,472	306,594
82,903	82,900	2,000	900	82,900
110,557	112,257	5,000	1,973	113,230
614,481	328,521	20,862	56,239	371,211
1,885,909	801,858	62,500	644,136	1,435,343
2,274,811	1,699,134	208,203	328,052	1,781,460
437,582	321,711	26,500	30,160	344,996
1,052,610	853,807	60,000	310,385	1,133,625
962,159	881,668	11,004	121,018	997,686
441,853	344,743	30,000	20,954	363,444
74,519	59,864	2,520	11,161	71,025
243,871	224,703	7,626	22,580	247,283
82,850	37,230	1,400	13,615	50,845
27,400	-		-	-
45,775	36,042	2,500	-	36,042
866,994	794,427	27,000	74,677	857,304
1,406,095	748,068	65,000	616,485	1,340,602
284,262	262,507	13,221	148,393	293,837
425,862	378,945	6,000	13,615	391,360
276,703	232,872	14,000	6,527	232,872
1,741,926	1,704,890	48,000	218,770	1,704,890
1,036,686	839,454	59,659	117,834	917,251
171,272	162,533	4,875	13,424	162,533
67,792	68,585	4,135	16,267	84,477
112,952	100,589	10,300	17,585	115,589
1,299,308	624,552	50,000	738,915	1,347,027
851,912	840,950	68,500	31,180	851,912
461,963	232,048	16,500	221,600	452,048
305,328	217,552	8,122	32,513	249,565
176,285	145,699	2,000	26,919	172,618
64,419	42,495	1,500	34,197	76,692

## Revenue

## Operating

City	Congregation	Plate & Pledge	Revenue
Culpeper	St. Stephen's Episcopal Church	300,484	387,305
Delaplane	Piedmont Parish	155,133	218,258
Doswell	The Fork Church	106,467	144,855
Dunn Loring	Church of the Holy Cross	374,763	452,281
Earlsville	Buck Mountain Church	218,782	244,282
Fairfax	Holy Cross Korean Episcopal Church	31,710	73,710
Fairfax Station	St. Peter's in the Woods	432,891	470,332
Falls Church	La Iglesia de Santa Maria	103,968	372,000
Falls Church	St. Patrick's Anglo Vietnamese Church	78,018	125,690
Falls Church	The Falls Church Episcopal	642,178	738,117
Fredericksburg	Church of the Messiah	213,930	213,930
Fredericksburg	St. George's Church	1,062,676	1,101,972
Fredericksburg	Trinity Church	554,246	563,548
Free Union	Good Shepherd-of-the-Hills	5,378	7,352
Front Royal	Calvary Church	242,961	255,021
Glen Allen	Christ Episcopal Church	1,134,141	1,150,296
Gloucester	Ware Episcopal Church	235,707	306,893
Goochland	Grace Church	88,509	277,626
Gordonsville	Christ Church	73,636	83,636
Great Falls	St. Francis Church	628,917	651,170
Greenwood	Emmanuel Episcopal Church	478,599	486,416
Hague	Cople Parish	135,646	187,326
Hanover	Calvary Episcopal Church	36,474	37,797
Hanover	St. Paul's Episcopal Church	239,559	244,699
Harrisonburg	Emmanuel Church	321,721	341,669
Haymarket	St. Paul's Church	125,425	190,969
Heathsville	St. Stephen's Church	118,640	174,807
Henrico	Epiphany Church	189,421	202,402
Henrico	St. Martin's Episcopal Church	234,798	239,625
Henrico	Varina Church	110,508	165,097
Herndon	St. Timothy's Church	641,435	669,496
Keswick	Grace Church	332,503	465,560
King and Queen Court House	Immanuel Church	5,070	6,600
King George	Emmanuel Church	4,963	53,260
King George	St. John's Church	94,407	94,407
King George	St. Paul's Church	177,053	227,658
Lancaster	St. Mary's Whitechapel	88,121	167,592
Lancaster	Trinity Episcopal Church	61,557	84,630
Leesburg	Christ Church Lucketts	47,691	82,998
Leesburg	St. Gabriel's Episcopal Church	124,614	234,614
Leesburg	St. James' Church	829,185	885,622
Lorton	Pohick Church	660,710	739,416
Louisa	St. James Church	188,685	199,220
Luray	Christ Church	120,948	172,905
Madison	Piedmont/Bromfield Parish	88,764	88,764
Manakin Sabot	St. Francis Episcopal Church	58,107	103,767
Markham	Episcopal Church of Leeds Parish	301,586	338,700
Mathews	Kingston Parish	258,844	285,293

Financial Statistics

Total Revenue	Expense			Total Expense
	Operating Expense	To the Diocese	Outreach and Development	
388,927	357,461	22,835	3,626	359,087
218,258	247,673	21,000	7,000	247,673
144,855	138,760	5,500	-	138,760
525,092	451,240	12,500	56,743	504,986
250,740	268,054	10,000	80,714	325,268
74,798	40,140	3,374	5,495	41,140
477,800	384,657	5,000	11,294	395,951
372,000	321,567	7,091	18,687	340,254
150,180	154,075	5,500	21,921	175,009
809,077	-	-	-	-
240,179	233,422	3,750	13,206	242,783
1,467,313	1,002,397	113,000	258,422	1,219,964
664,133	564,681	58,196	79,316	625,908
7,352	13,686	700	22,043	35,729
278,801	256,463	6,510	18,948	275,411
1,523,413	1,202,804	69,455	463,777	1,587,139
327,546	280,338	20,051	18,496	289,586
284,408	175,004	6,900	39,268	212,694
84,836	97,408	7,200	-	97,408
841,256	643,157	40,000	63,160	676,317
607,037	425,788	26,021	25,807	449,345
187,826	184,764	11,730	-	184,764
61,691	31,215	1,775	23,939	53,255
357,165	208,828	19,000	52,540	258,844
388,769	332,437	29,710	92,567	424,504
212,691	202,109	3,487	18,254	220,363
280,649	151,428	14,320	75,345	226,773
597,811	240,409	9,000	36,606	269,090
309,739	229,642	4,000	67,667	297,309
169,702	142,173	5,207	4,310	142,173
704,767	676,649	10,866	133,714	807,890
662,108	459,329	17,600	89,742	498,671
6,600	6,203	55	258	6,203
68,079	26,962	500	2,505	29,467
94,407	113,779	500	-	113,779
354,437	232,585	5,750	249,340	473,448
206,992	170,696	14,075	89,490	214,987
96,004	85,895	7,761	9,880	93,275
88,883	81,673	8,700	26,475	103,536
234,614	216,899	2,000	2,286	219,185
998,009	854,475	27,500	97,919	951,826
982,729	722,901	23,100	120,162	827,813
210,444	201,514	12,800	16,930	210,444
258,036	179,347	7,207	29,867	209,214
133,109	88,041	6,700	39,940	127,981
103,977	88,683	3,120	6,830	94,773
345,529	325,094	18,000	11,368	326,923
349,722	305,564	20,889	42,454	348,018

**Revenue**

**Operating**

<b>City</b>	<b>Congregation</b>	<b>Plate &amp; Pledge</b>	<b>Revenue</b>
McLean	St. Thomas Church	350,688	429,861
Mechanicsville	Church of the Creator	141,181	185,670
Mechanicsville	Immanuel Church	171,739	222,409
Middleburg	Emmanuel Church	253,994	335,398
Miller's Tavern	St. Paul's Episcopal Church	152,223	165,368
Millwood	Cunningham Chapel Parish	133,314	194,025
Mineral	Church of the Incarnation	51,721	70,909
Montpelier	Church of Our Saviour	132,259	204,453
Montross	St. Jame's Church	60,742	91,135
New Kent	St. Peter's Parish Church	242,498	271,542
Oak Grove	St. Peter's	113,549	118,424
Orange	St. Thomas' Episcopal Church	188,158	249,594
Orkney Springs	Cathedral Shrine of the Transfiguration	3,944	3,944
Port Republic	Grace Memorial Church	54,425	80,374
Port Royal	St. Peter's Church	115,392	125,096
Purcellville	St. Peter's Church	461,527	496,243
Rapidan	Emmanuel Church	70,167	79,844
Reedville	St. Mary's Church	72,605	151,367
Remington	St. Luke's Church	43,836	98,861
Reston	St. Anne's Church	862,481	1,090,619
Richmond	All Saints Church	951,911	1,027,750
Richmond	Christ Ascension Church	89,627	164,028
Richmond	Church of the Holy Comforter	244,103	319,075
Richmond	Emmanuel Church at Brook Hill	275,994	463,006
Richmond	Grace & Holy Trinity Church	831,521	1,630,435
Richmond	St. Andrew's Church	187,282	245,154
Richmond	St. James's Church	2,289,638	2,453,374
Richmond	St. John's Church	246,179	417,401
Richmond	St. Mark's Church	306,417	368,106
Richmond	St. Mary's Episcopal Church	1,087,776	1,327,950
Richmond	St Matthew's Episcopal Church	674,255	762,569
Richmond	St. Peter's Episcopal Church	57,402	151,132
Richmond	St. Philip's Church	327,000	341,000
Richmond	St. Stephen's Church	2,889,905	3,584,399
Rixeyville	Little Fork Episcopal Church	77,694	98,749
Scottsville	St. Anne's Parish	107,927	130,977
Shenandoah	St. Paul's Church	9,953	25,642
Spotsylvania	Christ Church	316,543	354,108
Springfield	St. Christopher's Church	396,603	423,354
Stafford	Aquia Church	772,466	836,352
Stanardsville	Grace Church	99,324	112,279
Stanley	St. George's Church	5,187	14,912
Sterling	St. Matthew's Church	724,231	751,132
Tappahannock	St. John's Episcopal Church	128,097	172,318
The Plains	Grace Church	313,920	466,173
Upperville	Trinity Church	651,005	1,065,926
Vienna	Church of the Holy Comforter	1,129,995	1,185,930
Warrenton	St. James' Church	614,232	652,065

Financial Statistics

Total Revenue	Expense			Total Expense
	Operating Expense	To the Diocese	Outreach and Development	
714,256	422,668	34,630	57,857	464,314
202,688	2,959	2,000	26,421	28,421
256,714	228,853	13,466	13,353	242,003
350,398	316,412	10,000	6,009	316,412
172,921	107,149	10,000	21,439	123,683
250,461	242,742	13,600	68,321	299,887
97,305	60,876	3,200	13,124	74,000
263,971	197,191	5,000	69,094	261,359
117,752	86,581	5,000	4,706	88,474
335,023	271,569	20,439	87,169	355,845
177,056	108,935	2,660	39,113	147,096
265,486	243,691	18,222	36,815	264,206
3,944	10,000	10,000	-	10,000
97,552	69,011	3,418	28,633	95,344
179,820	101,995	5,000	51,011	150,008
529,314	445,500	5,800	45,171	478,571
130,948	117,498	6,600	16,280	117,992
249,902	141,615	2,204	19,967	161,582
123,527	72,294	4,880	28,086	97,253
1,210,648	1,092,196	58,300	111,792	1,151,527
1,064,677	1,015,059	34,000	42,385	1,057,444
164,028	179,437	7,000	2,373	179,437
368,796	282,650	15,675	50,979	321,838
603,020	462,680	12,000	47,512	506,692
1,782,205	1,415,444	70,000	449,952	1,678,956
376,621	250,272	14,000	105,316	347,569
3,110,591	2,481,108	171,000	769,741	3,138,325
483,062	373,820	18,000	143,129	498,571
399,392	373,876	16,508	19,323	384,624
1,379,251	1,271,560	75,000	36,082	1,272,861
773,213	722,765	8,278	146,306	798,624
281,268	143,633	2,000	6,235	147,718
351,000	339,500	24,000	18,500	352,500
4,660,714	3,603,229	200,000	855,123	4,221,432
101,736	102,429	1,650	1,635	102,429
144,424	136,242	500	34,680	170,822
26,828	6,889	3,000	650	7,539
369,860	303,573	5,090	85,752	384,325
553,154	423,768	41,500	111,731	532,499
960,529	681,156	2,000	95,570	772,288
118,426	96,375	7,000	12,420	105,600
14,912	13,758	500	200	13,758
926,031	745,180	62,805	185,975	925,155
174,248	173,831	3,600	17,193	190,183
466,173	396,913	8,100	169,374	565,372
1,232,013	1,082,998	70,644	140,027	1,163,327
2,554,120	1,140,081	100,000	784,236	1,905,817
1,043,069	637,863	54,500	114,023	747,342

<b>City</b>	<b>Congregation</b>	<b>Plate &amp; Pledge</b>	<b>Revenue</b>
			<b>Operating Revenue</b>
Warsaw	St. Paul's Church Nomini Grove	24,183	29,274
Washington	Trinity Church	223,007	256,572
West Point	St. John's Episcopal Church	155,282	172,851
White Marsh	Abingdon Church	287,530	313,586
Wicomico Church	Wicomico Parish Church	306,611	306,611
Winchester	Christ Episcopal Church	572,858	594,903
Winchester	St. Paul's on the Hill Church	118,558	118,558
Woodbridge	St. Margaret's Church	267,690	283,498
<b>Total</b>		<b>52,909,484</b>	<b>63,944,780</b>



Financial Statistics

Total Revenue	Expense			Total Expense
	Operating Expense	To the Diocese	Outreach and Development	
29,274	20,811	1,200	-	20,811
338,308	229,883	18,440	50,686	257,519
172,851	164,551	15,528	13,300	172,851
338,449	327,572	25,008	21,385	348,457
306,611	289,611	7,500	62,500	306,611
797,659	579,480	51,600	215,231	778,603
118,558	131,301	2,012	2,046	133,347
313,498	278,253	6,000	36,000	308,253
<b>80,299,591</b>	<b>60,622,178</b>	<b>3,520,347</b>	<b>14,727,846</b>	<b>72,867,925</b>



# Diocese of Virginia Financial Report



**THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA**

**FINANCIAL STATEMENTS AND  
SUPPLEMENTAL SCHEDULES**

*As of and for the Year Ended December 31, 2017  
(with comparative totals for December 31, 2016)*

*And Report of Independent Auditor*



**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
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## Report of Independent Auditor

To the Executive Board  
The Protestant Episcopal Church in the Diocese of Virginia  
Richmond, Virginia

We have audited the accompanying financial statements of The Protestant Episcopal Church in the Diocese of Virginia, which comprise the statement of financial position as of December 31, 2017, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Protestant Episcopal Church in the Diocese of Virginia as of December 31, 2017, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Report on Summarized Comparative Information**

We have previously audited The Protestant Episcopal Church in the Diocese of Virginia's 2016 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated October 25, 2017. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2016 is consistent, in all material respects, with the audited financial statements from which it has been derived.

**Report on Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplemental schedules on pages 20-27 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements as of December 31, 2017 and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements taken as a whole.

*Cherry Bekant LLP*

Richmond, Virginia  
July 26, 2018

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**STATEMENT OF FINANCIAL POSITION**

DECEMBER 31, 2017 (WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2016)

	2017				2016	
	Operating Funds	Designated Funds	Development Funds	Other Funds	Total	Total
<b>ASSETS</b>						
Current Assets:						
Cash and cash equivalents	\$ 2,696,390	\$ -	\$ -	\$ -	\$ 2,696,390	\$ 3,389,720
Investments - STAMP	744,002	32,703	-	297,603	1,074,308	1,058,033
Accounts receivable:						
Church pledges to the Diocese	290,606	-	-	-	290,606	299,141
Related organizations	166,329	-	-	-	166,329	50,532
Pledges receivable - current portion	-	-	145,714	-	145,714	210,271
Other	413,029	1,301	-	-	414,330	84,291
Prepaid expenses	5,692	34,630	-	-	40,322	40,322
Real estate held available for sale	-	1,963,815	-	-	1,963,815	3,608,757
Current portion of notes receivable	-	-	-	4,575	4,575	4,575
<b>Total Current Assets</b>	<b>4,316,048</b>	<b>2,032,449</b>	<b>145,714</b>	<b>302,178</b>	<b>6,796,389</b>	<b>8,745,642</b>
Investments - Trustees of the Funds	871,703	983,389	130,173	21,534,048	23,519,313	20,935,808
Pledges receivable - less current portion	-	-	221,815	-	221,815	323,769
Interfund amounts	(6,447,992)	3,121,346	1,503,825	1,822,821	-	-
Property and equipment - net	149,333	-	-	-	149,333	194,100
Other Assets:						
Real estate	-	55,370,998	-	-	55,370,998	55,370,998
Beneficial interest in trusts	-	-	-	235,625	235,625	216,682
<b>Total Other Assets</b>	<b>-</b>	<b>55,370,998</b>	<b>-</b>	<b>235,625</b>	<b>55,606,623</b>	<b>55,587,680</b>
Assets Held as Agent:						
Investments held for others	-	-	-	834,405	834,405	659,537
Less investment held for others	-	-	-	(834,405)	(834,405)	(659,537)
<b>Total Other Assets</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Assets</b>	<b>\$ (1,110,908)</b>	<b>\$ 61,508,182</b>	<b>\$ 2,001,527</b>	<b>\$ 23,894,672</b>	<b>\$ 86,293,473</b>	<b>\$ 85,786,999</b>

The accompanying notes to the financial statements are an integral part of this statement.



**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**STATEMENT OF FINANCIAL POSITION (CONTINUED)**

DECEMBER 31, 2017 (WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2016)

	2017				2016	
	Operating Funds	Designated Funds	Development Funds	Other Funds	Total	Total
<b>LIABILITIES</b>						
Current Liabilities:						
Line of credit	\$ -	\$ 2,488,678	\$ -	\$ -	\$ 2,488,678	\$ 2,488,678
Accounts payable and accrued liabilities:						
Trade	143,052	-	60,752	-	203,804	368,316
Related organizations	-	46,695	-	-	46,695	46,695
Other	3,965	-	-	-	3,965	38,728
Prepaid rent	-	15,500	-	-	15,500	15,500
Current portion of notes payable	-	84,410	-	-	84,410	99,762
<b>Total Current Liabilities</b>	<b>147,017</b>	<b>2,635,283</b>	<b>60,752</b>	<b>-</b>	<b>2,843,052</b>	<b>3,057,679</b>
Long-Term Liabilities:						
Deferred revenue	-	-	-	-	-	68,660
Notes payable - less current portion	-	2,970,023	-	-	2,970,023	3,689,812
<b>Total Liabilities</b>	<b>147,017</b>	<b>5,605,306</b>	<b>60,752</b>	<b>-</b>	<b>5,813,075</b>	<b>6,816,151</b>
<b>NET ASSETS</b>						
Unrestricted:						
Undesignated	(1,257,925)	-	-	15,190,284	13,932,359	12,480,990
Board designated	-	54,907,586	-	-	54,907,586	55,000,706
<b>Total Unrestricted</b>	<b>(1,257,925)</b>	<b>54,907,586</b>	<b>-</b>	<b>15,190,284</b>	<b>68,839,945</b>	<b>67,481,696</b>
Temporarily restricted	-	924,739	1,157,074	6,294,179	8,375,992	8,323,748
Permanently restricted	-	70,551	783,701	2,410,209	3,264,461	3,165,404
<b>Total Net Assets (Deficit)</b>	<b>(1,257,925)</b>	<b>55,902,876</b>	<b>1,940,775</b>	<b>23,894,672</b>	<b>80,480,398</b>	<b>78,970,848</b>
	<b>\$ (1,110,908)</b>	<b>\$ 61,508,182</b>	<b>\$ 2,001,527</b>	<b>\$ 23,894,672</b>	<b>\$ 86,293,473</b>	<b>\$ 85,786,999</b>

The accompanying notes to the financial statements are an integral part of this statement.



**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA  
STATEMENT OF ACTIVITIES (CONTINUED)**

YEAR ENDED DECEMBER 31, 2017 (WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2016)

	2017			2016	
	Operating Funds	Designated Funds	Development Funds	Other Funds	Total
Bishops, staff and support	\$ 2,979,112	\$ -	\$ -	\$ -	\$ 2,979,112
Camps and conferences	-	635,441	-	-	635,441
Other operating expenses	-	222,721	-	-	222,721
Aid to individuals and organizations	-	262,113	-	-	262,113
Support services for mission and ministry	-	446,373	-	-	446,373
Contribution expense	-	-	-	-	-
Other designated and restricted fund expenditures	457,894	267,606	-	-	725,500
Total Expenses and Other Deductions	5,490,585	1,834,254	-	-	7,324,839
Excess (deficiency) of revenue and support over expenses and other deductions	(543,366)	(1,041,544)	117,402	2,977,058	1,509,550
Transfer of Funds:					
Other	(298,516)	678,436	55,277	(435,197)	-
Total Transfers of Funds	(298,516)	678,436	55,277	(435,197)	-
Change in Net Assets:					
Unrestricted	(841,882)	(93,120)	-	2,293,251	1,358,249
Temporarily restricted	-	(269,988)	92,564	229,668	52,244
Permanently restricted	-	-	80,115	18,942	99,057
	(841,882)	(363,108)	172,679	2,541,861	1,509,550
Net assets (deficit) - beginning of year	(416,043)	56,265,984	1,768,096	21,352,811	78,970,848
Net assets (deficit) - end of year	\$ (1,257,925)	\$ 55,902,876	\$ 1,940,775	\$ 23,894,672	\$ 80,480,398

The accompanying notes to the financial statements are an integral part of this statement.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**STATEMENT OF CASH FLOWS**

YEAR ENDED DECEMBER 31, 2017

(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2016)

	2017	2016
	<u>All Funds</u>	
<b>Cash flows from operating activities:</b>		
Change in net assets	\$ 1,509,550	\$ (1,456,330)
Adjustments to reconcile change in net assets to net cash from operating activities:		
Depreciation	41,095	40,070
Loss on disposal of property and equipment	1,374	-
Loss on sale of real estate	472,145	-
Gain on transfer of real estate property	-	(707,200)
Unrealized gain on investments - net	(2,241,090)	(407,132)
Reinvested investment income	(355,640)	(314,941)
Retraction from Trustees in beneficial interest in trust	-	2,071,299
(Increase) decrease in beneficial interest in trusts	(18,943)	42,400
Change in:		
Accounts receivable	(270,790)	221,989
Prepaid expenses	-	(17,237)
Accounts payable and accrued liabilities	(199,275)	(28,638)
Deferred revenue	(68,660)	33,371
Net cash used in operating activities	<u>(1,130,234)</u>	<u>(522,349)</u>
<b>Cash flows from investing activities:</b>		
Proceeds from sale of property and equipment	7,048	-
Payments received on notes receivable	-	44,544
Purchase of investments	(3,050)	(5,500)
Proceeds from sale of investments	-	17,500
Proceeds from sale of real estate	1,172,797	-
Purchase of property and equipment	(4,750)	(39,338)
Net cash provided by investing activities	<u>1,172,045</u>	<u>17,206</u>
<b>Cash flows from financing activities:</b>		
Principal payments on notes payable	(735,141)	(85,260)
Net cash used in financing activities	<u>(735,141)</u>	<u>(85,260)</u>
Net change in cash and cash equivalents	(693,330)	(590,403)
Cash and cash equivalents - beginning of year	<u>3,389,720</u>	<u>3,980,123</u>
Cash and cash equivalents - end of year	<u>\$ 2,696,390</u>	<u>\$ 3,389,720</u>
<b>Supplemental disclosure of cash flow information:</b>		
Cash paid for interest	<u>\$ 147,643</u>	<u>\$ 157,873</u>

The accompanying notes to the financial statements are an integral part of this statement.

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## THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA

### NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2017

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#### Note 1—Organization and nature of activities

The Protestant Episcopal Church in the Diocese of Virginia (“Diocese”) is a community of members and clergy in counties throughout central, northern, and northwestern Virginia. Established in 1785, the Diocese serves the world through its congregations, schools, diocesan centers, and diocesan homes.

#### Note 2—Summary of significant accounting policies

*Reporting Entity and Related Organizations* - These statements present the financial position, changes in net assets, and cash flows for funds under control of the Annual Council of the Diocese. The statements do not present such information on individual church, parish, or regional organizations or separately organized and controlled entities in the Diocese, such as Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. (“Trustees of the Funds”), Memorial Trustees under the will of Annie Rose Walker and Roslyn Managers Corporation (“Memorial Trustees”), Diocesan Missionary Society of Virginia (“DMS”), Church Schools of the Diocese of Virginia (“CSDV”), The Episcopal Church Women, Virginia Diocesan Homes, and Shrine Mont, Inc. (“Shrine Mont”).

*Basis of Presentation* - The Diocese is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. The financial statements report amounts separately by class of assets as follows:

*Unrestricted* - Amounts are those currently available at the discretion of the Annual Council of the Diocese for use in operations and those resources invested in property or equipment.

*Temporarily Restricted* - Amounts are those which are stipulated by donors for specific purposes. When a donor restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

*Permanently Restricted* - Amounts are restricted to investments in perpetuity, the income from which is expendable in accordance with the conditions of each specific donation.

*Fund Accounting* - In order to ensure observance of limitations and restrictions placed on the use of resources available to the Diocese, its accounts are maintained in accordance with the principles of fund accounting. Resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, in the accompanying financial statements, funds that have similar characteristics have been combined into fund groups. Accordingly, all financial transactions have been recorded and reported by fund group.

*Operating Funds* - Operating funds include the unrestricted funds available for operations controlled by the annual Diocesan budget.

*Designated Funds* - Designated funds include the unrestricted funds which have been designated by the Annual Council of the Diocese for specific purposes and amounts received from donors which are classified as either temporarily restricted or permanently restricted according to donor intent.

*Development Funds* - Development funds include amounts raised for the Fifth Century Fund Campaign, Mustard Seed campaigns, and Shrine Mont Shout It! Campaign and are temporarily or permanently restricted based on the donor's intent.

## THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA

### NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2017

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#### Note 2—Summary of significant accounting policies (continued)

*Other Funds* - Other funds include amounts received from donors that are either undesignated or designated as temporarily restricted or permanently restricted to primarily support capital needs. Bishop discretionary funds, and various parish and mission needs of the Diocese. Net assets are released from restrictions by incurring expenses satisfying the purpose restriction specified by the donor. Undesignated amounts also include unrestricted earnings that are available to the Annual Council of the Diocese.

*Use of 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.

*Cash and Cash Equivalents* - For purposes of reporting cash flows, the Diocese considers demand deposits and investments with a purchased maturity of less than three months to be cash and cash equivalents.

*Property and Equipment* - Property and equipment are stated at cost. Major additions are capitalized. Repairs and renewals are expensed. Depreciation is computed using the straight-line method over a useful life of between five and seven years.

*Income Tax Status* - The Diocese is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code; accordingly, the accompanying financial statements do not reflect a provision or liability for federal and state income taxes. The Diocese has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2017.

*Concentration of Credit Risk* - Financial instruments which potentially subject the Diocese to concentrations of credit risk consist principally of temporary cash investments and trade receivables. The Diocese places its cash and cash equivalents on deposit with financial institutions in the United States. The Federal Deposit Insurance Corporation provides insurance coverage for up to \$250,000 for substantially all depository accounts. The Diocese, from time to time may have amounts on deposit in excess of the insured limits; however, the Diocese has not experienced any losses in such amounts. As of December 31, 2017 the Diocese had \$2,200,750 in deposits that exceeded these insured limits.

*Real Estate* - The Diocese holds real estate, recorded at cost, as a part of mission development projects in various regions. The intent is to transfer the properties to the particular parishes when they are authorized to appoint their own Trustees. The real estate acquired through the property litigation has been recorded at the property's fair value at the time of acquisition. It will be carried at the acquisition date fair value until such time as it is either disposed of or the value is deemed to be permanently impaired.

Property titled to Trustees of individual congregations is not recorded by the Diocese. Under the Canon law of the Episcopal Church, this property is held in trust, in the names of the individual churches, for the benefit of the Episcopal Church and the Diocese.

*Investments* - Investments are recorded at their net asset value ("NAV"), or its equivalent. Investment income is recorded when interest is earned and dividends are declared. Gain or loss on investment sales is recorded on the trade-date based upon specific identification. Unrealized gains and losses on investments are recorded based on the change between cost basis and NAV of investments at year-end compared to the change in the prior year.

## THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA

### NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2017

#### Note 2—Summary of significant accounting policies (continued)

*Reclassification* - Certain prior year balances have been reclassified to conform with the current year presentation.

*Recent Accounting Pronouncements* - In May 2014, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2014-09, *Revenue from Contracts with Customers (Topic 606)*, requiring an entity to recognize the amount of revenue to which it expects to be entitled for the transfer of promised goods or services to customers. The updated standard will replace most existing revenue recognition guidance in GAAP when it becomes effective and permits the use of either a full retrospective or retrospective with cumulative effect transition method. In August 2015, the FASB issued ASU 2015-14, which defers the effective date of ASU 2014-09 one year making it effective for annual reporting periods beginning after December 15, 2018, for all non-SEC filers, including not-for-profit entities. The Diocese has not yet selected a transition method and is currently evaluating the effect the standard will have on the financial statements.

In February 2016, the FASB issued ASU 2016-02, *Leases (Topic 842)*, which sets out the principles for the recognition, measurement, presentation and disclosure of leases for both parties to a contract (i.e., lessees and lessors). The new standard requires lessees to apply a dual approach, classifying leases as either finance or operating leases based on the principle of whether or not the lease is effectively a financed purchase by the lessee. This classification will determine whether lease expense is recognized based on an effective interest method or on a straight-line basis over the term of the lease, respectively. A lessee is also required to record a right-of-use asset and a lease liability for all leases with a term of greater than 12 months regardless of their classification. Leases with a term of 12 months or less will be accounted for similar to existing guidance for operating leases today. The new standard requires lessors to account for leases using an approach that is substantially equivalent to existing guidance for sales-type leases, direct financing leases and operating leases. The standard is effective for annual reporting periods beginning after December 15, 2019, with early adoption permitted. The Diocese is in the process of evaluating the impact of this new guidance.

In August 2016, the FASB issued ASU 2016-14, *Not-for-Profit Entities (Topic 958): Presentation of Financial Statements for Not-for-Profit Entities*, which simplifies certain aspects of reporting required by not-for-profit organizations and increases disclosures with a goal to improve the usefulness of not-for-profit financial statements to various stakeholders, including management, directors, lenders and donors. Key changes include the following:

- Replaces the existing three classes of net assets (unrestricted, temporarily restricted and permanently restricted) with two new classes of net assets (net assets without donor restrictions and net assets with donor restrictions).
- Changes the net asset classification of the underwater amounts of donor-restricted endowment funds to be shown as a component of net assets with donor restrictions and requires additional disclosures for underwater endowment funds.
- Requires all not-for-profit entities to provide expenses by both nature and function.
- Requires expansive disclosures, both qualitative and quantitative, of information about liquidity and the availability of resources.

This ASU is effective for annual reporting periods beginning after December 15, 2017. The ASU requires the provisions to be applied on a retrospective transaction approach and early adoption is permitted. The Diocese is currently evaluating the impact of adopting ASU 2016-14.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 3—Investments**

Investments are reported at fair value. Investments consist of the following at December 31, 2017:

	<u>Fair Value</u>	<u>Cost</u>
Investments - STAMP	\$ 1,074,308	\$ 1,085,333
Investments - Trustees of the Funds	23,519,313	11,183,876
	<u>\$ 24,593,621</u>	<u>\$ 12,269,209</u>

The Diocese also has amounts invested with Trustees of the Funds of the Episcopal Diocese of Virginia ("TOTF") through a unitized investment pool for Diocesan organizations and parishes within the Diocese of Virginia. The funds are held as part of a diversified managed endowment model portfolio. Investment earnings net of fees are allocated to the participants based on units.

Investment income included the following for December 31, 2017:

Diocesan Missionary Society	\$ 2,541
STAMP income	11,833
STAMP unrealized gain	4,652
Trustees of the Funds income	902,360
Trustees of the Funds unrealized gain	<u>2,236,438</u>
	<u>\$ 3,157,824</u>

**Note 4—Investments carried at Net Asset Value or its equivalent**

All amounts held by TOTF are held in two accounts (STAMP and TOTF) with no restrictive redemption provisions and no unfunded commitment requirements. TOTF is managed with the overall investment objective of preserving a steady and consistent spending stream for the support of fund participants. The asset structure reflects TOTF's needs for liquidity, preservation, purchasing power, long-term growth of principal, and risk tolerance of the TOTF. TOTF investments are comprised of three parts: a bond fund, an equity fund, and a short-term fund. Each one has specific objectives and policy guidelines.

The table below sets forth a summary of investments that are valued using Net Asset Value ("NAV") at December 31, 2017. This category includes the following type of investment:

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Trustees of the Funds <sup>(a)</sup>	\$ 23,519,313	n/a	n/a	Daily	None
STAMP <sup>(b)</sup>	\$ 1,074,308	n/a	n/a	Daily	None

(a) This class includes funds of hedge funds across multiple strategies. Sub-strategies include, but are not limited to: long/short term debt, absolute return, and even driven.

(b) This class includes investments in shorter-term, investment grade bonds, U.S. Treasury and government agency bonds, pooled consumer bonds, mortgages and asset-backed securities.



**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 5—Notes receivable**

Notes receivable consisted of the following at December 31, 2017:

**Other installment loans**

Due \$594 per month, including interest at 7.00%,  
 uncollateralized, final payment due April 2016.

\$ 4,575

**Note 6—Pledges receivable**

During 2013, the Diocese in coordination with Shrine Mont, Inc. launched a fundraising campaign to raise funds for the facilities used by the Shrine Mont Camp Program and for scholarships for young people to attend the Shrine Mont Camps Program. The Diocese has pledges receivable at December 31, 2017, as follows:

Pledges receivable	\$ 367,529
Less current portion	<u>(145,714)</u>
	<u>\$ 221,815</u>
Gross amounts to be collected in:	
Less than one year	\$ 145,714
One to five years	<u>243,271</u>
	388,985
Less:	
4% discount	<u>(21,456)</u>
Fair value	<u>\$ 367,529</u>

The Diocese has elected to record all pledges at fair value. The process utilizes the income approach with discounted cash flows, providing a single discounted value for all pledges.

The fair value adjustment for 2017 was \$4,964 and is included in gift income in the statement of activities. No changes in the fair value measurement were attributable to instrument specific risk.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 7—Property and equipment**

Major classes of property and equipment consisted of the following at December 31, 2017:

Equipment	\$ 307,258
Vehicles	137,795
	<u>445,053</u>
Less accumulated depreciation	<u>(295,720)</u>
	<u>\$ 149,333</u>

**Note 8—Beneficial interest in trusts**

The Diocese is an income beneficiary of a perpetual trust. This trust makes distributions to the Diocese based on the Diocese's percentage interest as stated in the trust documents. The fair value of the interest in the trusts is \$235,625 at December 31, 2017, which has been recorded as an asset and is adjusted each year to reflect the change in value. The Diocese has also been named as a beneficiary in a charitable lead trust. No financial information is currently available to value this interest. Annual receipts on this trust are included in gift income.

**Note 9—Related-party transactions**

The Diocese provides administrative and accounting services to several related organizations. Trustees of the Funds ("TOTF") and Diocesan Missionary Society ("DMS") reimburse the Diocese for a portion of the salary and benefits of the accounting staff under a "common paymaster" arrangement. Under this arrangement, any person employed by several related organizations is compensated by one organization, which is reimbursed by the other organizations. During 2017, salary costs incurred and subsequently reimbursed were \$303,810 and \$26,461 for Trustees of the Funds and Diocesan Missionary Society, respectively. As of December 31, 2017, the Diocese also had related-party receivables with the TOTF and Memorial Trustees in the amount of \$160,528 and \$5,801, respectively.

Trustees of the Funds, a nonstock, nonprofit corporation, was established in 1892 to receive, hold, and invest gifts and bequests of real and personal property for the Diocese, including the Mayo Memorial House, which is used as the general offices of the Diocese. The Diocese receives free use of the Mayo Memorial House. The value of this non-exchange transaction is not reflected in the financial statements.

The Diocese runs camps and conferences as a part of their summer programs. These activities are held at Shrine Mont, which is a separate Diocesan retreat facility. During 2017, the Diocese paid \$393,106 for room and board to Shrine Mont as a part of these programs.

The Diocesan Missionary Society provides loans to organizations within the Diocese that are in financial need. Three loans to the Diocese are outstanding as of December 31, 2017, with a balance of \$3,054,433.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 10—Pension plan**

The Diocese has a defined contribution pension plan for all lay employees working at least 20 hours per week in accordance with the requirements of the Canons of the Episcopal Church. Plan contribution expense for 2017 was \$167,947. In addition, clergy employees of the Diocese participate in the defined benefit pension plan of the Church Pension Fund in accordance with the Canons of the Episcopal Church. Pension plan expense on behalf of clergy employees of the Diocese in 2017 was \$156,125.

**Note 11—Notes payable and line of credit**

Notes payable consisted of the following as of December 31, 2017:

Note payable to DMS - collateralized by real property, due in monthly installments of \$3,536, including interest at 6.5%, with the remaining principal due in full October 2022, assuming all future 5-year extensions are granted.	\$ 177,251
Note payable to DMS - collateralized by real property, due in quarterly installments of interest only at 2.80%, with remaining principal due in full April 2019, assuming all future 5-year extensions are granted.	1,049,930
Note payable to DMS - collateralized by real property, due in monthly installments of \$11,117, including interest at 4.5%, with remaining principal due in full May 2039.	<u>1,827,252</u>
	3,054,433
Less current portion	<u>(84,410)</u>
	<u>\$ 2,970,023</u>

Estimated future principal payments on notes payable for years ending December 31 follow:

2018	\$ 84,410
2019	88,670
2020	173,703
2021	181,031
2022	178,733
Thereafter	<u>2,347,886</u>
	<u>\$ 3,054,433</u>

The Diocese has a \$2,500,000 line of credit available from SunTrust Bank to fund cash requirements through December 24, 2018. As of December 31, 2017, the Diocese had an outstanding balance on this line of \$2,488,678. The line of credit carries an interest rate of the British Bankers Association London Interbank Offered Rate ("LIBOR") plus 1.15% (2.511% at December 31, 2017). Repayment of the line of credit is due in full upon the sale of real estate located in Prince William County, Virginia or at December 24, 2018, whichever occurs first. Advances are limited to 80% of the unrestricted market securities held in Trustees of the Funds. The line is collateralized by the pledge of the unrestricted market securities at the Trustees of the Funds and the real estate located in Prince William County.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 12—Lease commitments**

The Diocese has noncancelable operating lease agreements for copiers and equipment. The copier leases require payment of an excess copy charge in addition to the monthly lease payment.

Minimum lease commitments for future years ending December 31, 2017 are as follows:

2018	\$	19,992
2019		19,992
2020		17,682
2021		14,091
		<u>71,757</u>
	\$	<u>71,757</u>

The Diocese leases real estate property owned to tenants under noncancelable, operating leases with the terms of five to fifteen years. The following is a schedule by years of future minimum rentals under the leases at December 31, 2017:

2018	\$	224,575
2019		227,712
2020		193,230
2021		120,000
2022		120,000
Thereafter		<u>1,120,000</u>
	\$	<u>2,005,517</u>

**Note 13—Commitments and contingencies**

The Diocese has guaranteed a \$6,000,000 twenty-year tax-exempt bond issuance by Memorial Trustees. The bonds were originally issued in September 2001 and subsequently re-issued in 2012 at \$4,025,000. The outstanding balance on the bonds at December 31, 2017 was \$3,213,626. No liability has been accrued with respect to either guarantee.

The Diocese has outstanding commitments at year-end of approximately \$277,023 with respect to the Annual Council conventions for 2018 through 2019. This convention typically takes place in the last week of January each year.

The Diocese entered into an assignment of contract during 2006 with DMS to purchase 13.6 acres in Hanover County, Virginia. Under the terms of the contract, DMS assumed the Diocese purchase commitment and the Diocese agreed to purchase the property from DMS within five years of the settlement date of June 9, 2006. After another extension in May of 2016, the agreement calls for settlement by September 30, 2018. The Diocese agreed to purchase the property from DMS for the original purchase price plus any expenses DMS incurs related to acquiring, investing, and developing the property. At December 31, 2017, this amounted to \$1,288,404.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 14—Restricted net assets**

The Diocese had restrictions on net assets as follows at December 31, 2017:

	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>
Development funds	\$ 1,157,074	\$ 783,701
Diocesan programs	2,416,012	-
Bishop's programs	4,802,906	2,245,135
Beneficial interest in perpetual trusts	-	235,625
	<u>\$ 8,375,992</u>	<u>\$ 3,264,461</u>

**Note 15—Functional expenses**

Expenses of the Diocese are reported in the statement of activities according to the budget classifications. A breakdown of expenses by function for the year ended December 31, 2017 is as follows:

	<u>Operating Funds</u>	<u>Designated Funds</u>	<u>Development Funds</u>	<u>Other Funds</u>
Program	\$ 3,024,371	\$ 1,834,254	\$ -	\$ -
Administrative and general	2,374,718	-	-	-
Fundraising	91,496	-	-	-
	<u>\$ 5,490,585</u>	<u>\$ 1,834,254</u>	<u>\$ -</u>	<u>\$ -</u>

**Note 16—Fair value measurements**

Accounting standards establish a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

*Level 1* - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Diocese has the ability to access.

*Level 2* - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

*Level 3* - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 16—Fair value measurements (continued)**

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used during 2017.

*Beneficial Interest in Trusts:* Valued using the fair value of the underlying assets of the trust as an estimate for the present value of the expected future cash flows.

*Pledges Receivable:* Pledges receivable are reported at a net realizable value if at the time the promise is made payment is expected to be received in one year or less. Pledges receivable that are expected to be collected in more than one year are reported at fair value initially and in subsequent periods. Fair value is calculated as the present value of the expected future pledges to be received using a discount rate.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Diocese believes its valuation methods are appropriate and consistent with those of other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2017:

<b>Assets at Fair Value as of December 31, 2017</b>				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Beneficial interest in trusts	\$ -	\$ -	\$ 235,625	\$ 235,625
Pledges receivable	-	-	367,529	367,529
Total assets measured at NAV	-	-	-	24,593,621
Total assets at fair value	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 603,154</u>	<u>\$ 25,196,775</u>

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 16—Fair value measurements (continued)**

*Level 3 Gains and Losses* - The table below sets forth a summary of changes in the fair value of the Diocese's Level 3 investment assets for 2017.

	<b>Beneficial Interest in Trusts</b>	<b>Pledges Receivable</b>
<b>Balance, beginning of year</b>	\$ 216,682	\$ 534,040
New pledges	-	89,530
Pledge payments received	-	(264,147)
Change in fair value	18,943	8,106
Net decrease	18,943	(166,511)
<b>Balance, end of year</b>	<u>\$ 235,625</u>	<u>\$ 367,529</u>

**Note 17—Endowment funds**

The Diocese's endowment consists of twenty-eight individual funds held in the Other Funds group and one individual fund held in the Designated Funds group. These funds are all donor-restricted endowment funds and were established for a variety of purposes. As required by generally accepted accounting principles ("GAAP"), net assets associated with these endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

The management of donor-restricted endowment funds is governed by state law under the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") as adopted by the Virginia state legislature in 2008. The law gives guidance for investment and spending practices, giving consideration for donor intent and the organization's overall resources and charitable purpose. Based on its interpretation of law and in compliance with donor intent, the Diocese classifies as permanently restricted net assets the original value of gifts donated to the permanent endowment. The portion of the donor-restricted endowment that is not classified as permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure.

The Diocese appropriates amounts for expenditure based upon accumulated earnings in the funds and the needs of the organization. The primary objective is long-term capital appreciation and total return. The Diocese utilizes diversified investment classes that provide the opportunity to achieve the return objectives without exposing the funds to unnecessary risk.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2017

**Note 17—Endowment funds (continued)**

A summary of the activity in endowment funds for the year ended December 31, 2017 is as follows:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Endowment net assets-- beginning of year	\$ (14,922)	\$ 3,712,078	\$ 2,256,710	\$ 5,953,866
Investment return:				
Investment income	14,633	83,760	2,332	100,725
Net realized and unrealized gains and losses	<u>(4,993)</u>	<u>628,783</u>	<u>4,511</u>	<u>628,301</u>
Endowment net assets-- end of year	<u>\$ (5,282)</u>	<u>\$ 4,424,621</u>	<u>\$ 2,263,553</u>	<u>\$ 6,682,892</u>

All of the above temporarily restricted net assets are from purpose-restricted endowment. Amounts shown as unrestricted at year-end represent funds where the fair value of assets has fallen below the level required to be held as permanently restricted. These deficiencies resulted from unfavorable market fluctuations that occurred after the investment of new permanently restricted contributions.

**Note 18—Comparative totals**

The summarized amounts shown for 2016 in the accompanying financial statements are included to provide a basis for comparison with 2017 and are not intended to present all information necessary for a fair presentation of the summarized 2016 statements in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Diocese's financial statements for 2016, from which the summarized information was derived.

**Note 19—Subsequent events**

In preparing these financial statements, the Diocese has evaluated events and transactions for potential recognition or disclosure through July 26, 2018, the date the financial statements were available to be issued.



**SUPPLEMENTAL SCHEDULES**

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON**  
**OF SUPPORT, AND REVENUES AND EXPENSES**

YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017		2016		Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable) Amount	Percent	
<b>Support and Revenue:</b>						
Pledges from churches	\$4,301,500	\$4,177,618	\$4,228,475	\$ (123,882)	-2.88%	
Other gifts, grants and pledges	130,000	47,836	53,596	(82,164)	-63.20%	
Investment income	100,000	125,261	57,774	25,261	100.00%	
Income from Virginia Episcopalian	50,000	27,924	35,434	(22,076)	-44.15%	
Health insurance administration	90,000	106,454	102,919	16,454	18.28%	
Miscellaneous income	-	4,232	350	4,232	0.00%	
	<u>4,671,500</u>	<u>4,489,325</u>	<u>4,478,548</u>	<u>(182,175)</u>	<u>-3.90%</u>	
Net assets released from restrictions	450,000	457,894	730,798	7,894	1.75%	
<b>Total Support and Revenue</b>	<u>5,121,500</u>	<u>4,947,219</u>	<u>5,209,346</u>	<u>(174,281)</u>	<u>-3.40%</u>	
<b>Expenses:</b>						
<b>Ministry areas:</b>						
General Church Support	703,722	703,722	767,275	-	0.00%	
<b>Christian Formation:</b>						
Committee on Christian Formation	224,290	214,272	200,076	10,018	4.47%	
Youth ministry development	7,000	32,209	11,437	(25,209)	-360.13%	
Clergy and diocesan conferences	13,500	68,628	56,457	(55,128)	-408.36%	
Education for ministry program	2,500	44	3,043	2,456	98.24%	
	<u>247,290</u>	<u>315,153</u>	<u>271,013</u>	<u>(67,863)</u>	<u>-27.44%</u>	
<b>Strengthening Our Churches:</b>						
Aid to mission churches	608,700	577,234	577,395	31,466	5.17%	
Aid to mountain missions	75,261	76,419	77,938	(1,158)	-1.54%	
Special ministries and other committees	51,600	60,469	77,260	(8,869)	-17.19%	
Other areas for strengthening our churches	56,900	53,001	58,471	3,899	6.85%	
	<u>792,461</u>	<u>767,123</u>	<u>791,064</u>	<u>25,338</u>	<u>3.20%</u>	
<b>Mission and Outreach:</b>						
Committee on Mission and Outreach	27,720	22,862	21,648	4,858	17.53%	
Other mission and outreach areas	62,500	59,513	53,250	2,987	4.78%	
	<u>90,220</u>	<u>82,375</u>	<u>74,898</u>	<u>7,845</u>	<u>8.70%</u>	
<b>Ministry:</b>						
Commission on Ministry	126,600	90,035	74,766	36,565	28.88%	
<b>Human Dignity and Justice:</b>						
Areas for Human Need and Justice	17,470	5,791	10,007	11,679	66.85%	
<b>Total ministry areas</b>	<u>1,977,763</u>	<u>1,964,199</u>	<u>1,989,023</u>	<u>13,564</u>	<u>0.69%</u>	

See report of independent auditor on supplementary information.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON**  
**OF SUPPORT, AND REVENUES AND EXPENSES (CONTINUED)**

YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017		2016		Budget Variance	
	Budget	Actual	Actual	Amount	Percent	
<b>Expenses (continued)</b>						
Governance & Committee Support:						
Standing Committee	\$ 3,000	\$ 1,802	\$ 1,573	\$ 1,198	39.93%	
Executive Board, Deans and Presidents	3,700	1,800	1,419	1,900	51.35%	
Other committee support	29,025	9,278	12,025	19,747	68.03%	
	<u>35,725</u>	<u>12,880</u>	<u>15,017</u>	<u>22,845</u>	<u>63.95%</u>	
Communications & Technology:						
Virginia Episcopalian and eCommunique	64,000	48,201	45,730	15,799	24.69%	
Other communications expenses	28,500	28,299	39,439	201	0.71%	
	<u>92,500</u>	<u>76,500</u>	<u>85,169</u>	<u>16,000</u>	<u>17.30%</u>	
Bishops, Staff and Support:						
The Episcopate:						
Bishops	502,700	500,901	487,878	1,799	0.36%	
Episcopal office staff	184,900	181,449	476,089	3,451	1.87%	
Other expenses of the Office of the Bishop	11,500	2,171	3,065	9,329	81.12%	
Bishops and Episcopal office travel	65,350	64,086	20,475	1,264	1.93%	
	<u>764,450</u>	<u>748,607</u>	<u>987,507</u>	<u>15,843</u>	<u>2.07%</u>	
Staff:						
Professional staff	1,690,000	1,711,881	924,792	(21,881)	-1.29%	
Staff travel	66,162	55,186	133,139	10,976	16.59%	
Other staff expenses	21,500	24,425	361,354	(2,925)	-13.60%	
	<u>1,777,662</u>	<u>1,791,492</u>	<u>1,419,285</u>	<u>(13,830)</u>	<u>-0.78%</u>	
Support:						
Automobile expenses	48,000	56,750	16,646	(8,750)	-18.23%	
Office supplies, equipment and services	112,000	103,364	121,778	8,636	7.71%	
Building related expenses	104,000	143,732	160,046	(39,732)	-38.20%	
Professional fees	50,000	129,450	71,657	(79,450)	-158.90%	
Other expenses	7,900	5,717	8,981	2,183	27.63%	
	<u>321,900</u>	<u>439,013</u>	<u>379,108</u>	<u>(117,113)</u>	<u>-36.38%</u>	
Total Bishop's staff and support	<u>2,864,012</u>	<u>2,979,112</u>	<u>2,785,900</u>	<u>(115,100)</u>	<u>-4.02%</u>	
Expended assets released from restrictions:						
Aid to individuals and organizations	-	457,894	730,798	-	-	
<b>Total Expenses</b>	<u>4,970,000</u>	<u>5,490,585</u>	<u>5,605,907</u>	<u>(520,585)</u>	<u>-10.47%</u>	

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON**  
**OF SUPPORT, AND REVENUES AND EXPENSES (CONTINUED)**

YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017		2016	Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable) Amount	Percent
<b>Excess (deficiency) of support and revenue over expenses</b>	\$ 151,500	\$ (543,366)	\$ (396,561)	\$ (694,866)	-458.66%
Transfer of funds:					
Reserve accounts	-	(558,878)	51,664	(558,878)	100.00%
Shrine Mont camp program support	(122,500)	(122,500)	(122,500)	-	0.00%
Other	-	382,862	449,877	382,862	100.00%
	<u>(122,500)</u>	<u>(298,516)</u>	<u>379,041</u>	<u>(176,016)</u>	<u>143.69%</u>
<b>Total changes in net assets after transfers</b>	<u>\$ 29,000</u>	<u>\$ (841,882)</u>	<u>\$ (17,520)</u>	<u>\$ (870,882)</u>	<u>100.00%</u>

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF DESIGNATED FUNDS**

DECEMBER 31, 2017 AND 2016

	<b>2017</b>	<b>2016</b>
Aheron Scholarship	\$ (2,486)	\$ (2,486)
Annual Council Fund	(32,011)	(100,365)
Atlee Mission Fund	(391,182)	(305,682)
Auto Reserve	(34,250)	(44,250)
Biggar/Power Fund	600	600
Blanchard 815 position expenses	(21,201)	-
Bishop Johnston Vestments	500	46,000
Bishops & Staff Reserve	51,175	500
Bishop's Designated for Tanzania	(2)	53,725
Bishop's DMS Grant	94,732	(2)
Bishop's House	1,000	-
Box Hill Income Fund	-	94,732
Building Repairs Reserve	(44,151)	(53,551)
Camp General Operating Fund	57,735	78,478
Commission on Ministry Reserve	34,849	34,849
Committee on Aging	6,234	6,234
Committee on Race Relations	3,000	3,000
Communications Reserve	25,191	25,191
Congo	3,565	11,018
Congregational Development & Revitalization	18,587	23,697
Council Scholarship Fund	360	310
Cursillo in the Diocese of VA	5,344	5,344
DaySpring	845,274	1,075,329
DaySpring Real Estate Fund	38,896,220	38,896,220
Deacons Reserve	47,484	47,484
Des - Intern - M&O	(2,500)	(2,500)
Des - St. Andrew's Charlottesville	67,832	87,474
Des - Trinity Highland Springs	41,184	31,341
Diaconal Formation Institute	(26,515)	(35,121)
Diocesan Cemetery Fund	9,771	9,352
Diocesan Historic Property Fund	1,160	1,110
Diocesan Intern Program	5,000	5,000
Diocesan Program Office	21,110	21,110
Diocese of Madagascar	100	100
Diocese of Renk -- Sudan	13,245	10,343
Diocese of Tanzania	97,984	133,013
East End Initiative	13,028	30,066
Ecumenical and Interfaith Committee	960	960
Education for Ministry	965	965
EPIC Moms	19	990
Episcopal Art Series	(21,717)	(21,717)
Episcopal Transition Reserve	14,000	10,000
General Convention	46,334	26,334
Haiti	2,763	809
Interim Ministry Development	1,080	1,080
John G Hayes Jr Income Fd	2,600	8,205
John G Hayes Missionary Fund	1,626	1,112
La Iglesia de Santa María	(32,362)	(32,362)
Subtotal (carried forward)	<u>39,824,234</u>	<u>40,184,039</u>

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF DESIGNATED FUNDS (CONTINUED)**

DECEMBER 31, 2017 AND 2016

	<b>2017</b>	<b>2016</b>
Subtotal (brought forward)	\$ 39,824,234	\$ 40,184,039
Lambeth Convention	44,533	63,569
Latino Ministry	(2,415)	(2,415)
Liberia	1,577	1,577
Mental Health Committee Reserve	20	20
Micro-Economic Development	72,750	72,750
Mission Development	90,750	90,750
Mission Maintenance & Repair Reserve	21,000	21,000
Missioner for World Mission	-	70,412
Mountain Mission Reserve	35,219	31,553
Native American Ministry	250	8,685
Office Equipment Reserve	6,932	6,932
Omisol Road - Reserve	26,751	9,368
Payroll Acct - St Margaret's Woodbridge	4,668	4,668
Prevention of Misconduct Reserve	4,000	4,000
Property & Opr Exp - St Pauls Haymarket	(8,298)	(10,984)
Property Exp - Church Hill Dr. Woodbridge	104,748	69,580
Property Exp - Epiphany Herndon	54,787	54,787
Property Exp - Main St. Fairfax (Truro)	(23,079)	(11,527)
Property Exp - Pickett Road/Braddock Rd	(7,163)	(7,016)
Property Fund	13,249	11,599
Property Maintenance Fund	46,350	27,969
Real Estate Value Fund	13,703,576	13,498,767
Region 2 Mission (Deltaville)	78,810	72,058
Reserve-2015 Unrestricted Reserve	827,099	1,062,880
Risk Management Program	(244)	15,756
Rockingham Property Fund (Reg 14)	12,811	12,811
Santa Maria Stewardship (DuPont Grant)	17,853	56,000
Shelton Shop Rd Property	145,415	133,475
St Clare's (W Henrico) Mission	(126,417)	(126,417)
St Francis Mission Fd (Goochland)	(179,357)	(179,357)
ST Investments	32,703	32,209
St Margarets Ruther Glenn	135	135
Stewardship Committee Reserve	467	467
Stewardship of Creation Grant Fund	8,801	8,801
Trinity, Beaverdam	13,554	10,734
Trustees of the Funds	986,123	875,828
Virginia Diocesan Library	(44,082)	(21,960)
YASC - A Cameron	(380)	(380)
YASC - Duncan Campbell	1,310	-
YASC - A Jacobs	25	25
YASC - A Russell	973	973
YASC - C Belous	980	980
YASC - A. Davis	1,000	25
Young Priests Initiative	9,888	9,888
Youth Ministry	100,970	100,970
<b>Total designated funds</b>	<b>\$ 55,902,876</b>	<b>\$ 56,265,984</b>

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF DEVELOPMENT FUNDS**

DECEMBER 31, 2017 AND 2016

	<b>2017</b>	<b>2016</b>
Bishop Jones' Evangelism Fund	\$ 500	\$ 660
Bishop Lee Fund for Small Church Vitality	53,735	500
B Maxwell Art Camp Scholarship Fund	100	51,205
Camp Equipment	13,155	121,291
Camp Program TOF Investments	140,005	11,578
Camp Scholarship Annual Fund	10,138	511,064
FCF - Unrestricted	121,291	484,061
Mustard Seed Grant Fund	23,878	13,155
Pledges Receivable - SM Shout It! Campaign	344,554	534,040
Shrine Mont Shout It! Campaign	1,222,845	19,613
St. Georges Camp	19,337	19,337
W Stanley Camp Scholarship Fund	792	792
Youth Mission Vouchers 2006	(11,350)	(6,750)
Youth Mission Vouchers 2007	(2,600)	3,000
Youth Mission Vouchers 2008	2,150	2,150
Youth Mission Vouchers 2009	3,600	3,600
Youth Mission Vouchers 2010	9,941	9,941
Youth Mission Vouchers 2011	1,205	1,205
Youth Mission Vouchers 2012	(887)	(687)
Youth Mission Vouchers 2013	4,495	4,495
Youth Mission Vouchers 2014	(9,367)	(9,167)
Youth Mission Vouchers 2015	(9,387)	(6,987)
DVA Grant Fund	1,125	-
DFHN	1,520	-
<b>Total development funds</b>	<b>\$ 1,940,775</b>	<b>\$ 1,768,096</b>

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OTHER FUNDS**

DECEMBER 31, 2017 AND 2016

	<b>2017</b>	<b>2016</b>
A.H. & C.J. Robinson Fund	\$ 76,216	\$ 76,560
Albert Baker Fund	136,750	135,234
Alison Gibson Fund	649	621
Ball Fund	165,354	144,859
Bishop Goff's Discretionary Fund	5,262	6,182
Bishop Goodwin Memorial Scholarship Fd	12,860	12,860
Bishop Gulick's Discretionary Fund	11,141	11,731
Bishop Johnston's Discretionary Fund	3,934	(7,588)
Bishop Jones' Discretionary Fund	34,683	24,304
Bishop Jones Evangelism Grant Fund	8,793	6,920
Bishop Jones' Sabbatical Fund	6,819	6,711
Bishop Mason Memorial Fund	1,770	1,770
Bishops Combined Discretionary Fund	7,766	9,945
Bishop's Emergency Needs Fund	79,574	84,739
Bishop's Investment Fund	(23,786)	(23,786)
Bishop's Theological Education Fund	20,855	19,409
Bishop P.J.L. Disc Fd	664	648
Bishop R. F. Gibson Memorial Fund	1,518	1,453
Bishop R. F. Gibson Property Foundation	10,856	10,393
Bruce Fund	56,844	50,407
Canon Wingo Discretionary Fund	2,897	3,539
Charles Norse Fund	(54)	2,155
Columbia Walker Memorial Missions Fund	51,735	49,532
David Lewis Memorial Fund	5,619	5,585
Disabled Clergy Fund	787,376	720,744
Diocesan Fund for Human Need	17,734	15,073
Diocesan Fund for World Mission	12,436	15,581
Dickinson Memorial Fund	(97,174)	(41,250)
Dooley Fund	132,837	130,610
duPont Diocesan Enrichment Fund	4,453	2,148
duPont Small Church Clergy Development	17,050	17,050
E Holcombe Palmer Fund	3,301	3,301
ECW Gift - Bishop Goff	589	589
Ellen Goldsborough Fund	30,858	35,726
Episcopal Fund	(44,178)	16,414
Fear Not Fund	400	350
Forest Fund	55,257	49,000
Francis Edmonia Newman Fund	35,236	35,236
Freda W Kipps Income Fund	38,863	35,134
Gilliatt Campus Ministry Fund	10,559	10,149
Hugh McGuire Taylor Fund	36,839	35,623
Subtotal (carried forward)	<u>1,721,155</u>	<u>1,715,661</u>

See report of independent auditor on supplementary information.

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OTHER FUNDS (CONTINUED)**

DECEMBER 31, 2017 AND 2016

	<b>2017</b>	<b>2016</b>
Subtotal (brought forward)	\$ 1,721,156	\$ 1,715,661
Ida B Gale Fund	37,554	36,247
J. B. duPont - Technology Grant	(680)	(680)
Julia A Ward Income Fund	802	802
John and Ethel Davis Fund	1,302	1,247
John Lyons Fund	6,207	5,938
Katherine G Cook Scholarship	2,162	2,106
Lucille McGriff Fund	851	814
M Thorpe Disc Fd	1,405	955
Mary Amanda Stewart Fund	10,823	10,498
MEZ Grant	9,276	14,426
Moncure Memorial Fund	18,371	16,291
Pearl Leone Hecht Fund	186	178
Philip A. Arthur Memorial Fund	576	550
Scott Fdn Grant 2010	36,646	6,646
Smoot Bequest Income Fund	(104,078)	(104,078)
Smoot Bequest to Dio Fund	(109,408)	(109,408)
South African Bishops Fund	9,699	9,699
ST Investments - Restricted	297,603	293,095
St John's Waldrop Fund	33,176	33,176
St. John's Greensprings Fund	13,994	18,441
Thomas Brooks Walker Estate/Trust	128,895	-
UTO Fund	187	187
Widows & Orphans Fund	(5,972)	(1,660)
Zimmerman Income Fund	(11,137)	-
<b>Subtotal</b>	<b>2,099,596</b>	<b>1,951,131</b>
Funds invested with the Trustees of the Funds	21,559,451	19,184,998
Beneficial interest in trusts	235,625	216,682
<b>Total other funds</b>	<b>\$ 23,894,672</b>	<b>\$ 21,352,811</b>

See report of independent auditor on supplementary information.

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# Trustees of the Funds Financial Report

**TRUSTEES OF THE FUNDS OF THE  
PROTESTANT EPISCOPAL CHURCH IN  
THE DIOCESE OF VIRGINIA, INC.**

**FINANCIAL STATEMENTS**

**December 31, 2017 and 2016**

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## INDEPENDENT AUDITOR'S REPORT

The Board of Directors  
Trustees of the Funds of the Protestant Episcopal Church  
in the Diocese of Virginia, Inc.  
Richmond, Virginia

We have audited the accompanying financial statements of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc., which comprise the statement of financial position as of December 31, 2017 and the related schedule of investments and statements of activities, changes in net assets, and cash flows for the year then ended, and the related notes to the financial statements.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

- Continued -

**Opinion**

In our opinion, the 2017 financial statements referred to above present fairly, in all material respects, the financial position of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. as of December 31, 2017, and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

**Emphasis-of-Matter**

As explained in Note 6, the financial statements include investments in global equity funds, hedge funds, real estate and natural resources funds, and private equity funds valued at \$63,192,644 (41% of net assets) and \$55,272,138 (41% of net assets) as of December 31, 2017 and 2016, respectively, whose value has been estimated by the Corporation's management in the absence of readily available market values. Management's estimates are based on information provided by fund managers or the general partners of the respective investments.

**Prior-Period Financial Statements**

The financial statements of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. as of and for the year ended December 31, 2016, were audited by other auditors whose report dated August 21, 2017, expressed an unmodified opinion on those financial statements.



June 15, 2018

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**STATEMENTS OF FINANCIAL POSITION**

**December 31, 2017 and 2016**

**ASSETS**

	<u>2017</u>	<u>2016</u>
<b>Current Assets</b>		
Cash and equivalents	\$ 1,026,434	\$ 1,942,955
Accrued investment income	<u>164,848</u>	<u>154,257</u>
<b>Total current assets</b>	<u>1,191,282</u>	<u>2,097,212</u>
<b>Marketable Securities</b>		
Investments in securities, at fair market value	<u>150,651,804</u>	<u>134,391,757</u>
<b>Total marketable securities</b>	<u>150,651,804</u>	<u>134,391,757</u>
<b>Property and Equipment</b>		
Land and building (net)	<u>688,547</u>	<u>688,547</u>
<b>Net property and equipment</b>	<u>688,547</u>	<u>688,547</u>
<b>Other Assets</b>		
Note receivable	100,000	100,000
Beneficial interest in trust	<u>2,249,459</u>	<u>2,058,431</u>
<b>Total other assets</b>	<u>2,349,459</u>	<u>2,158,431</u>
<b>Total Assets</b>	<b><u>\$ 154,881,092</u></b>	<b><u>\$ 139,335,947</u></b>

See accompanying notes to financial statements.



## LIABILITIES AND NET ASSETS

	<u>2017</u>	<u>2016</u>
<b>Current Liabilities</b>		
Accrued expenses	\$ 574	\$ 16,898
Investment fees payable	41,972	26,466
Due to the Diocese of Virginia	<u>90,177</u>	<u>18,862</u>
<b>Total current liabilities</b>	<u>132,723</u>	<u>62,226</u>
<b>Long-Term Liabilities</b>		
Annuity payable	<u>5,962</u>	-
<b>Total liabilities</b>	<u>138,685</u>	<u>62,226</u>
<b>Net Assets</b>		
Parish Funds (2017 - 499 funds with 60,503.532 units at \$1,440.74 and undistributed gain of \$26,324) (2016 - 492 Parish Funds with 60,042.972 units at \$1,301.16 and undistributed gain of \$62,067)	87,196,183	78,187,580
Diocesan Funds (2017 - 105 Diocesan Funds with 25,820.984 units at \$1,440.74 and undistributed gain of \$11,233) (2016 - 98 Diocesan Funds with 25,379.433 units at \$1,301.16 and undistributed gain of \$18,286)	37,212,557	33,048,939
Trustee Funds (2017 - 79 Trustee Funds with 15,474.706 units at \$1,440.74 and undistributed gain of \$6,732) (2016 - 81 Trustee Funds with 16,189.576 units at \$1,301.16 and undistributed gain of \$16,736)	22,301,760	21,081,965
Parish STAMP Funds (2017 - 37 Parish Funds with market value of \$2,285,679) (2016 - 32 Parish Funds with market value of \$1,529,691)	2,285,679	1,529,691
Trustee STAMP Funds (2017 - 8 Trustee Funds with market value of \$2,701,411) (2016 - 8 Trustee Funds with market value of \$2,575,818)	2,701,411	2,575,818
Other Trustee Funds	2,356,270	2,161,181
Mayo Memorial Fund	<u>688,547</u>	<u>688,547</u>
<b>Total net assets</b>	<u>154,742,407</u>	<u>139,273,721</u>
<b>Total Liabilities and Net Assets</b>	<u>\$ 154,881,092</u>	<u>\$ 139,335,947</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**SCHEDULE OF INVESTMENTS**

**December 31, 2017**

	<u>Number of Shares</u>	<u>Fair Value</u>
<b>Common Stocks - 10%</b>		
Consumer discretionary		
Carmax, Inc.	5,090	\$ 362,422
Other	22,970	1,991,633
Consumer staples		
Other	11,590	912,421
Energy		
Other	13,170	1,052,286
Financial		
American Tower Corp	3,215	458,684
Berkshire Hathaway, Inc. CL B	2,280	451,942
Brookfield Asset Management, Inc.	11,412	496,878
Capital One Financial Corporation	5,320	529,766
CitiGroup Inc.	5,955	443,112
Markel Corporation	485	552,478
Other	9,340	775,957
Health care		
Johnson & Johnson	3,006	419,998
Other	11,047	998,968
Industrials		
Danaher Corporation	4,085	379,170
Fedex Corporation	1,425	355,595
Union Pacific	2,710	363,411
Other	7,392	779,223
Information technology		
Accenture PLC	2,765	423,294
Adobe Systems, Inc.	2,475	433,719
Visa, Inc.	4,545	518,221
Other	14,257	1,545,565
Materials		
Other	9,990	809,678
<b>Bonds - 8.4%</b>		
Corporate obligations	7,059,286	7,547,072
Government and agency obligations		
FHLMC	1,108,422	1,123,821
FNMA	1,892,981	1,970,991
GNMA	570,084	526,846
United States Treasury	1,260,000	1,540,165

- Continued -

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**SCHEDULE OF INVESTMENTS - CONTINUED**

December 31, 2017

	<u>Number of Shares</u>	<u>Fair Value</u>
<b>Mutual Funds - 56%</b>		
Aberdeen Emerging Market	287,588	4,641,671
Colchester Global Bond Fund	167,695	5,728,346
Dodge & Cox Global Stock Fund	595,365	8,251,755
Federated Total Return Sers Inc	191,568	1,745,182
Landsdowne Developed Markets Long Only Mutual Funds	21,651	4,843,942
Lord Abbett Short Duration Income Fund	233,662	993,065
PIMCO Funds	75,378	743,230
Silchester International Investors Int. Value Equity Trust	111,422	16,326,300
Vanguard Emerging Markets Stock Index Fund	83,034	2,410,484
Vanguard Fixed Income Inflation Protected Securities Fund	110,829	2,837,211
Vanguard Fixed Income Short-Term Investment Grade Fund	93,594	994,901
Vanguard FTSE All World Ex US Index Fund	95,385	10,270,156
Vanguard Total Stock Market Index Fund	229,658	15,325,144
Vanguard Total Bond Market Index Fund	924,227	9,935,441
Other	374	9,901
<b>Hedge Funds - 17%</b>		
Drake Capital Offshore Partners	12,604,679	12,604,679
Forester Diversified	500	535,380
Forester Diversified	705	781,499
Forester Diversified	5,298	5,779,342
Forester Diversified	500	564,300
Forester Diversified	500	577,335
Forester Diversified	500	525,695
Forester Diversified	500	552,125
Forester Diversified	3,000	3,239,070
<b>Real Estate and Natural Resource Funds - 8%</b>		
Commonfund Capital Natural Res Partners VIII	1,130,930	1,130,930
Metropolitan Real Estate Partners IV	459,102	459,102
Property Holdings IV LLC REIT	2,149,136	2,149,136
Park Street Capital Natural Resource	1,055,803	1,055,803
Seaport Global Property Securities Fund	3,223,705	3,223,705
TAP Fund	2,090	1,429,078
Victory Global Natural Resources Fund	62,483	1,537,703
Other	5,955	716,099
<b>Private Equity Funds - 0.6%</b>		
MIT Private Equity Fund III	432,434	432,434
MIT Private Equity Fund IV	242,727	242,727
Other	295,617	<u>295,617</u>
<b>Total Investments - 100% (Cost \$118,865,828)</b>		<b><u>\$ 150,651,804</u></b>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**SCHEDULE OF INVESTMENTS**

**December 31, 2016**

	<u>Number of Shares</u>	<u>Fair Value</u>
<b>Common Stocks - 10%</b>		
Consumer discretionary		
Carmax, Inc.	6,315	\$ 406,623
Priceline Group, Inc.	217	318,135
Other	34,320	1,653,294
Consumer staples		
Other	15,195	1,186,298
Energy		
Other	12,540	959,233
Financial		
American Tower Corp	3,490	368,823
Berkshire Hathaway, Inc. CL B	2,280	371,594
Brookfield Asset Management, Inc.	12,412	409,720
Capital One Financial Corporation	5,770	503,375
CitiGroup Inc.	6,655	395,507
JP Morgan Chase & Co	4,375	377,519
Markel Corporation	515	465,818
Other	9,165	466,330
Health care		
Celegene Corp	2,647	306,390
Johnson & Johnson	3,281	378,004
Other	8,925	687,768
Industrials		
Danaher Corporation	4,485	349,112
Fedex Corporation	1,575	293,265
Other	18,432	1,121,596
Information technology		
Accenture PLC	3,040	356,075
Visa, Inc.	4,995	389,710
Other	7,670	1,161,362
Materials		
Other	3,825	448,302
<b>Bonds - 9%</b>		
Corporate obligations	6,798,457	7,126,508
Government and agency obligations		
FHLMC	1,003,432	1,021,937
FNMA	1,443,657	1,511,643
GNMA	566,099	591,189
United States Treasury	1,320,000	1,469,719

- Continued -

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**SCHEDULE OF INVESTMENTS - CONTINUED**

**December 31, 2016**

	<u>Number of Shares</u>	<u>Fair Value</u>
<b>Mutual Funds - 55%</b>		
Aberdeen Emerging Market	299,645	3,763,539
Colchester Global Bond Fund	156,925	4,932,460
Dodge & Cox Global Stock Fund	587,999	7,003,072
Federated Total Return Sers Inc	157,122	1,429,810
Landsdowne Developed Markets Long Only Fund	21,651	3,760,939
PIMCO Funds	103,979	1,024,191
Silchester International Investors Int. Value Equity Trust	112,543	12,886,603
Vanguard Emerging Markets Stock Index Fund	100,204	2,268,616
Vanguard Fixed Income Inflation Protected Securities Fund	104,303	2,657,647
Vanguard Fixed Income Short-Term Investment Grade Fund	95,765	1,017,977
Vanguard FTSE All World Ex US Index Fund	104,189	9,066,508
Vanguard Total Stock Market Index Fund	267,047	14,978,776
Vanguard Total Bond Market Index Fund	873,010	9,297,554
<b>Hedge Funds - 17%</b>		
Drake Capital Offshore Partners	11,408,597	11,408,597
Forester Diversified Ltd.	705	724,616
Forester Diversified Ltd.	5,298	5,358,687
Forester Diversified Ltd.	500	523,225
Forester Diversified Ltd.	500	535,315
Forester Diversified Ltd.	500	511,935
Forester Diversified Ltd.	500	487,435
Forester Diversified Ltd.	3,000	3,003,330
<b>Real Estate and Natural Resource Funds - 8%</b>		
AEW Global PPTY Sec FD LP	2,854,135	2,854,135
Commonfund Capital Natural Res Partners VIII	1,165,536	1,165,536
Metropolitan Real Estate Partners IV	544,521	544,521
Property Holdings IV LLC REIT	1,993,820	1,993,820
Park Street Capital Natural Resource	963,765	963,765
TAP Fund	2,090	1,386,936
Victory Global Natural Resources Fund	62,483	1,517,080
Other	832,256	832,256
<b>Private Equity Funds - 1%</b>		
MIT Private Equity Fund III	506,927	506,927
MIT Private Equity Fund IV	310,023	310,023
Other	581,074	<u>581,077</u>
<b>Total Investments - 100% (Cost \$119,312,260)</b>		<b><u>\$ 134,391,757</u></b>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**STATEMENTS OF ACTIVITIES FROM OPERATIONS**

**For the years ended December 31, 2017 and 2016**

	<u>2017</u>	<u>2016</u>
<b>Investment Income</b>		
Interest	\$ 487,911	\$ 504,648
Dividends	1,638,162	1,477,546
Other investment income	<u>126,028</u>	<u>122,543</u>
	<u>2,252,101</u>	<u>2,104,737</u>
 <b>Expenses</b>		
Custodial and managerial fees	459,909	422,933
General and administrative	<u>333,710</u>	<u>327,500</u>
	<u>793,619</u>	<u>750,433</u>
 <b>Net Investment Income</b>	 <u>1,458,482</u>	 <u>1,354,304</u>
 <b>Other Revenue</b>		
Transfer of beneficial interest in trust	-	2,071,299
Change in beneficial interest in trust	<u>191,028</u>	<u>(12,868)</u>
	<u>191,028</u>	<u>2,058,431</u>
 <b>Realized Gain (Loss) in Investments</b>		
Net realized gain from security transactions (excluding short-term securities):		
Proceeds from securities sold	15,037,918	18,815,066
Cost of securities sold	<u>(13,307,302)</u>	<u>(19,032,392)</u>
	<u>1,730,616</u>	<u>(217,326)</u>
 <b>Unrealized Appreciation (Depreciation) During the Year</b>		
Ending	31,776,082	15,079,497
Beginning	<u>(15,079,497)</u>	<u>(8,315,715)</u>
	<u>16,696,585</u>	<u>6,763,782</u>
 <b>Change in Net Assets Resulting from Operations</b>	 <u>\$ 20,076,711</u>	 <u>\$ 9,959,191</u>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**STATEMENTS OF CHANGES IN NET ASSETS**

**For the years ended December 31, 2017 and 2016**

	<u>2017</u>	<u>2016</u>
<b>Change in Net Assets from Operations:</b>		
Net investment income	\$ 1,458,482	\$ 1,354,304
Beneficial interest in trust	191,028	2,058,431
Net realized gain (loss) on investments sold	1,730,616	(217,326)
Net unrealized gain from market appreciation	<u>16,696,585</u>	<u>6,763,782</u>
<b>Change in net assets resulting from operations</b>	<u>20,076,711</u>	<u>9,959,191</u>
<b>Change in Net Assets from Fund Transactions:</b>		
Investment of funds	4,707,966	4,552,965
Income distributions reinvested	3,272,757	3,057,314
Withdrawals during the year	(6,909,908)	(7,381,756)
Distributions to fund investors - including reinvestments	<u>(5,678,840)</u>	<u>(5,399,314)</u>
<b>Change in net assets due to fund transactions</b>	<u>(4,608,025)</u>	<u>(5,170,791)</u>
<b>Change in Net Assets</b>	<b>15,468,686</b>	<b>4,788,400</b>
<b>Net Assets - beginning of year</b>	<u><b>139,273,721</b></u>	<u>134,485,321</u>
<b>Net Assets - end of year</b> (including undistributed investment income)	<u><b>\$ 154,742,407</b></u>	<u><b>\$ 139,273,721</b></u>

See accompanying notes to financial statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**STATEMENTS OF CASH FLOWS**

**For the years ended December 31, 2017 and 2016**

	<u>2017</u>	<u>2016</u>
<b>Cash Flows from Operating Activities</b>		
Change in net assets from operations	\$ 20,076,711	\$ 9,959,191
Adjustments to reconcile change in net assets from operations to net cash and cash equivalents provided by operating activities		
(Gain) loss on sale of investments	(1,730,616)	217,326
Purchase of investments	(12,870,764)	(15,687,326)
Proceeds from the sale of investments	15,037,918	18,815,066
Unrealized gains on investments	(16,696,585)	(6,763,782)
(Increase) decrease in beneficial interest in trust	(191,028)	12,868
Transfer of beneficial interest in trust	-	(2,071,299)
(Increase) decrease in operating assets		
Accrued investment income	(10,591)	2,514
Increase (decrease) in operating liabilities		
Due to the Diocese of Virginia	71,315	(39,325)
Accrued expenses	(16,324)	16,898
Investment fees payable	15,506	955
Annuity payable	<u>5,962</u>	<u>-</u>
<b>Net cash and cash equivalents provided by operating activities</b>	<u>3,691,504</u>	<u>4,463,086</u>
<b>Cash Flows from Financing Activities</b>		
Investment and income distribution reinvestments	7,955,075	7,610,279
Withdrawals and distributions	<u>(12,563,100)</u>	<u>(12,781,070)</u>
<b>Net cash and cash equivalents used by financing activities</b>	<u>(4,608,025)</u>	<u>(5,170,791)</u>
<b>Decrease in cash and cash equivalents</b>	(916,521)	(707,705)
<b>Cash and Cash Equivalents, beginning of year</b>	<u>1,942,955</u>	<u>2,650,660</u>
<b>Cash and Cash Equivalents, end of year</b>	<u>\$ 1,026,434</u>	<u>\$ 1,942,955</u>

See accompanying notes to financial statements.



**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2017 and 2016**

**1. Organization and Nature of Activities**

Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. (the "Corporation") is a not-for-profit corporation established under the laws of the Commonwealth of Virginia that acts as an investment agency for Episcopal Church organizations and parishes in the Commonwealth of Virginia. The Corporation also receives and holds real property and designated funds for the Diocese of Virginia (the "Diocese"), including the Mayo House.

**2. Summary of Significant Accounting Policies**

*Basis of Presentation:* Operations for investment activities are conducted in a manner similar to common trust funds. The operations of each fund are accounted for separately. The funds included in the financial statements are described below:

*Parish Funds* account for investment funds managed for churches and church-related organizations located within the Commonwealth of Virginia.

*Diocesan Funds* account for investment funds controlled by the separate Diocesan organizations.

*Trustee Funds* account for investment funds primarily held in the name of the Trustees of the Funds for various beneficiaries.

*The Mayo Memorial Fund* accounts for the cost of the Mayo House, the general offices of the Diocese.

*Land and Building:* The land and building comprising the Mayo House are considered investments by the Corporation. The properties are not depreciated and are stated at cost. All property-related expenses are paid by the affiliates occupying the building.

*Cash and Cash Equivalents:* The Corporation includes all investments with a maturity of three months or less when purchased as cash and cash equivalents on the accompanying statements of financial position.

*Investment Units:* The equity of each fund in the pooled net assets is represented by investment units. New money entering the pool is accepted at the unit value of net assets as of the last day of the previous month in which the deposit is made. The number of new units bought is determined by dividing the new money by the unit value. Withdrawals from the pool are determined in the same unit value manner based on similar unit value.

*Distribution to Unitholders:* The income allotted to each fund is computed monthly based on the number of units owned during the month. An income distribution is made at least annually. Distributions of \$56.48 and \$52.51 per unit, aggregating \$5,678,840 and \$5,399,314, were paid to unitholders in 2017 and 2016, respectively.

*Income Taxes:* The Corporation is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and the tax statutes of the Commonwealth of Virginia; accordingly, the accompanying financial statements do not reflect a provision or liability for federal or state income taxes. The Corporation has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2017.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**2. Summary of Significant Accounting Policies - Continued**

*Estimates:* The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Such estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and assumptions. Certain prior-year balances have been reclassified to conform to current year presentation.

*Reclassifications:* Certain prior-year balances have been reclassified to conform to current-year presentation.

*Evaluation of Subsequent Events:* Management has evaluated subsequent events through June 15, 2018, which is the date the financial statements were available to be issued.

**3. Note Receivable**

The note receivable, which is an asset of the Trustee Funds, is a \$100,000 note from the Diocesan Missionary Society of Virginia. The note is due in semiannual installments of \$2,750 (interest only) at 5.5%, with principal due on November 22, 2019.

**4. Land and Building**

Land and building, which are assets of the Mayo Memorial Fund, are stated at cost and consist of the following at December 31:

	<u>2017</u>	<u>2016</u>
Land	\$ 10,000	\$ 10,000
Building	678,547	678,547
	<u>\$ 688,547</u>	<u>\$ 688,547</u>

**5. Beneficial Interest in Trust**

The Corporation is a beneficiary of a perpetual trust. This trust makes distributions to the Corporation based on the Corporation's percentage interest as stated in the trust document. The fair value of the interest in the trust is \$2,249,459 and \$2,058,431 at December 31, 2017 and 2016, respectively, which has been recorded as an asset and is adjusted each year to reflect the change in value.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**6. Fair Value Measurement**

Accounting standards establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements). The levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Corporation has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are delivered principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used during 2017 or 2016.

*Debt and Equity Securities* - Valued at the closing price reported on the active market in which the individual securities are traded. Corporate bonds are valued based on bond pricing models using standard inputs such as benchmark yields, reported trades, and broker/dealer quotes.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Corporation believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. Quantitative information for Levels 2 and 3 valuation inputs and related sensitivities is maintained by third parties and is not reasonably available to the Corporation.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**6. Fair Value Measurement - Continued**

The following table sets forth by level, within the fair value hierarchy, the Corporation's assets at fair value as of December 31:

	<u>Fair Value Measurements at Reporting Date Using:</u>				
	Quoted Prices in				
	Active Markets for Identical	Significant Other Observable	Significant Unobservable	Net	
	<u>Assets (Level 1)</u>	<u>Inputs (Level 2)</u>	<u>Inputs (Level 3)</u>	<u>Asset Value</u>	<u>Total</u>
<b>December 31, 2017</b>					
<b>Debt and equity securities:</b>					
Common stock:					
Consumer discretionary	\$ 2,354,055	\$ -	\$ -	\$ -	\$ 2,354,055
Consumer staples	912,421	-	-	-	912,421
Energy	1,052,286	-	-	-	1,052,286
Financial	3,708,817	-	-	-	3,708,817
Health care	1,418,966	-	-	-	1,418,966
Industrials	1,877,399	-	-	-	1,877,399
Information technology	2,920,799	-	-	-	2,920,799
Materials	809,678	-	-	-	809,678
Mortgage-backed securities	3,621,658	-	-	-	3,621,658
U.S. Treasury securities	1,540,165	-	-	-	1,540,165
Corporate bonds	-	7,547,072	-	-	7,547,072
<b>Mutual funds:</b>					
Global equity funds	13,886,495	-	-	-	13,886,495
Fixed income funds	44,271,650	-	-	-	44,271,650
Natural resource funds	1,537,699	-	-	-	1,537,699
Global equity funds measured at net asset value	-	-	-	16,326,300	16,326,300
International bond funds measured at net asset value	-	-	-	5,728,346	5,728,346
<b>Hedge funds:</b>					
Hedge funds investments measured at net asset value	-	-	-	41,137,998	41,137,998
	<u>\$ 79,912,088</u>	<u>\$ 7,547,072</u>	<u>\$ -</u>	<u>\$ 63,192,644</u>	<u>\$ 150,651,804</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**6. Fair Value Measurement - Continued**

	<u>Fair Value Measurements at Reporting Date Using:</u>				
	Quoted Prices in				
	Active Markets for Identical	Significant Other Observable	Significant Unobservable	Net	Total
	<u>Assets (Level 1)</u>	<u>Inputs (Level 2)</u>	<u>Inputs (Level 3)</u>	<u>Asset Value</u>	
<u>December 31, 2016</u>					
<b>Debt and equity securities:</b>					
Common stock:					
Consumer discretionary	\$ 2,378,051	\$ -	\$ -	\$ -	\$ 2,378,051
Consumer staples	1,186,298	-	-	-	1,186,298
Energy	959,233	-	-	-	959,233
Financial	3,358,686	-	-	-	3,358,686
Health care	1,372,163	-	-	-	1,372,163
Industrials	1,763,973	-	-	-	1,763,973
Information technology	1,907,147	-	-	-	1,907,147
Materials	448,302	-	-	-	448,302
Mortgage-backed securities	3,124,769	-	-	-	3,124,769
U.S. Treasury securities	1,469,719	-	-	-	1,469,719
Corporate bonds	-	7,126,508	-	-	7,126,508
<b>Mutual funds:</b>					
Global equity funds	10,766,611	-	-	-	10,766,611
Fixed income funds	41,741,079	-	-	-	41,741,079
Natural resource funds	1,517,080	-	-	-	1,517,080
Global equity funds measured at net asset value	-	-	-	12,886,603	12,886,603
International bond funds measured at net asset value	-	-	-	4,932,460	4,932,460
<b>Hedge funds:</b>					
Hedge funds investments measured at net asset value	-	-	-	37,453,075	37,453,075
	<u>\$ 71,993,111</u>	<u>\$ 7,126,508</u>	<u>\$ -</u>	<u>\$ 55,272,138</u>	<u>\$ 134,391,757</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**7. Investments Carried at Net Asset Value or its Equivalent**

Certain mutual funds are valued at the net asset value of shares held by the Corporation at year-end.

Hedge Funds, Real Estate and Natural Resources, and Private Equity Funds are valued using the practical expedient at the Corporation's pro-rata interest in the net assets of these entities. Investments held by these entities are valued at prices which approximate fair value. The fair value of certain investments in the underlying entities, which may include private placements and other securities for which values are not readily available, are determined in good faith by the investment advisors of the respective entities and may not reflect amounts that could be realized upon immediate sale, nor amounts that may be ultimately realized.

The estimated fair values may differ significantly from the values that would have been used had a ready market existed for these investments, and these differences could be material. Net asset valuations are provided daily, monthly, or quarterly by these entities. Appreciation of investments in these entities is net of all allocations to the investment advisors.

The following information is presented regarding the nature of the investments and related commitments. Information has been presented by tiers within the class according to lock-in periods. The fair value of the investments in each of these classes has been estimated using the NAV per share of the investments. Redemption of these investments is restricted as indicated below.

<u>2017</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Hedge Funds –	<b>\$ 12,604,679</b>	n/a	6/30/2017	Semi-annually	90 days
Equity long/short <sup>(a)</sup>	<b>4,843,942</b>	n/a	n/a	n/a	n/a
	<b>535,380</b>	n/a	1/31/2020	n/a	95 days
	<b>564,300</b>	n/a	2/28/2020	n/a	95 days
	<b>552,125</b>	n/a	6/30/2020	n/a	95 days
	<b>525,695</b>	n/a	6/1/2018	n/a	95 days
	<b>3,239,070</b>	n/a	9/30/2018	n/a	95 days
	<b>781,499</b>	n/a	9/30/2018	n/a	95 days
	<b>5,779,342</b>	n/a	12/31/2018	n/a	95 days
	<b>577,335</b>	n/a	6/30/2019	n/a	95 days

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**7. Investments Carried at Net Asset Value or its Equivalent - Continued**

<u>2017</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Real Estate and Natural	<b>1,130,930</b>	98,000	8/19/2023	n/a	n/a
Resource Funds <sup>(b)</sup>	<b>271,029</b>	n/a	12/31/2016	Monthly	n/a
	<b>176,184</b>	19,250	1/3/2023	n/a	n/a
	<b>459,102</b>	33,000	7/31/2019	n/a	n/a
	<b>92,483</b>	99,000	12/31/2015	n/a	n/a
	<b>2,149,136</b>	22,889	9/16/2017	n/a	n/a
	<b>1,055,803</b>	104,625	1/31/2027	n/a	n/a
	<b>77,069</b>	55,000	6/30/2018	n/a	n/a
	<b>99,334</b>	163,198	12/31/2014	n/a	n/a
	<b>1,429,078</b>	n/a	n/a	Monthly	5 days
	<b>3,223,705</b>	n/a	n/a	Monthly	10 business days
Private Equity Funds <sup>(c)</sup>	<b>215,319</b>	34,921	12/31/2018	n/a	n/a
	<b>432,434</b>	71,142	4/21/2021	n/a	n/a
	<b>242,727</b>	153,023	3/17/2023	n/a	n/a
	<b>52,714</b>	120,000	12/31/2020	n/a	n/a
	<b>27,584</b>	30,942	11/14/2020	n/a	n/a
	<b>41,137,998</b>				
International Bond Fund <sup>(e)</sup>	<b>5,728,346</b>	n/a	n/a	Monthly	n/a
Global Equity Fund <sup>(d)</sup>	<b>16,326,300</b>	n/a	n/a	n/a	n/a

<sup>(a)</sup> This class includes investments in market neutral, multi-strategy absolute return pools. The majority of the securities are either directly traded in separately managed accounts or via underlying funds.

<sup>(b)</sup> This class includes multiple funds invested in real estate and natural resources management. The funds include real estate acquisitions, ground up development projects, distressed debt portfolios, timberland and oil and gas resources.

<sup>(c)</sup> This class includes multiple funds invested in diversified portfolios of private equity funds consisting of venture capital funds, private capital, and international private equity funds.

<sup>(d)</sup> This class includes global equity fund consisting of foreign common and preferred stock and short-term investments.

<sup>(e)</sup> This class includes an international bond fund consisting of fixed income securities with the objective of achieving favorable income-oriented returns from a globally diversified portfolio consisting primarily of debt or debt-like securities.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**7. Investments Carried at Net Asset Value or its Equivalent - Continued**

<u>2016</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Hedge Funds –	<b>\$ 11,408,597</b>	n/a	6/30/2017	Semi-annually	90 days
Equity long/short <sup>(a)</sup>	<b>3,760,939</b>	n/a	n/a	n/a	n/a
	<b>523,225</b>	n/a	3/1/2020	n/a	95 days
	<b>511,935</b>	n/a	6/30/2017	n/a	95 days
	<b>487,435</b>	n/a	6/1/2018	n/a	95 days
	<b>3,003,330</b>	n/a	9/30/2018	n/a	95 days
	<b>724,616</b>	n/a	9/30/2018	n/a	95 days
	<b>5,358,687</b>	n/a	12/31/2018	n/a	95 days
	<b>535,315</b>	n/a	6/30/2019	n/a	95 days
Real Estate and Natural Resource Funds <sup>(b)</sup>	<b>1,165,536</b>	157,500	8/19/2023	n/a	n/a
	<b>273,038</b>	n/a	12/31/2016	Monthly	n/a
	<b>213,993</b>	19,250	1/3/2023	n/a	n/a
	<b>544,521</b>	33,000	7/31/2019	n/a	n/a
	<b>253,697</b>	99,000	12/31/2015	n/a	n/a
	<b>1,993,820</b>	22,889	9/16/2017	n/a	n/a
	<b>963,765</b>	185,625	1/31/2027	n/a	n/a
	<b>91,528</b>	55,000	6/30/2018	n/a	n/a
	<b>2,854,135</b>	n/a	n/a	Monthly	10 business days
	<b>1,386,936</b>	n/a	n/a	Monthly	5 days
Private Equity Funds <sup>(c)</sup>	<b>290,129</b>	34,921	12/31/2018	n/a	n/a
	<b>506,927</b>	81,960	4/21/2021	n/a	n/a
	<b>310,023</b>	174,261	3/17/2023	n/a	n/a
	<b>102,110</b>	163,198	12/31/2014	n/a	n/a
	<b>102,747</b>	120,000	12/31/2020	n/a	n/a
	<b>86,091</b>	31,306	11/14/2020	n/a	n/a
	<b>37,453,075</b>				
International Bond Fund <sup>(e)</sup>	<b>12,886,603</b>	n/a	n/a	Monthly	n/a
Global Equity Fund <sup>(d)</sup>	<b>4,932,460</b>	n/a	n/a	n/a	n/a



**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**8. Unit Information and Financial Highlights**

Selected data for a unit outstanding throughout 2017 and 2016, on average, follows:

	<u>2017</u>	<u>2016</u>
Interest income	\$ 4.79	4.94
Dividend income	15.41	13.97
Other income	<u>1.20</u>	<u>1.21</u>
<b>Total investment income</b>	<b>21.40</b>	20.12
Total expenses	<u>(7.75)</u>	<u>(7.37)</u>
<b>Investment income - net</b>	<b>13.65</b>	12.75
Income distributions	<u>(56.48)</u>	<u>(52.51)</u>
	<b>(42.83)</b>	(39.76)
Net realized gain (loss) and change in unrealized appreciation (depreciation)	<u>182.41</u>	<u>63.92</u>
Change in net asset value	<b>139.58</b>	24.16
Net assets value – beginning of year	<u>1,301.16</u>	<u>1,277.00</u>
Net assets value – end of year	<u>\$ 1,440.74</u>	<u>\$ 1,301.16</u>
Total return	<b>9.68%</b>	1.86%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**8. Unit Information and Financial Highlights - Continued**

	<u>2017</u>	<u>2016</u>
Supplemental Data:		
Unitized Net Assets:		
Net assets, end of year	<b>146,710,500</b>	132,318,484
Ratio to average net assets:		
Expenses	<b>0.54%</b>	0.56%
Net investment income	<b>0.95%</b>	0.96%
Non-Unitized Net Assets:		
Net assets, end of year	<b>\$ 8,031,907</b>	\$ 6,955,237
Investment return	<b>\$ 72,157</b>	\$ 72,377
Beneficial interest in trust	<b>\$ 191,028</b>	\$ 2,058,431
Ratio to average net assets:		
Expenses	<b>0.06%</b>	0.02%
Net investment income	<b>0.90%</b>	1.56%
Beneficial interest in trust	<b>2.38%</b>	43.74%

The Corporation utilizes investment managers that either invoice the company directly or net their stated expenses with investment income. The above analysis is consistent in its presentation of true expenses of operations and outlines the direct cost of operations for both the investment managers paid directly and all general and administrative expenses, which the expense ratio for unitized net assets to average net assets is .54% and .56% for the years ended December 31, 2017 and 2016, respectively. If the Corporation were to pay the indirect managers who have netted expenses with investment income, this would result in the ratios increasing to .85% and .87% as of December 31, 2017 and 2016, respectively.

**9. Related Party Transactions**

The Diocese provides administrative and accounting services to several related organizations including the Corporation. The Corporation reimburses the Diocese for a portion of the salary and benefits of the accounting staff under a "common paymaster" arrangement. Under this arrangement, any person employed by several related organizations is compensated by one organization, which is reimbursed by the other organizations.

Salary and benefits costs incurred and subsequently reimbursed by the Corporation were \$289,442 and \$291,318 as of and for the years ended December 31, 2017 and 2016, respectively. The Corporation had a related-party payable with the Diocese in the amount of \$90,177 and \$18,862 as of December 31, 2017 and 2016, respectively.

As described in Note 3, a note receivable of \$100,000 is outstanding from the Diocesan Missionary Society of Virginia as of December 31, 2017 and 2016.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**10. Concentration of Risk**

The Corporation's credit risk consists principally of cash and securities. Cash positions are part of the managed investment portfolio and are not Federal Deposit Insurance Corporation ("FDIC") insured accounts. The investment portfolio is divided among many securities and several money managers. This policy mitigates the Corporation's exposure to concentrations of credit risk.



# Diocesan Missionary Society Financial Report

**DIOCESAN MISSIONARY  
SOCIETY OF VIRGINIA**

**FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION**

**December 31, 2017 and 2016**

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**OFFICERS**

Peter L. Henderer, Esquire  
President

Karen M. Grane, Esquire  
Vice President

Bradley J. Gable  
Secretary

Steven T. Foster  
Treasurer

Michael J. Kerr, Assistant Treasurer  
Ex-Officio

The Rt. Rev. Susan Goff, Suffragan Bishop  
Ex-Officio

Stas Jones, Business Administrator  
Ex-Officio

**Trustees**

Steven T. Foster

Bradley J. Gable

George Covucci

The Rev. Amelie Wilmer

Gerald C. Bland

William E. Weatherford, Jr.

Joy Buzzard

Joe Paxton

The Rev. Andrew T.P. Merrow

Glenn R. Moore, Esquire

Karen M. Grane, Esquire

Peter L. Henderer, Esquire

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## INDEPENDENT AUDITOR'S REPORT

The Board of Trustees  
Diocesan Missionary Society of Virginia  
Richmond, Virginia

We have audited the accompanying financial statements of Diocesan Missionary Society of Virginia, which comprise the statement of financial position as of December 31, 2017, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

- Continued -

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**Opinion**

In our opinion, the 2017 financial statements referred to above present fairly, in all material respects, the financial position of Diocesan Missionary Society of Virginia as of December 31, 2017, and the changes in its net assets and cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

**Report on Supplemental Information**

Our audit was conducted for the purpose of forming an opinion on the 2017 financial statements as a whole. The accompanying 2017 supplementary schedules on pages 15 - 20 are presented for purposes of additional analysis and are not a required part of the basic 2017 financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the 2017 financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements taken as a whole.

**Prior-Period Financial Statements**

The financial statements of Diocesan Missionary Society of Virginia as of and for the year ended December 31, 2016, were audited by other auditors whose report dated May 4, 2017, expressed an unmodified opinion on those financial statements.



June 20, 2018

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENTS OF FINANCIAL POSITION**

**December 31, 2017 and 2016**

**ASSETS**

	<u>2017</u>	<u>2016</u>
<b>Current Assets</b>		
Cash and cash equivalents	\$ 3,446,171	\$ 2,151,725
Investments	3,627,656	3,525,732
Loans receivable, current portion	369,410	432,755
Accrued interest receivable	27,452	64,363
Distribution receivable	36,986	-
<b>Total current assets</b>	<u>7,507,675</u>	<u>6,174,575</u>
<b>Property and Equipment</b>		
Properties used by active congregations	1,495,094	1,495,094
Properties used by Episcopal campus ministries	830,506	830,506
Unimproved real estate	1,560,545	1,560,545
<b>Total property and equipment</b>	3,886,145	3,886,145
Less accumulated depreciation	<u>(240,966)</u>	<u>(222,876)</u>
<b>Net property and equipment</b>	<u>3,645,179</u>	<u>3,663,269</u>
<b>Other Assets</b>		
Loans receivable - collateralized	4,276,596	5,651,196
Loans receivable - uncollateralized	173,487	-
<b>Total other assets</b>	<u>4,450,083</u>	<u>5,651,196</u>
<b>Total Assets</b>	<u>\$ 15,602,937</u>	<u>\$ 15,489,040</u>

See accompanying notes to financial statements.

**LIABILITIES AND NET ASSETS**

	<u>2017</u>	<u>2016</u>
<b>Current Liabilities</b>		
Accounts payable	\$ 44,213	\$ 38,861
Notes payable, current portion	<u>140,000</u>	<u>121,000</u>
<b>Total current liabilities</b>	<b>184,213</b>	159,861
<b>Long-Term Liabilities</b>		
Notes payable	<u>923,144</u>	<u>1,053,144</u>
<b>Total liabilities</b>	<b><u>1,107,357</u></b>	<b><u>1,213,005</u></b>
<b>Net Assets</b>		
Unrestricted	11,866,835	11,738,831
Temporarily restricted	442,283	350,742
Permanently restricted	<u>2,186,462</u>	<u>2,186,462</u>
<b>Total net assets</b>	<b><u>14,495,580</u></b>	<b><u>14,276,035</u></b>
<b>Total Liabilities and Net Assets</b>	<b><u>\$ 15,602,937</u></b>	<b><u>\$ 15,489,040</u></b>

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENT OF ACTIVITIES**

**For the year ended December 31, 2017**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
<b>Support and Revenue</b>				
Interest income on loans	\$ 262,495	\$ -	\$ -	\$ 262,495
Investment income	10,224	40,471	-	50,695
Unrealized gains on investments	-	93,574	-	93,574
Realized losses on investments	-	(2,033)	-	(2,033)
Net assets released from restrictions	40,471	(40,471)	-	-
<b>Total support and revenue</b>	<u>313,190</u>	<u>91,541</u>	<u>-</u>	<u>404,731</u>
<b>Expenses</b>				
Program services:				
Income distribution to Diocese of Virginia	40,507	-	-	40,507
Loan program - interest expense	53,035	-	-	53,035
Other	32,644	-	-	32,644
Management and general:				
Administration fees	45,000	-	-	45,000
Audit fees	14,000	-	-	14,000
<b>Total expenses</b>	<u>185,186</u>	<u>-</u>	<u>-</u>	<u>185,186</u>
<b>Change in Net Assets</b>	128,004	91,541	-	219,545
<b>Net Assets, beginning</b>	<u>11,738,831</u>	<u>350,742</u>	<u>2,186,462</u>	<u>14,276,035</u>
<b>Net Assets, ending</b>	<u>\$ 11,866,835</u>	<u>\$ 442,283</u>	<u>\$ 2,186,462</u>	<u>\$ 14,495,580</u>

See accompanying notes to financial statements.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENT OF ACTIVITIES**

**For the year ended December 31, 2016**

	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	Permanently <u>Restricted</u>	<u>Total</u>
<b>Support and Revenue</b>				
Interest income on loans	\$ 290,530	\$ -	\$ -	\$ 290,530
Investment income	8,452	38,784	-	47,236
Unrealized gains on investments	-	19,346	-	19,346
Realized losses on investments	-	(899)	-	(899)
Net assets released from restrictions	<u>38,784</u>	<u>(38,784)</u>	-	-
<b>Total support and revenue</b>	<u>337,766</u>	<u>18,447</u>	-	<u>356,213</u>
<b>Expenses</b>				
Program services:				
Income distribution to Diocese of Virginia	38,861	-	-	38,861
Loan program - interest expense	58,982	-	-	58,982
Other	33,932	-	-	33,932
Management and general	40,760	-	-	40,760
Administration fees	28,458	-	-	28,458
Audit fees	<u>12,300</u>	-	-	<u>12,300</u>
<b>Total expenses</b>	<u>172,535</u>	-	-	<u>172,535</u>
Change in Net Assets	165,231	18,447	-	183,678
Net Assets, beginning	<u>11,573,600</u>	<u>332,295</u>	<u>2,186,462</u>	<u>14,092,357</u>
Net Assets, ending	<u>\$ 11,738,831</u>	<u>\$ 350,742</u>	<u>\$ 2,186,462</u>	<u>\$ 14,276,035</u>

See accompanying notes to financial statements.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENTS OF CASH FLOWS**

**For the years ended December 31, 2017 and 2016**

	<u>2017</u>	<u>2016</u>
<b>Cash Flows from Operating Activities</b>		
Change in net assets	\$ 219,545	\$ 183,678
Adjustments to reconcile change in net assets to net cash and cash equivalents provided by operating activities		
Depreciation	18,090	18,090
Unrealized gain on investments	(93,574)	(19,346)
Realized losses on investments	2,033	899
(Increase) decrease in operating assets		
Accrued interest receivable	36,911	(31,865)
Distribution receivable	(36,986)	-
Loans receivable made	(275,000)	(120,907)
Collections on loans receivable	1,539,458	956,479
Increase (decrease) in operating liabilities		
Accounts payable	<u>5,352</u>	<u>2,321</u>
<b>Net cash and cash equivalents provided by operating activities</b>	<u>1,415,829</u>	<u>989,349</u>
<b>Cash Flows from Investing Activities</b>		
Purchase of investments	(117,186)	(44,518)
Proceeds from sale of investments	106,803	34,361
<b>Net cash and cash equivalents provided by investing activities</b>	<u>(10,383)</u>	<u>(10,157)</u>
<b>Cash Flows from Financing Activities</b>		
Principal payment on notes payable	<u>(111,000)</u>	<u>(100,000)</u>
<b>Net cash and cash equivalents used by financing activities</b>	<u>(111,000)</u>	<u>(100,000)</u>
<b>Increase in cash and cash equivalents</b>	1,294,446	879,192
<b>Cash and Cash Equivalents, beginning</b>	<u>2,151,725</u>	<u>1,272,533</u>
<b>Cash and Cash Equivalents, ending</b>	<u>\$ 3,446,171</u>	<u>\$ 2,151,725</u>
<b>Supplemental disclosure of cash flow information:</b>		
Cash paid for interest	\$ 53,035	\$ 58,982

See accompanying notes to financial statements.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2017 and 2016**

**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**

*Basis of Presentation:* The Society is required to report information regarding its financial position and activities according to the three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. The financial statements report amounts separately by class of assets as follows:

Unrestricted amounts are those currently available at the discretion of the Society's Board of Trustees for use in operations and those resources invested in property and equipment.

Temporarily restricted amounts are those which are stipulated by donors for specific purposes or time periods. When a donor restriction expires, or time restrictions expire, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the financial statements of activities as net assets released from restrictions.

Permanently restricted amounts are restricted to investments in perpetuity, the income from which is expendable in accordance with the conditions of each specific donation.

*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.

*Cash and Cash Equivalents:* For purposes of reporting cash flows, the Society considers demand deposits and investments with a maturity at purchase of less than three months to be cash and cash equivalents.

*Investments:* Investments are presented at fair value. Investments received as gifts are recorded at fair value as of the date of gift. Investment income, including realized and unrealized gains and losses, is recorded in the statements of activities and allocated between net assets according to the underlying nature of the net asset fund to which it was earned.

*Loans Receivable:* The Society provides financing to churches and other entities within the Diocese. The loans bear interest at 2.8% - 6.5% and are due within five years; however, the Society often grants extensions in five-year increments up to 30 years. The loans are typically collateralized by deeds of trust on real estate or by securities.

*Real Estate:* Real estate is recorded at cost or, in the case of gifts of real estate, at fair value on the day of the gift. Depreciation of buildings is computed using the straight-line method over their estimated useful lives of 30 years.



**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**  
**December 31, 2017 and 2016**

**2. Summary of Significant Accounting Policies - Continued**

*Revenue Recognition:* Interest income from loans is recognized over the term of the loan and is computed using the simple-interest method. Investment income, which is primarily interest income, is recognized when earned. Donated land is reflected in the accompanying statements at its estimated fair value at the date of donation.

*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 2017 or 2016.

*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, 2017.

*Reclassifications:* Certain reclassifications have been made to the prior year financial statements in order for them to be in conformity with the current year presentation. These changes do not impact net assets.

*Evaluation of Subsequent Events:* Management has evaluated subsequent events through June 20, 2018, which is the date the financial statements were available to be issued.

**3. Investments**

Investments are reported at fair value. The fair values at December 31 are as follows:

	<u>2017</u>	<u>2016</u>
Cash and Cash Equivalents	\$ 2,161,226	\$ 2,158,635
Trustees of the Funds	943,522	852,111
STAMP	<u>522,908</u>	<u>514,986</u>
	<u>\$ 3,627,656</u>	<u>\$ 3,525,732</u>

Trustees of the Funds of the Episcopal Diocese of Virginia ("TOTF") is a unitized investment pool for Diocesan organizations and parishes within the Diocese of Virginia. Investors participate in a diversified investment portfolio based on a unitized per share price structure and allocation methodology.

In 2012, the TOTF opened a fully liquid short-term asset management pool ("STAMP") utilizing short-term and ultra-short-term bond funds as a fixed income fund through SunTrust Bank. In 2013, the Society began using STAMP as a short-term investment pool.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**  
**December 31, 2017 and 2016**

**4. Investments Carried at Net Asset Value or its Equivalent**

All amounts held by TOTF are held in two accounts (STAMP and TOTF) with no restrictive redemption provisions and no unfunded commitment requirements. TOTF is managed with the overall investment objective of preserving a steady and consistent spending stream for the support of fund participants. The asset structure reflects TOTF's needs for liquidity, preservation of purchasing power, long-term growth of principal, and risk tolerance of TOTF. TOTF investments are comprised of three parts: a bond fund, an equity fund, and a short-term fund. Each one has specific objectives and policy guidelines.

The table below sets forth a summary of investments that are valued using NAV at December 31, 2017 and 2016. This category includes the following type of investment:

<u>December 31, 2017</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Trustees of the Funds (a)	\$ 943,522	n/a	n/a	Daily	None
STAMP (b)	\$ 522,908	n/a	n/a	Daily	None

<u>December 31, 2016</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Trustees of the Funds (a)	\$ 852,111	n/a	n/a	Daily	None
STAMP (b)	\$ 514,986	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.

**5. 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>2017</u>	<u>2016</u>
Land	\$ 3,253,660	\$ 3,253,660
Land and development costs	69,779	69,779
Buildings	<u>562,706</u>	<u>562,706</u>
	<b>3,886,145</b>	3,886,145
Less accumulated depreciation	<u>(240,966)</u>	<u>(222,876)</u>
	<b><u>\$ 3,645,179</u></b>	<b><u>\$ 3,663,269</u></b>

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**5. Real Estate - Continued**

During 2006, the Society entered into an assignment of a residential sales contract with the Diocese to purchase 13.6 acres in Hanover County, Virginia. Under the terms of the contract, the Society assumed the Diocese's purchase commitment and the Diocese agreed to purchase the property from the Society within five years of the settlement date of June 9, 2006. The Diocese will purchase the property from the Society for the original purchase price plus any expenses the Society incurs related to acquiring, investigating, and developing the property. The Society has approved several extensions of the settlement date, which is now September 30, 2018.

The book value of the land and development costs was \$1,288,404 at December 31, 2017 and 2016 and is included in real estate on the statements of financial position.

**6. Notes Payable**

Notes payable consist of uncollateralized loans from churches. These loans are used to provide funds for capital improvements to churches. The loans are evidenced by negotiable promissory notes which bear interest from 2.50% to 6.50%. Generally, interest on all notes is payable each June 30<sup>th</sup> and December 31<sup>st</sup>, 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.

Estimated principal payments on notes payable for future years ending December 31 are as follows:

<u>For the year ending December 31</u>	
2018	\$ 140,000
2019	406,000
2020	185,000
2021	32,144
2022	105,000
Thereafter	195,000
	<u><u>\$ 1,063,144</u></u>

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**7. Net Assets**

Net assets of the Society are as follows:

	<b><u>December 31, 2017</u></b>		
	<b><u>Unrestricted</u></b>	<b>Temporarily <u>Restricted</u></b>	<b>Permanently <u>Restricted</u></b>
	Reid Fund	\$ -	\$ 371,717
Capital needs	-	70,566	-
Revolving loan funds	8,221,656	-	515,991
Other endowed funds	-	-	284,063
Real estate	<u>3,645,179</u>	<u>-</u>	<u>-</u>
	<b><u>\$11,866,835</u></b>	<b><u>\$ 442,283</u></b>	<b><u>\$ 2,186,462</u></b>

	<b><u>December 31, 2016</u></b>		
	<b><u>Unrestricted</u></b>	<b>Temporarily <u>Restricted</u></b>	<b>Permanently <u>Restricted</u></b>
	Reid Fund	\$ -	\$ 280,176
Capital needs	-	70,566	-
Revolving loan fund	8,075,562	-	515,991
Other endowed fund	-	-	284,063
Real estate	<u>3,663,269</u>	<u>-</u>	<u>-</u>
	<b><u>\$11,738,831</u></b>	<b><u>\$ 350,742</u></b>	<b><u>\$ 2,186,462</u></b>

**8. 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 permanently restricted net assets the original value of the gifts donated to permanent endowment.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**8. Endowments - Continued**

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 2017 and 2016) 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 permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure.

Other permanently restricted funds 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 temporarily restricted revolving fund in accordance with donor intentions, and earnings on the Other Endowed Fund are distributed annually to beneficiaries as designated by the donors.

Activity in all endowment funds is as follows:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
<b>Net Assets - December 31, 2015</b>	\$ -	\$ 261,729	\$ 2,186,462	\$ 2,448,191
Investment return:				
Investment income	-	38,784	-	38,784
Net realized and unrealized loss	-	18,447	-	18,447
Amounts appropriated for mission work	-	(35,165)	-	(35,165)
Amounts distributed to beneficiaries	-	(3,619)	-	(3,619)
	<u>-</u>	<u>(3,619)</u>	<u>-</u>	<u>(3,619)</u>
<b>Net Assets - December 31, 2016</b>	\$ -	\$ 280,176	\$ 2,186,462	\$ 2,466,638
Investment return:				
Investment income	-	40,471	-	40,471
Net realized and unrealized loss	-	91,541	-	91,541
Amounts appropriated for mission work	-	(38,746)	-	(38,746)
Amounts distributed to beneficiaries	-	(1,725)	-	(1,725)
	<u>-</u>	<u>(1,725)</u>	<u>-</u>	<u>(1,725)</u>
<b>Net Assets - December 31, 2017</b>	<u>\$ -</u>	<u>\$ 371,717</u>	<u>\$ 2,186,462</u>	<u>\$ 2,558,179</u>

**9. 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 2017, salary costs incurred and subsequently reimbursed were \$45,000.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2017 and 2016**

**9. Related Party Transactions - Continued**

The Society provides loans to organizations within the Diocese. Three loans to the Diocese are outstanding as of December 31, 2017 and 2016, with a total balance of \$3,054,179 and \$3,790,141, respectively.

**10. Commitments**

The Society entered into a loan commitment in July 2016 with St. George's Episcopal Church in Arlington, Virginia. The church established a line of credit with the Society for up to \$420,000. During 2017, \$250,000 was released to the church and \$125,000 was paid back to the Society. As of December 31, 2017, the outstanding balance on the loan is \$125,000 and the Society's outstanding loan commitment is \$295,000. The loan accrues interest on the outstanding principal balance at a rate of 6.25% per year. The loan expires in July 2018.

**11. Concentration of Credit Risk**

Financial instruments which potentially subject the Society to concentrations of credit risk consist principally of temporary cash investments and loans receivable.

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. As of December 31, 2017, the Society had \$2,696,171 which exceeded these insured amounts.

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 Event**

The uncollateralized loan to St. Margaret's, Woodbridge was set to mature on October 1, 2017. St. Margaret's and the Society are in the process of renewing the note receivable for another five years. The balance due to the Society at December 31, 2017 is \$178,222.

**SUPPLEMENTAL INFORMATION**

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**SCHEDULE OF LOANS RECEIVABLE**  
 For the year ended December 31, 2017

	Balance 12/31/2016	Loans Made	Reduction of Allowance for Doubtful Accounts	Loan Write-offs	Payments Received	Balance 12/31/2017	Interest Earned	Note Maturity Date	Interest Rate
<b>Collateralized by Deeds of Trust:</b>									
All Saints Sharon Chapel, Alexandria	\$ 237,999	\$ -	\$ -	\$ -	\$ 237,999	\$ -	\$ 10,960	01/31/2021	5.50%
Christ Church, Spotsylvania	253,678	-	-	-	4,849	248,829	12,680	03/31/2021	5.50%
Church of Our Saviour, Montpelier	328,624	-	-	-	11,137	317,487	18,911	06/10/2019	5.50%
Diocese of Virginia - All Souls Rectory	143,970	-	-	-	143,970	-	7,485	08/01/2018	5.50%
Diocese of Virginia - DaySpring loan	1,885,389	-	-	-	56,501	1,828,888	78,425	06/09/2019	4.50%
Diocese of Virginia - McIlhenny Parish	2,240	-	-	-	2,240	-	6	10/06/2017	6.50%
Diocese of Virginia - Omislo Road	208,006	-	-	-	32,358	175,648	12,997	10/10/2022	6.50%
Diocese of Virginia - Santa Maria (Blvd Baptist)	1,550,536	-	-	-	500,893	1,049,643	32,747	04/01/2021	2.80%
Meade Memorial Church, Alexandria	99,738	-	-	-	7,618	92,120	4,908	10/01/2021	4.50%
Peter Paul Development Center	339,913	-	-	-	11,333	328,580	15,945	12/31/2019	3.50%
St. Andrew's #3, Richmond	218,167	-	-	-	120,573	97,594	8,908	06/27/2021	5.50%
St. David's, Aylett	57,607	-	-	-	2,556	55,051	9,296	03/01/2019	6.50%
St. Francis, Goochland	117,854	-	-	-	2,421	115,433	4,273	04/30/2021	5.50%
Buck Mountain, Earlysville	139,983	-	-	-	57,985	81,998	5,153	02/01/2021	5.50%
St. Paul's, King George	217,563	-	-	-	217,563	-	9,033	08/25/2020	5.50%
Olivet Episcopal Church	100,000	25,000	-	-	-	125,000	4,880	02/28/2023	5.50%
St. George's, Arlington	-	250,000	-	-	125,000	125,000	13,494	07/19/2018	6.25%
<b>Total collateralized loans</b>	<b>5,901,267</b>	<b>275,000</b>	<b>-</b>	<b>-</b>	<b>1,534,996</b>	<b>4,641,271</b>	<b>250,101</b>		
<b>Uncollateralized Loans:</b>									
St. Margaret's, Woodbridge	182,684	-	-	-	4,462	178,222	12,394	10/01/2017	6.50%
<b>Total uncollateralized loans</b>	<b>182,684</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,462</b>	<b>178,222</b>	<b>12,394</b>		
<b>Total</b>	<b>\$ 6,083,951</b>	<b>\$ 275,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,539,458</b>	<b>\$ 4,819,493</b>	<b>\$ 262,495</b>		



**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**SCHEDULE OF REAL ESTATE**

**For the year ended December 31, 2017**

<u>Date Acquired</u>	<u>Description</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Book Value</u>
<b>Properties used by Active Congregations</b>				
06/09/1989	Church of Messiah, Fredericksburg	\$ 200,000	\$ 48,495	\$ 151,505
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. Peters-In-the-Woods, Faifax Station	<u>1,100,000</u>	<u>-</u>	<u>1,100,000</u>
		<b><u>1,495,094</u></b>	<b><u>68,495</u></b>	<b><u>1,426,599</u></b>
<b>Properties used by Episcopal Campus Ministries</b>				
01/04/2007	Episcopal Campus Ministries, Fredericksburg	450,170	86,723	363,447
02/02/2007	Episcopal Campus Ministries, Harrisonburg	<u>380,336</u>	<u>85,748</u>	<u>294,588</u>
		<b><u>830,506</u></b>	<b><u>172,471</u></b>	<b><u>658,035</u></b>
<b>Unimproved Real Estate</b>				
01/21/1997	England Run North, Land, Stafford County	126,441	-	126,441
06/09/2006	Hanover property	1,288,404	-	1,288,404
08/31/1990	Joshua Road, Stafford County	<u>145,700</u>	<u>-</u>	<u>145,700</u>
		<b><u>1,560,545</u></b>	<b><u>-</u></b>	<b><u>1,560,545</u></b>
		<b><u>\$ 3,886,145</u></b>	<b><u>\$ 240,966</u></b>	<b><u>\$ 3,645,179</u></b>

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**SCHEDULE OF NOTES PAYABLE**  
 For the year ended December 31, 2017

	Balance 12/31/2016	Additions (Reductions)	Balance 12/31/2017	Maturity Date	Interest Rate
<b>Notes Payable to Churches:</b>					
Christ Church Endowment Fund, Alexandria	\$ 20,000	\$ -	\$ 20,000	02/27/2019	2.50%
Christ Episcopal Church, Gordonsville	1,000	-	1,000	07/01/2018	3.50%
Emmanuel Church Fund, Woodstock	75,000	-	75,000	04/10/2019	5.50%
Emmanuel Church Fund, Woodstock	35,000	(35,000)	-	03/31/2017	6.50%
Emmanuel Church Fund, Woodstock	21,000	(21,000)	-	03/31/2017	6.50%
Emmanuel Church Fund, Woodstock	30,000	-	30,000	01/28/2019	5.50%
Pennywise Fund of the ECW of Holy Comforter, Vienna	90,000	-	90,000	11/11/2018	5.50%
The ECW of Holy Comforter Church, Vienna	10,000	-	10,000	11/10/2023	5.50%
The Falls Church Endowment Fund, Inc., Falls Church	40,000	(40,000)	-	11/30/2018	5.00%
The Falls Church Endowment Fund, Inc., Falls Church	15,000	(15,000)	-	12/31/2016	6.50%
Gillatt Endowment - Emmanuel, Harrisonburg	50,000	-	50,000	09/28/2022	2.50%
Grace Church, Keswick	10,000	-	10,000	03/10/2019	5.50%
Rector's Disc Fund of Grace Church, The Plains	38,000	-	38,000	05/03/2018	5.50%
Maxine Bishop Fund, St. Paul's, Alexandria	40,000	-	40,000	01/27/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	15,000	-	15,000	06/01/2019	5.50%
Ramey Fund, St. Paul's, Alexandria	10,000	-	10,000	05/04/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	10,000	-	10,000	06/23/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	20,000	-	20,000	07/07/2022	5.50%
Ramey Fund, St. Paul's, Alexandria	10,000	-	10,000	02/23/2024	5.50%
St. Paul's, Alexandria	100,000	-	100,000	11/11/2020	5.50%
Memorial Fund, St. Paul's, Alexandria	5,000	-	5,000	06/06/2019	5.50%
St. Andrew's Episcopal Church, Burke	100,000	-	100,000	06/19/2019	5.50%
Pohick Fund #3	50,000	-	50,000	07/29/2019	2.50%
St. James, Louisiana	10,000	-	10,000	12/11/2018	5.50%
St. James, Louisiana	20,000	-	20,000	07/21/2021	2.50%
St. James-The-Less Church Fund, Ashland	1,000	-	1,000	12/31/2018	5.50%
St. James-The-Less Church Fund, Ashland	100,000	-	100,000	03/07/2023	5.50%
Rector's Disc Fund, St. John's Church, Richmond	3,544	-	3,544	07/12/2021	5.30%
St. John's Church Fund, Richmond	1,000	-	1,000	02/15/2018	5.25%
St. John's Episcopal Church Fund, West Point	8,600	-	8,600	04/01/2021	2.50%
St. John's Episcopal Church Fund, West Point	20,000	-	20,000	08/30/2027	4.00%
St. John's Episcopal Church Fund, West Point	25,000	-	25,000	07/22/2020	2.50%
St. Matthew's Church, Endowment Fund, Richmond	15,000	-	15,000	01/27/2022	5.50%
St. Matthew's Church, Endowment Fund, Richmond	15,000	-	15,000	03/23/2023	5.50%
St. Stephen's Preschool, Richmond	50,000	-	50,000	07/06/2020	2.50%
Trinity Investment Account, Charlottesville	10,000	-	10,000	07/01/2020	2.50%
<b>Other Notes Payable:</b>					
Disabled Clergy Fund, Trustees of the Funds	100,000	-	100,000	11/22/2019	5.50%
	<b>\$ 1,174,144</b>	<b>\$ (111,000)</b>	<b>\$ 1,063,144</b>		

Note: Remittances for interest are made semi-annually.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**SCHEDULE OF PERMANENTLY RESTRICTED NET ASSETS**

For the year ended December 31, 2017

<b>Reid Fund</b>	<u>\$ 1,386,408</u>
<b>Revolving Loan Funds:</b>	
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>
<b>Total revolving loan funds</b>	<u>515,991</u>
<b>Other Endowed Fund:</b>	
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>
<b>Total other endowment fund</b>	<u>284,063</u>
<b>Total permanently restricted net assets</b>	<u><b>\$ 2,186,462</b></u>



# 2018 Diocesan Program Budget as Adopted by Convention

**DIOCESE OF VIRGINIA 2018 BUDGET**

CATEGORY AND PROGRAM	2017 as adopted by Annual Convention	2018 as adopted by Annual Convention
<b>INCOME</b>		
A. ANTICIPATED PLEDGE INCOME	4,301,500	4,240,000
B. OTHER UNRESTRICTED INCOME TO SUPPORT DIOCESAN BUDGET	230,000	180,000
C. VIRGINIA EPISCOPALIAN SUPPORT	50,000	50,000
D. HEALTH INSURANCE ADMIN REIMBURSEMENT	90,000	90,000
E. RESTRICTED INCOME - Released from Restrictions	450,000	450,000
<b>TOTAL INCOME</b>	<b>5,121,500</b>	<b>5,010,000</b>
<b>EXPENSES</b>		
A Support of Our Greater Church Community	703,722	626,665
<b>B Ministry Areas in the Diocese</b>		
<b>1 Christian Formation</b>		
a Formation Staff Cost	206,800	206,800
b Formation Staff Travel	7,500	7,500
c Aging, Committee on	13,300	13,300
d Grants for Episcopal College Ministries	188,890	210,102
e Committee on Parish Youth Ministries	21,500	21,500
f Ministries in Higher Education, Committee on	600	600
g Other Christian Formation Programs	-	-
1 Shrine Mont Camp Program Support	122,500	122,500
2 Youth Ministry Development	7,000	7,000
3 Clergy & Diocesan Conferences	13,500	13,500
4 Fee for Education for Ministry Program	2,500	2,500
<b>Total - Christian Formation</b>	<b>584,090</b>	<b>605,302</b>
<b>2 Strengthening Our Churches</b>		
a SOC Staff Cost	235,600	235,600
b SOC Staff Travel	7,500	7,500
c Committee on Congregational Missions		
CCM- Aid for Mission Churches	683,961	662,702
0106 Incarnation, Mineral	7,000	-
0207 Immanuel, King & Queen	1,500	1,500
0217 St. Paul's West Point & Grace, Millers Tavern	18,000	18,000
0311 San Jose, Arlington	66,000	67,000
0313 Cristo Rey, Arlington	60,000	61,000
0510 St. Francis Korean, McLean	38,000	35,000
0610 San Marcos, Alexandria	40,000	40,000
0806 Holy Cross Korean Mission	42,000	42,000

## DIOCESE OF VIRGINIA 2018 BUDGET

CATEGORY AND PROGRAM		2017	2018
		as adopted by Annual Convention	as adopted by Annual Convention
	0807 Santa Maria, Falls Church	35,000	30,000
	0905 St. Peter's, Richmond	22,000	21,000
	0909 Varina, Richmond	28,000	26,000
	1107 Our Saviour, Montpelier	30,000	20,000
	1108 St. David's, Aylett	10,000	10,000
	1110 St. Martin's, Doswell	-	-
	1115 All Soul's, Ailee	41,800	41,800
	1211 St. Francis, Manakin Sabot	45,000	45,000
	1317 Christ Church, Lucketts	15,000	14,400
	1323 St. Gabriel's, Leesburg	75,000	75,000
	1407 Good Shepherd, Bluemont	8,900	8,900
	1412 St. George's, Pine Grove	10,500	11,500
	1414 St. Paul's, Ingham	8,800	8,800
	1501 Buck Mountain, Earlysville	25,500	22,000
	1506 Good Shepherd, Boonesville	13,000	14,500
	1508 Grace Church, Stanardsville	5,500	10,000
	1511 McIlhany Parish, Albemarle	28,615	31,352
	1514 St. John the Baptist, Ivy	8,846	7,950
d	<b>CCM- Other Items</b>		
	1 Interest on property loans	22,000	22,000
	2 Small Church Conference/Continuing Ed/Committee Expenses	1,100	1,150
	3 Reserve for maintenance projects	10,000	10,000
	4 Reserve for special needs	10,000	10,000
	5 Reserve for Transitions	35,000	20,000
	6 Latino Task Force	-	1,000
e	Committee on Stewardship	6,000	6,000
f	Committee on Liturgy & Church Music	2,500	2,500
g	<b>Other Areas for Strengthening Our Churches</b>		
	1 Bishop's Minority Scholarship	2,400	2,400
	2 Transition Ministry Expenses	2,000	2,000
	3 Congregational Development Expenses	6,500	6,500
	4 Insurance for vacant churches	5,000	5,000
	5 Real Estate Tax (Undeveloped Land)	41,000	41,000
	<b>Total - Strengthening Our Churches</b>	<b>1,070,561</b>	<b>1,035,352</b>
3	<b>Mission &amp; Outreach</b>		
a	Mission & Outreach Staff Costs	118,300	118,300
b	Mission & Outreach Travel	7,500	7,500
c	Committee on Mission & Outreach	20,500	20,500
d	Committee on Ecumenical & Interfaith Issues	7,220	7,380

**DIOCESE OF VIRGINIA 2018 BUDGET**

CATEGORY AND PROGRAM		2017 as adopted by Annual Convention	2018 as adopted by Annual Convention
<b>e</b>	<b>Other Mission &amp; Outreach Areas</b>		
	<b>1 Ecumenical Partnerships</b>	-	-
	i. Gracelnside	40,500	40,500
	ii. Virginia Council of Churches (VCC)	7,000	7,000
	iii. Virginia Interfaith Center for Public Policy (VICPP)	5,000	5,000
	<b>2 Support - Office of Mission &amp; Outreach</b>	10,000	10,000
	<b>Total - Mission &amp; Outreach</b>	216,020	216,180
<b>4</b>	<b>Ministry - Commission on Ministry</b>		
a	<b>Ministry Staff Costs</b>	348,800	348,800
b	<b>Ministry Staff Travel</b>	15,400	15,400
c	<b>Commission on Ministry - General Expenses</b>	3,000	3,000
d	<b>Committee on Discernment</b>	5,100	5,100
e	<b>Committee on Leadership Formation</b>	1,600	1,600
f	<b>Committee on the Diaconate</b>	14,600	14,600
g	<b>Committee on the Priesthood</b>	60,000	60,000
h	<b>Committee on the Young Priests Initiative</b>	20,300	20,300
i	<b>Diocesan Board of Examining Chaplains</b>	3,300	3,300
j	<b>Committee on Continuing Clergy Formation</b>	18,700	18,700
	<b>Total Ministry</b>	490,800	490,800
<b>5</b>	<b>Human Dignity &amp; Justice</b>		
a	<b>Stewardship of Creation, Committee on the</b>	1,000	1,000
b	<b>Race Relations, Committee on</b>	9,080	12,236
c	<b>Mental Health, Committee on</b>	4,170	4,170
d	<b>Prevention of Sexual Misconduct, Committee on</b>	2,620	2,620
e	<b>Women in Mission &amp; Ministry</b>	600	600
	<b>Total - Human Dignity &amp; Justice</b>	17,470	20,626
<b>B</b>	<b>Total for Ministry Areas</b>	2,378,941	2,368,260
<b>C</b>	<b>Governance</b>		
1	<b>Governance Staff Costs</b>	184,400	184,400
2	<b>Governance Travel</b>	5,700	5,700
3	<b>Standing Committee</b>	3,000	3,000
4	<b>Executive Board, Deans &amp; Presidents</b>	3,700	3,700
5	<b>Program Development</b>	-	-
6	<b>Province III - Representation &amp; Support</b>	9,025	9,025
7	<b>General Convention Representation - Reserve</b>	20,000	20,000
<b>C</b>	<b>Total for Governance</b>	225,825	225,825



**DIOCESE OF VIRGINIA 2018 BUDGET**

CATEGORY AND PROGRAM		2017 as adopted by Annual Convention	2018 as adopted by Annual Convention
<b>D</b>	<b>Communications &amp; Technology Across the Diocese</b>		
1	Communications Staff Costs	124,600	124,600
2	Communications Travel	5,550	5,550
3	Virginia Episcopalian & e-Communique	64,000	64,000
4	Web Presence	5,000	5,000
5	Other Communications Expenses	23,500	23,500
<b>D</b>	<b>Total Communication &amp; Technology Across the Diocese</b>	<b>222,650</b>	<b>222,650</b>
<b>E</b>	<b>Bishops, Staff &amp; Support</b>		
1	<b>The Episcopate</b>		
a	Bishops	502,700	502,700
b	Episcopal Office	184,900	184,900
c	Other expenses of the Bishops Office	5,500	5,500
d	Bishops' Travel	61,850	61,850
e	Bishops' Office Travel	3,500	3,500
f	Reserve - Lambeth	2,000	2,000
g	Episcopal Transition Expense & Reserve	4,000	4,000
2	<b>Staff</b>		
a	Mayo House Staff	188,400	188,400
b	M&G Travel	-	-
b	Finance Staff	283,100	283,100
c	Finance Travel	9,562	9,562
d	Temporary Assistance	1,450	1,450
f	Administrative Staff Travel	-	-
g	Other Staff Expenses	21,500	15,000
3	<b>Support</b>		
a	Auto Expense & Reserve	48,000	40,000
b	Telephone & Cell Phone Expense	27,000	27,000
c	Office Supplies, Equipment & Services	85,000	80,638
d	Building Related Expenses & Reserve	104,000	100,000
e	Audit, Legal & Professional fees	50,000	50,000
f	Other operating expenses	7,900	7,000
<b>E</b>	<b>Total for Bishops, Staff and Support</b>	<b>1,590,362</b>	<b>1,566,600</b>
<b>TOTAL EXPENSES</b>		<b>5,121,500</b>	<b>5,010,000</b>
<b>NET SURPLUS (DEFICIT)</b>		<b>-</b>	<b>-</b>



# 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:

- 1) **the Protestant Episcopal Church in the Diocese of Virginia;**
- 2) **the Bishop of Virginia of the Protestant Episcopal Church in the Diocese of Virginia;**
- 3) **the Trustees of the Protestant Episcopal Church in the Diocese of Virginia.**

The legal title of the corporation, duly chartered by the Legislature of Virginia, “with power to take by gift, devise or bequest, property of every description, real, personal or mixed, and to hold the same to themselves and their successors, for the purpose of providing for the disabled clergy, the widows and orphans of the deceased clergy, the support of the episcopate and for any other purpose of said church in said Diocese whether of a like kind with those mentioned or not” 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 PROTESTANT EPISCOPAL EDUCATION SOCIETY OF VIRGINIA is:

**“Trustees of the Protestant Episcopal Education Society in Virginia”**

(Chartered by the Virginia Legislature to give financial aid to men preparing for the ministry of the Church.)

The legal title of the EPISCOPAL HIGH SCHOOL is:

**“Protestant Episcopal High School 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 legal title of the BLUE RIDGE SCHOOL is:

**“The Blue Ridge School, Incorporated”**

THE SHRINE MONT 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 OUTSIDE THE DIOCESE OF VIRGINIA, but in the continental United States, its possessions, or overseas, should be made to:

**“The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America”**

Also chartered under the Laws of Virginia:

- “St. Paul’s Endowment Fund, Incorporated,” Richmond, Virginia
- “All Saints’ Endowment Fund, Incorporated,” Richmond, Virginia
- “St. Stephen’s Endowment Fund, Incorporated,” Richmond, Virginia
- “Grace & Holy Trinity Endowment Fund, Inc.,” Richmond, Virginia
- “St. John’s Endowment Fund” (St. John’s Church, Richmond - income needs)
- “St. John’s Foundation” (St. John’s Church, Richmond - for maintenance)

“WESTMINSTER-CANTERBURY CORPORATION,” Richmond, Virginia  
(Organized in December 1971 by the Virginia Diocesan Homes and Westminster-Canterbury Homes to be the successor of the Cary Montague Home.) The Westminster-Canterbury form of bequest is:

**“I hereby give, devise and bequeath to the Trustees of the Westminster-Canterbury Corporation, a corporation under the laws of Virginia \_\_\_\_\_.”**

GOODWIN HOUSE, INCORPORATED was established as a corporation in March 1982 by changing the name of the Virginia Diocesan Homes, Incorporated to Goodwin House, Incorporated. The form of bequest for Goodwin House is:

**“I hereby give, devise and bequeath to the Trustees of the Goodwin House, Incorporated, a corporation under the laws of Virginia \_\_\_\_\_.”**

Bequests may also be made to the Trustees, Virginia Diocesan Homes, Inc., for the designated use and benefit of any Westminster-Canterbury Corporation.

## Diocesan Related Organizations

The 190<sup>th</sup> Annual Council approved the following organizations as diocesan-related in accordance with Canon 17 of the Constitution and Canons of the Protestant Episcopal Church in the Diocese of Virginia

1. The Episcopal Church Women of the Diocese of Virginia
2. Virginia Diocesan Homes, Incorporated
3. Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia
4. The Diocesan Missionary Society of Virginia
5. The Shrine Mont Corporation
6. Memorial Trustees - Virginia Diocesan Center
7. Roslyn Managers Corporation
8. Church Schools in the Diocese of Virginia
9. The Peter Paul Development Center

The 190<sup>th</sup> Annual Council adopted the following resolution:

**Be It Resolved**, that the 190<sup>th</sup> Annual Council of the Diocese of Virginia states that the following organizations are determined to be ecumenically related:

- The Virginia Council of Churches
- Chaplain Services of the Churches of Virginia
- St. Alban’s Housing Corporation

and the following organizations are determined to be Episcopally oriented:

- Bloomfield, Incorporated
- St. Paul’s College, Lawrenceville
- Virginia Theological Seminary
- Blue Ridge School

and a current list of such organizations shall be maintained by the Secretary of the Diocese and published annually in the Journal of Council.



# **Constitution and Canons**

**of the Protestant Episcopal Church  
In the Diocese of Virginia**

2017 revision

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Canon 29.	Gender of Pronouns.
Canon 30.	Amendment of Canons.
Canon 31.	Health Insurance.

## Constitution of the Protestant Episcopal Church in the Diocese of Virginia

**Whereas**, the civil government in the Virginia Colony from time to time established within the bounds of the Colony parishes of the Established Church of England in Virginia, which parishes continued as such until the Church was disestablished by the several acts of the General Assembly of Virginia in 1784; and

**Whereas**, the Protestant Episcopal Church of Virginia was organized in May, 1785, by a union of all the parishes of the disestablished Church of England within the bounds of the Commonwealth of Virginia and took part in the organization of the union of all the Protestant Episcopal Churches of the several States and, by its own formal ratification of the plan of union, became the Diocese of Virginia of the Protestant Episcopal Church in the United States of America; and

**Whereas**, the original Diocese of Virginia, embracing the entire State, has since been divided into several Dioceses, one of which remains established as the Diocese of Virginia;

**Now, Therefore**, the Diocese of Virginia acknowledges the authority and power of the General Convention of the Protestant Episcopal Church in the United States of America, as set forth in the Constitution and Canons adopted thereby, and, in the exercise of its own powers and authority, doth amend and revise the Constitution of this Diocese so that the same shall read as follows:

# The Constitution of the Protestant Episcopal Church in the Diocese of Virginia

## Article I. Order, Government and Discipline.

The order, government, and discipline of the Protestant Episcopal Church in the Diocese of Virginia shall be vested in the Bishop, and in the Council 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 Council 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 Council, but shall not have a vote unless the Chancellor does not attend a meeting of the Annual Council 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 Council.

**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 Convention may elect, upon nomination by the Bishop, not more than five Priests as Archdeacons, who shall serve at the pleasure of the Convention. In the event of a vacancy occurring between meetings of the Convention, the Standing Committee shall have power to fill the vacancy, upon nomination by the Bishop, until the next regular meeting of the Convention.
- (b) Archdeacons shall have functional titles, and shall have the duties and powers which are assigned or delegated to them by the Bishop or the Convention, which shall always be defined at the time of their nomination.
- (c) A priest may serve as Archdeacon without resigning his cure. A Dean of a Region may not serve as an Archdeacon.

**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 his cure.

## **CANON 7.**

### **The Executive Board.**

**Section 1.** The Executive Board shall be composed as follows:

- (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 his cure.

**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 ministrations 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 Council. 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 (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 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.

**CANON 11.**

**Election and Organization of Vestries, and Call of Congregational Meetings.**

**Section 1.** In this Canon, the term “Rector” implies “Rector or Vicar,” and the term “Vestry” denotes “Vestry or Vestry Committee,” unless specifically noted to the contrary.

**Section 2.** A Church shall have a Vestry which shall consist of not fewer than three or more than twelve members, except that in any Church having more than one hundred confirmed communicants in good standing one additional member may be elected to its Vestry for each additional one hundred confirmed communicants in good standing, or major fraction thereof, provided that the total number of elected Vestry members shall not exceed eighteen.

**Section 3.** The election of Vestry members shall be held annually at such time and place as shall be designated by the Vestry, or in the event the Vestry does not act then by the Rector, or, if there be no Rector by the Wardens. If the time and place be not so fixed then the election shall be held on Easter Monday in the church or regular place of worship. At least three days notice of the time and place of each election of Vestry members shall be given in the church on an occasion of public worship or by other adequate means.

Notwithstanding the foregoing provision, if any Church so authorize, Vestry members may be elected for terms not to exceed four years, the congregation to determine the length of terms, the beginning of the term, and the number of Vestry members to be elected for such terms. The Vestry members elected and qualified under this Canon shall serve until their successors are elected and have qualified.

At all meetings of the congregation, the Rector shall preside, except that at the request of the Rector or if the Church is without a Rector, the meeting shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry.

**Section 4.** Only Lay persons, who are confirmed adult communicants in good standing of the church, as defined in General Convention Canon I.17., shall be eligible for election as Vestry members of such church. However, regardless of eligibility of a person for election, no person shall be elected at duly convened congregational meetings to consecutive full terms on a congregation's Vestry or Vestry Committee.

**Section 5.** All adult communicants in good standing, registered in the particular Church in which they offer to vote, shall be entitled to vote at the election of Vestry members. The voting shall be by ballot in person and, unless otherwise provided by the meeting, a majority of the votes cast shall be necessary to a choice. There shall be no voting by proxy. But no election shall be valid unless the participating qualified votes number at least ten per cent of the number of active communicants qualified to vote reported for the previous year.

**Section 6.** The Vestry may appoint three persons to act as judges at the Vestry elections, whose duties shall be to determine the qualifications of the voters and the eligibility of persons for nomination as Vestry members.

**Section 7.** As soon as may be after their election, the persons chosen as Vestry members shall assemble and organize at such time and place as the Rector shall appoint, or, if no time or place be appointed by him within a reasonable time, then at such time and place as shall be designated by any two Vestry members elect, the Rector and each Vestry member elect being notified. The newly organized Vestry takes office at a time previously established by the congregation in a duly called meeting. The proceedings at this and every meeting of the Vestry shall be opened with one or more collects and the Lord's Prayer by the Rector, or other person appointed by the Rector.

**Section 8.** Every person chosen a Vestry member shall qualify by subscribing the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of The Episcopal Church; and I promise that I will faithfully execute the office of Vestry member of \_\_\_\_\_ Church, in Region \_\_\_\_\_, in the County (or City) of \_\_\_\_\_, according to my best knowledge and skill." No person shall act as a Vestry member until this declaration and promise have been subscribed to.

**Section 9.** The Vestry shall elect a Senior and a Junior Warden, a Register and a Treasurer, who

shall continue in office until their successors are elected and qualified. The Wardens shall be members of the Vestry.

**Section 10.** The Rector shall preside at all meetings of the Vestry. In the absence of the Rector, or at his request when present, the Rector may request the Vestry to elect a substitute presiding officer, in which case the Rector will continue to have seat, voice and vote. If the church is without a Rector, meetings of the Vestry shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry. All Vestry meetings shall be subject to the Rector's call; but in case he fails to call a meeting when requested to do so by two Vestry members, such Vestry members may themselves call a meeting, giving at least three days notice of the time and place to the Rector and to each Vestry member. A majority of the Vestry members who have qualified, exclusive of the Rector, shall constitute a quorum; but any Vestry may by resolution fix a smaller number to act as a quorum at future meetings. The Vestry may adopt by-laws not inconsistent with Diocesan or National Canons.

**Section 11.** In case of a vacancy in the Vestry, the remaining members may elect a qualified member of the congregation to fill the vacancy until the next annual congregational meeting, at which time such vacancy shall be filled. The following actions of any Vestry member may, after due warning, be deemed to create a vacancy which shall be declared by resolution of the Vestry:

- a. Failure to qualify within 60 days of election; or
- b. Failure to continue as a communicant in good standing; or
- c. Continued failure to attend the meetings of the Vestry without adequate excuse; or
- d. Neglect to perform faithfully and diligently the duties of Vestry members enumerated in the Canons or by the by-laws of the congregation.

**Section 12.** Any Church having two or more congregations in different communities may apportion to each congregation the number of Vestry members to be chosen as its representation upon the Church Vestry. A separate election shall be held by and for each congregation, at which the number of Vestry members allotted to that congregation shall be chosen in accordance with the procedure presented in the preceding provisions of this Canon.

The Vestry members so chosen, together with the Rector, if there be one, shall constitute the Rector and Vestry of the Church. The Vestry members chosen by each congregation, together with the Rector, shall be a committee of the Church Vestry to have the care and control of the property and to transact the local business of the congregation from which elected. Each Vestry committee may appoint one Warden for its congregation, a Treasurer and a Clerk. If Wardens have been chosen for particular congregations by Committees of the Vestry, the Senior and Junior Wardens of the Church shall be chosen from among such Wardens.

The Church Vestry shall meet as a whole at least quarterly. Any matter concurred in by a majority of the committees of the Vestry, recorded by their respective Clerks and by the Register of the Vestry, shall be the act of the Vestry of the Church unless the Rector, or if there be none, the Senior Warden, deem it proper that such matter should be acted upon in a meeting of the Church Vestry as a whole.

**Section 13.** In addition to the annual meeting of the congregation for the election of Vestry members, other meetings of the congregation may be called by the Vestry or, if they decline to do so, by ten qualified voters of the congregation after at least three days notice of the time, place and object of the meeting have been given either on an occasion of public worship or by other adequate means to the minister, each Vestry member and the congregation. At such meetings only those persons shall be entitled to vote who are qualified to vote for Vestry members and such meetings shall be conducted in the same manner as meetings held for the election of Vestries, except that voting by ballot need not be required.

**Section 14.** The Bishop or the Ecclesiastical Authority of the Diocese shall appoint, or else allow a Mission which is not a Mission of a Founding Church to elect, a Committee of not fewer than three nor more than twelve Lay persons, who are confirmed adult communicants in good standing of that Mission, as defined in General Convention Canon I.17, to be called the Vestry Committee.

## **CANON 12.**

### **Duties of Vestries, Wardens and Parish Officers.**

**Section 1.** The Rector of a Church shall be elected by its Vestry, with the advice of the Bishop and in compliance with General Convention Canon III.9.3(a). The Vestry Committee of every Mission shall elect a Vicar upon nomination by the Bishop, such Vicar to serve at the pleasure of the Bishop. In accordance with General Convention Canon III.9.3(b), after consultation with the Vestry, a Priest-in-Charge may be appointed by the Bishop for any congregation in which there is no Rector. Any assistant ministers of a Church, by whatever name they may be designated, shall be selected by the Rector subject to the approval of the Vestry and in accordance with General Convention Canon III.9.3(c).

**Section 2.** Each Vestry shall cooperate with the Rector or Vicar in promoting the spiritual welfare of his cure and assist him in his duties as defined in General Convention Canon III.9.6.

**Section 3.** Each Vestry member shall support the programs of the Church through a commitment to service and biblically-based standard of proportional giving. Each vestry member shall also continuously encourage the members of the congregation to support the programs of the Church and to give generously towards the support of those programs; and each Vestry member shall extend personally a hearty welcome to newly baptized, confirmed, received, or transferred members of the congregation.

**Section 4.** Each Vestry shall see that the Rector or Vicar is properly supported, that his salary is paid in full and with regularity, together with the pension premiums and other obligations due from the Church; annually review the compensation of its Rector or Vicar in keeping with the published guidelines of the Diocese; and make all necessary provision for Church music, with the advice and consent of the Rector or Vicar, and subject to his control.

**Section 5.** Each Vestry shall advise the Diocese by November 30th of the percentage of its annual disposable income that will be shared with the Diocese in support of Diocesan Programs and remit the resultant sum to the Treasurer of the Diocese in regular monthly installments. It shall be the joint duty of the Rector or Vicar and Vestry to submit to the Bishop by the first of February of each year a parochial report for the year ending December 31st preceding, which report shall be submitted in duplicate on the form prepared by the Executive Council.

**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 Council as may be required. At the end of his term of office, he shall deliver all books and records pertaining to his office to the Wardens.

**Section 10.** The provision of this Canon shall also be applicable to Vestry Committees to the extent not in conflict with other Canons.

## **CANON 13.**

### **Business Methods in Church Affairs.**

**Section 1.** In every Church, Mission, and Institution connected with the Diocese, business methods shall be observed as contained in General Convention Canon I.7 and as supplemented herein.

**Section 2.** All trust, endowment and other permanent funds and all securities of whatsoever kind for which a Treasurer is responsible represented by physical evidence of ownership or indebtedness shall be deposited or invested with due regard for the social responsibility of the church and the social implications of the Christian faith. These funds shall be (i) deposited in one or more accounts properly earmarked, with one or more national or state banks or trust companies, or one or more savings and loan associations, the accounts of which are insured by an instrumentality of the United States, or with a Diocesan Corporation; or (ii) invested in such a manner as is permitted by Title 26, Chapter 3, Article 2 (Sections 26-45.3 through 26-45.14) of the Code of Virginia (1950) as it may be amended from time to time; or (iii) invested in such manner as approved by the Finance Committee of the Diocese. Such accounts shall be approved in writing by the Vestry or its governing body.

This section shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

**Section 3.** The Treasurer shall be bonded in such sum and with such surety as the Vestry or governing body may from time to time determine.

**Section 4.** The Vestry or governing body shall annually cause to be audited the accounts of its Treasurer and all other custodians of funds or securities. Such audit will be in compliance with Section 1 above and with such instructions as may be promulgated by the Diocesan Finance Committee. The audit shall include all accounts which exceed five hundred dollars at any one time during the fiscal year.

**Section 5.** The Vestry or other governing body of every Church, Mission and Related Organization shall provide for the following insurance with such insurers as may be determined by the Vestry or other governing body:

- (a) Fire and casualty insurance for buildings and tangible personal property of the Church, Mission or Related Organization in amounts not less than their replacement cost or depreciated value, as appropriate.
- (b) Adequate comprehensive liability insurance, naming the Diocese of Virginia as an additional insured, with coverage of not less than One Million Dollars per occurrence, for property damage or personal injury occurring (1) on the property of the Church, Mission or Related Organization, (2) as a result of the operation of motor vehicles owned or leased by the Church, Mission or Related Organization, (3) as a result of acts or omissions of the clergy or other employees with respect to their duties as such, or (4) as a result of acts or omissions of members or volunteers performing activities on behalf of or at the direction of the Church, Mission or Related Organization.
- (c) Workers' compensation insurance for all employees.

## **CANON 14. Creation of Church Debt.**

**Section 1.** No indebtedness, shall be incurred by a Church or Institution without the written approval of the Bishop and of the Standing Committee;

- (a) Except where proposed indebtedness for permanent improvements, replacements, or additions to real estate or equipment, plus indebtedness of every kind already existing does not exceed one hundred and fifty percent (150%) of the average annual receipts of such Church or Institution during the previous three fiscal years; and
- (b) Except where proposed indebtedness for current expenses, plus all indebtedness theretofore incurred for current expenses and still existing, does not exceed twenty percent (20%) of the total current receipts of such Church or Institution during the preceding fiscal year.

**Section 2.** In computing receipts under subsections (a) and (b) of Section 1 of this Canon, there shall be excluded amounts from or for endowments or from or by bequests, except income therefrom not specifically designated to be used for other purposes, and receipts specially designated for expenditures other than parochial.

**Section 3.** The approval required under this Canon shall not be granted until there is submitted to, and approved by the Bishop and the Standing Committee, a plan of payment of the indebtedness.

## **CANON 15. Church Property.**

**Section 1.** All real and personal property held by or for the benefit of any Church or Mission within this Diocese is held in trust for The Episcopal Church and the Diocese of Virginia. The Vestry of every Church and, when authorized by the Bishop, the Vestry Committee of a Mission, shall elect Trustees for appointment pursuant to law to hold title to such property.

**Section 2.** No part of the real property of a Church, except abandoned property, shall be alienated, sold, exchanged, encumbered or otherwise transferred for any purpose without the consent of the congregation in a meeting called for that purpose pursuant to the provisions of Section 13 of Canon 11 and approval of the appropriate court, if required by law and, in the case of consecrated property, or any Church or Chapel which has been used solely for divine services, the further consent of the Bishop, acting with the advice and the consent of the Standing Committee of the Diocese. No part of the real

property of a Mission under Supervision shall be alienated without the further consent of the Bishop.

**Section 3.** The Executive Board shall take such steps as may be necessary to recover or secure any property, real or personal, belonging to any Church or bodies heretofore known as a Parish, Separate Congregation, Mission Church or Mission within this Diocese, the legal title to which is not vested in duly constituted Trustees; and whenever any property, real or personal, formerly owned or used by any congregation of the Episcopal Church in the Diocese of Virginia for any purpose for which religious congregations are authorized to hold property under the provisions of the Code of Virginia or any amendment thereof, has ceased to be so occupied or used by such congregation, so that the same may be regarded as abandoned property by the Executive Board, which shall have the authority to declare such property abandoned and shall have the authority to take charge and custody thereof, the Executive Board shall take such steps as may be necessary to transfer the property to the Bishop or the Ecclesiastical Authority; or to sell it.

**Section 4.** The Bishop, or Ecclesiastical Authority, is hereby authorized to acquire by deed, devise, gift, purchase or otherwise, any real property for use or benefit of the Diocese. Property so acquired shall be held and transferred by the Bishop or the Ecclesiastical Authority of the Diocese in accordance with the provisions of Section 57-16 of the Code of Virginia (1950), as from time to time amended, provided that no such real property shall be alienated, sold, exchanged, encumbered or otherwise transferred for any purpose by the Bishop or the Ecclesiastical Authority without the advice and consent of the Trustees of the Funds of the Episcopal Church in the Diocese of Virginia or the Executive Committee of such Trustees, unless prohibited by the instrument by which title to such property is acquired. The Executive Board shall have the care of the Episcopal Residence and other property held by the Bishop or the Ecclesiastical Authority of the Diocese for which no other custodians are provided and the Bishop or the Ecclesiastical Authority of the Diocese may delegate all authority with respect to such property, save and except the right to hold, transfer or encumber title to real property, to the Executive Board.

**Section 5.** The Executive Board is hereby constituted the proper authority of the Church and may apply to the appropriate court of the State for the appointment of Trustees to hold title to real property belonging to the Diocese when it may be necessary. No part of such real estate, except abandoned real property, shall be alienated, sold, encumbered or otherwise transferred for any purpose without the consent of the Executive Board.

**Section 6.** A list of all real property to which the Bishop and Trustees of the Diocese hold title and of all inactive or abandoned real property shall be maintained by the Secretary of the Diocese and published annually in the Convention Journal.

**Section 7.** Trustees appointed pursuant to this Canon shall be indemnified by the Church or Mission electing them, or, in the case of Trustees designated by the Executive Board, by the Diocese, to the fullest extent as if the Church, Mission, or Diocese were a “Corporation” and such Trustees were “Directors” within the meaning of, and as set forth in, Article 9 of the Virginia Nonstock Corporation Act, as the same may be from time to time amended.

## **CANON 16.**

### **Parish Registers and Parochial Reports.**

**Section 1.** Every Rector and Vicar shall maintain a register of official acts and make the required entries in the Parish Register as required by General Convention Canon I.6.1. These records shall be made in suitable books to constitute collectively the Parish Register, to be provided by the Vestry for that purpose and to remain in the property of the Vestry. When a congregation is without a Rector or Vicar, one of the Wardens shall take charge of the Parish Register and shall make, or cause to be made, all needful entries until the vacancy is filled.

**Section 2.** Every Rector or Vicar shall send to the Bishop, or if there be no Bishop, to the Secretary of the Diocese, or the President of the Convention, on or before the first day of March of each year, the report required by General Convention Canon I.6.1 for the year ending the thirty-first day of December preceding, in such form as shall be prescribed by the Bishop or the Convention. If any congregation is without a Rector or Vicar, the report shall be sent by the Wardens. The Bishop shall compile a list of those Churches and Clergy whose reports are not sent by the first day of March and, with the advice and consent of the Standing Committee, take appropriate action.

## **CANON 17. Related Organizations.**

**Section 1.** Organizations related to the Diocese of Virginia shall be those whose charters or statements of purpose have been reviewed and approved by the Executive Board and whose status as a related organization shall have been approved by the Convention of the Diocese.

**Section 2.** Every related organization shall operate in conformity with the doctrine, discipline and worship of The Episcopal Church in the Diocese of Virginia.

**Section 3.** Every related organization shall conform with the applicable provisions of the Canon on Business Methods in Church Affairs; provided, however, that nothing in this Canon shall be construed as acceptance by the Diocese of Virginia of the financial or other obligations of any related organization.

**Section 4.** The Secretary of the Diocese shall keep a current list of all active related organizations which shall be published in the Convention Journal.

**Section 5.** Every related organization shall furnish an annual report of its activities to the Secretary of Convention.

**Section 6.** The Convention of the Diocese, and the Executive Board between Conventions, shall have the authority, for proper cause, to terminate the status of a related organization.

## **CANON 18. The Secretary of the Diocese.**

The Secretary of the Diocese shall perform such duties as may otherwise be prescribed by the Constitution and Canons and such other duties as may be prescribed by the Ecclesiastical Authority, in the performance of which he shall have such authority as may be delegated to him by the Ecclesiastical Authority.

## **CANON 19. The Treasurer of the Diocese.**

### **Section 1.**

- (a) All trust and permanent funds belonging to the Diocese or over which the Diocese has control, and all other funds for which the Treasurer is responsible, shall be kept in one or more accounts in the Diocese of Virginia, properly earmarked, with one or more national or state banks or trust companies, or one or more building or savings and loan associations, the accounts of which are insured by an instrumentality of the United States, or with a Diocesan Corporation, approved in writing by the Executive Board, and shall not be withdrawn in whole or in part except upon the signature of two designated persons.

- (b) All securities of whatsoever kind belonging to the Diocese or over which the Diocese has control shall be kept with a Diocesan Corporation or some other agency, approved in writing by the Executive Board and shall not be withdrawn except upon the signature of two designated persons.
- (c) The Treasurer shall be bonded in such sum and with such surety as the Standing Committee may from time to time determine.
- (d) Such books of account shall be kept as, in the judgment of the Executive Board, may be necessary.
- (e) The Executive Board shall annually cause to be audited by certified public accountants the accounts of the Treasurer of the Diocese and the accounts of the Treasurer of every trust and permanent Diocesan fund.
- (f) A condensed report of the audit shall be made under the direction of the Executive Board, which shall make its report to each regular meeting of the Convention and to any special meeting of the Convention when requested.
- (g) All buildings and tangible personal property, over which the Diocese has control, shall be kept adequately insured in such amount and with such insurers as the Executive Board may determine.
- (h) The Executive Board shall supervise all financial affairs of the Diocese and the methods prescribed for the conduct of Diocesan business affairs.

**Section 2.** Pending the adoption of an annual budget by the Convention of the Diocese, the Executive Board shall prepare and furnish to the Treasurer of the Diocese a schedule of payments for the ensuing fiscal year, which schedule of payments shall first provide for fixed obligations and then for other objects in the program of the Diocese, within the amount of estimated receipts. This schedule of payments shall be the warrant of the Treasurer of the Diocese for disbursement of the amounts specified therein. Upon adoption by the Convention of an annual budget, such budget shall become the warrant of the Treasurer to make the expenditures provided therein.

## **CANON 20.**

### **The Registrar of the Diocese.**

**Section 1.** The Registrar shall be responsible to the Bishop and the Convention for the preservation of the official records of the Diocese of Virginia, which shall include the Journals of the Conventions, and the official records of the Bishops. He shall procure, receive, catalogue and preserve books, papers and other documents bearing upon the history of the Church in the Diocese of Virginia.

**Section 2.** The Registrar of the Diocese shall, with the advice of the Bishop and the Secretary of the Diocese, issue guidelines to committees and officials of the Diocese of Virginia concerning such documents as shall be considered worthy of historic preservation; such as the Journals of General Convention, the Episcopal Church Annuals, Diocesan ECW Yearbooks. He shall offer advice to parishes regarding the preservation of historic materials. He shall further make proper disposition of acquisitions to the archives of the Episcopal Church, or to such other repositories as may be appropriate.

## **CANON 21.**

### **The Standing Committee of the Diocese.**

**Section 1.** The Standing Committee shall annually elect a President and a Secretary from among its members.

**Section 2.** In addition to its other constitutional and canonical duties, the Standing Committee shall (a) serve as a Council of Advice to the Bishop, and (b) annually address Convention on such

matters concerning the mission, life or program of the Diocese as the Standing Committee shall deem timely.

**Section 3.** No member of the Standing Committee chosen by the Executive Board or the Convention to fill a vacancy on that Committee as provided by the Constitution shall be ineligible to be elected to a full term, but a member of the Standing Committee who has completed within two years a full term shall not be eligible to be chosen by the Executive Board or the Convention to fill a vacancy, nor be eligible to be elected to a full term on that Committee.

## **CANON 22.**

### **The Commission on Ministry.**

#### **Section 1. Membership.**

- (a) The Convention shall elect six (6) persons, three (3) clerical and three (3) lay, to the Commission on Ministry; one in each order to be elected annually to serve for a term of three (3) years. No one so elected shall be eligible for re-election after having served two consecutive terms until after the expiration of one year, providing that nothing herein shall prevent the Bishop from nominating one or more such persons under the provisions of Section 1(b) of this Canon. Such persons shall be adult communicants in good standing of a Church in the Diocese.
- (b) The Bishop may annually appoint not more than ten (10) additional members for a term of one year each. Such appointments shall be subject to confirmation by Convention. Such appointments shall be communicants in good standing.
- (c) In the case of a vacancy in the elected members [Section 1(a)], the Executive Board shall fill the vacancy from the same order and that member shall serve for the balance of that term. In the case of a vacancy in the appointed members [Section 1(b)], the Bishop may appoint a member to complete that one-year term

**Section 2.** The duties of the Commission on Ministry shall be those prescribed in the Canons of the Episcopal Church, including, but not limited to, advising and assisting the Bishop (a) in the determination of present and future opportunities and needs for the ministry of all baptized persons and (b) in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry and assessment of readiness therefore. The Commission may establish committees consisting of members and other persons to report to the Commission or to act on its behalf.

**Section 3.** The Commission on Ministry shall annually report to the Convention of the Diocese.

**Section 4.** As a transition following adoption of amendments to this Canon at the 212th Annual Council, for the purpose of changing the number and the rotation specified in Section 1(a), the previously elected members of the Commission on Ministry with remaining terms of office of one, two, and three years shall remain in office for the duration of their respective terms of office. This section of the Canon shall lapse upon the establishment of the terms of office so inaugurated.

## **CANON 23.**

Reserved for future use.

## **CANON 24.**

Reserved for future use.

## **CANON 25.**

### **Finance Committees.**

**Section 1.** There shall be a Finance Committee of the Diocese as required by General Convention Canon I.7, appointed by the Bishop and including representation from the Executive Board, which committee shall, from time to time and at least annually:

- (a) Advise the Executive Board of the conformity of the Diocese, the Churches, the Missions and Institutions connected with the Diocese with the provisions of Canon 13.
- (b) Issue periodic guidelines for audits and investment management.
- (c) Provide information to Church and other Finance Committees as requested.
- (d) Perform such other functions as required by Canon or as directed by the Executive Board.

**Section 2.** Each Church and Mission shall establish a Finance Committee of not less than three persons to provide assistance in financial matters to the Rector, Vicar, Vestry and Treasurer in the implementation of these Canons.

**Section 3.** All reports of audits required by Canon 13 shall be made to the Vestry or governing body not later than August 2nd of each year. Such reports, including recommendations, shall be filed with the Bishop as required by National Canon; reports for Missions shall be made to the Bishop designated by the Diocesan who shall submit a consolidated report to the Diocesan. The Bishop shall refer all audit reports to the Finance Committee of the Diocese for their information and recommendations.

## **CANON 26.**

### **Appeal of a Lay Person after Repulsion from the Holy Communion.**

If any person repelled from the Holy Communion shall allege to the Bishop that injustice has been done, or if, notwithstanding that, he shall have professed himself ready and willing, in truth and sincerity, to comply with the requisitions expressed in the Rubric in order to be restored to the Holy Communion, and his repulsion shall be continued, he may present his application in writing to the Bishop, setting forth the grounds thereof and requesting to be restored to the Communion. Thereupon the Bishop, after consideration of the reasons given by the Priest and the Lay person shall adjudge the case and shall communicate his judgment in writing to the Priest and the Lay Person and the judgment shall be final and conclusive.

## **CANON 27.**

### **Ecclesiastical Discipline.**

**Section 1. Adoption of Title IV of the Canons of the General Convention.** Those provisions of Title IV of the Canons of the General Convention that are applicable to the Diocese are hereby incorporated as part of this Canon. To the extent, if any, that any of the provisions of this Canon are inconsistent with provisions of Title IV, the provisions of Title IV shall govern.

**Section 2. Disciplinary Board.** The Disciplinary Board shall consist of eleven (11) persons, six (6) of whom are priests or deacons and five (5) of whom are lay persons. Members of the Standing Committee shall be eligible to serve as members of the Disciplinary Board.

- (a) Priests or Deacons. The priests or deacons who are members of the Disciplinary Board shall be canonically resident in this Diocese.
- (b) Lay Members. The lay members of the Disciplinary Board shall be persons eligible under the Canons for election as Lay Delegates to Convention.

- (c) Election of Members. The members of the Disciplinary Board shall be nominated by the Standing Committee and elected by Convention to serve for terms of three years. Member's terms shall be staggered into three classes of two clerical and two lay members each, provided that one such class shall have only one lay member. A Disciplinary Board member who has served two complete three-year terms shall be ineligible to serve again until one year has elapsed.
- (d) Vacancies. Vacancies on the Disciplinary Board shall be filled as follows:
  - (i) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member.
  - (ii) The Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.
  - (iii) With respect to a vacancy created for any reason other than pursuant to a disqualification as provided in Section 3 below, the term of any person selected as a replacement Disciplinary Board member shall expire at the conclusion of the next regular meeting of Convention, at which Annual Convention a person of the same order as the person whose position was vacated shall be elected to serve for the remainder of the unexpired term. With respect to a vacancy resulting from a challenge, the replacement Disciplinary Board member shall serve only for the proceeding for which the regularly elected Disciplinary Board member is not serving as a result of the challenge.
- (e) President. Within sixty (60) days following the annual Convention, the Disciplinary Board shall convene to elect a President to serve until the next Annual Convention.

**Section 3. Preserving Impartiality.** In any proceeding under this Canon, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a conflict of interest or undue bias, that member shall immediately disqualify himself or herself and notify the President of the Disciplinary Board and request appointment of a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

**Section 4. Intake Officers.** The Intake Officers shall be appointed from time to time by the Bishop after consultation with the Disciplinary Board. The Bishop shall appoint at least two Intake Officers according to the needs of the Diocese, with at least one male and one female. The Bishop shall publish the names and contact information of the Intake Officers throughout the Diocese.

**Section 5. Investigator.** The Bishop shall appoint one or more Investigators as needed in consultation with the President of the Disciplinary Board. Every Investigator shall be required to maintain confidentiality subject to Canon IV.11(5).

**Section 6. Church Attorney.** Within sixty (60) days following each annual Convention, the Disciplinary Board shall appoint a Church Attorney, and one or more Assistant Church Attorneys, if deemed appropriate by the Disciplinary Board, who shall be duly licensed attorneys, and who will perform the functions as described in Canon IV.2. Attorneys appointed to serve as Church Attorney shall serve until their successors are appointed. Persons selected to serve as Church Attorneys shall be persons eligible under the Canons for election as Lay Delegates to Convention, but need not reside within the Diocese. The Church Attorney may be removed by the Bishop, in consultation with the Standing Committee, for cause. If none of the Church Attorney or Assistant Church Attorneys are able to act on a specific matter due to a conflict of interest, undue bias or unavailability, the Disciplinary Board shall appoint a duly licensed attorney who is eligible under the Canons for election as a Lay Delegate to Convention to act as Church Attorney for such matter.



**Section 7. Pastoral Response Coordinator.** The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon IV.8. The Pastoral Response Coordinator may be an Intake Officer but shall not be a person serving in any other appointed or elected capacity under this Canon.

**Section 8. Advisors.** In each proceeding under this Canon, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Canon, and shall not include the Chancellor or Vice Chancellors of this Diocese or any person likely to be called as a witness in this proceeding or otherwise involved in the proceeding.

**Section 9. Clerk.** The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

**Section 10. Lay Assessor.** The Disciplinary Board may appoint a duly licensed attorney for advice on matters of law, procedure and evidence affecting proceedings before the Conference and Hearing Panels. The Lay Assessor need not reside in, or be a member, of the Diocese.

**Section 11. Costs and Expenses.** The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Disciplinary Board Clerk, the Pastoral Response Coordinator and the Lay Assessor, if any, shall be the obligation of the Diocese of Virginia, subject to budgetary constraints as may be established by the Executive Board.

**Section 12. Records.**

- (a) Records of Active Proceedings. Records of active proceedings before the Disciplinary Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk.
- (b) Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Canon at the offices of the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the Canons of the General Convention.

**Section 13. Transitional Provisions.** The amendments to this section adopted by the Council at its regular meeting in 2011 shall be effective July 1, 2011. The provisions of this Canon in effect prior to the Council's regular meeting in 2011 shall remain in effect until July 1, 2011, and thereafter solely with regard to matters then pending before the Ecclesiastical Trial Court, until such matters are finally disposed. At the 2011 regular meeting of Council, the Council shall elect an Ecclesiastical Trial Court pursuant to those provisions, and also shall elect members of the Disciplinary Board to be effective July 1, 2011. The initial members of the Disciplinary Board shall be elected to terms expiring in equal number in 2012, 2013 and 2014, provided that only one Lay Person's term shall expire in 2012; succeeding members shall be elected to three-year terms. The meeting of the Disciplinary Board to elect its initial President shall take place within sixty days of July 1, 2011. The provisions of this amendment related to the election of a Disciplinary Board at the 216th Annual Council shall be effective as of the approval of this amendment by two-thirds of the members present.

## **CANON 28.**

### **Relationships Among Clergy and Congregations.**

**Section 1.** Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a church without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a church be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.

**Section 2.** When a Rector or a majority of any Vestry believe the pastoral relation between the Rector and the congregation is imperiled by dissension, it shall be the duty of either or both, before contemplating dissolution of the pastoral relation, to lay the matter before the Bishop.

**Section 3.** If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Suffragan Bishop, if there be one; or the Assistant Bishop, if there be one; and if neither office is filled, then the Bishop of another Diocese, to perform the duties of the Bishop under this Canon.

**Section 4.** Whenever a Rector or a Vestry notifies the Bishop under the terms of this Canon, the Bishop shall labor for a reconciliation of the Rector and the congregation, either directly or through the Bishop's designees, or both. The Bishop may require one or more meetings with the Vestry and the Rector, either together or separately, and may require such meetings to be held with the Bishop, with the Bishop's designees, or both. No later than 90 days after receiving the original notification for consultation under the provisions of this Canon, the Bishop shall issue a Pastoral Direction in writing to the Rector and the Vestry shall outline a course of action to unify the congregation.

**Section 5.** If, in the judgment of the Bishop, the Rector, or the Vestry, the terms of the Pastoral Direction issued by the Bishop as specified in Section 4 above have not been met, or that the purposes for the Pastoral Direction have not been achieved, and 90 days have passed since the issuance of the Pastoral Direction, then the Rector or the Vestry may request a final judgment on the pastoral relation from the Bishop as follows or the Bishop may proceed on his own initiative as follows:

- (a) The Bishop shall give notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.
- (b) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.
- (c) At the conference each party shall be entitled to representation and to present its position fully.
- (d) Within thirty days after the conference, or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
- (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.
- (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.
- (g) If the relation is to be dissolved:
  - (1) The Bishop shall direct the Secretary of the Convention to record the dissolution.
  - (2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.
- (h) In either event the Bishop shall offer appropriate supportive services to the Priest and the church.

**Section 6.** In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may act as follows:

- (a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.
- (b) In the case of a Vestry, recommend to the Convention of the Diocese that the Church be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.

**Section 7.** For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

**Section 8.** Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV of the General Convention Canons or Diocesan Canon 27 provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

**Section 9.** In the course of proceedings under this Canon, if a complaint is made by the Vestry against the Rector under General Convention Canon IV.1. or Diocesan Canon 27, all proceedings under this Canon shall be suspended until the complaint has been resolved or withdrawn.

## **CANON 29. Gender of Pronouns.**

The masculine pronoun whenever used in these Canons shall be deemed to include the feminine pronoun.

## **CANON 30. Amendment of Canons.**

**Section 1.** The Canons of this Diocese may be amended by the Convention; but no proposed amendment shall be considered by the Convention unless at least one day's notice be given in open Convention, nor until such amendment shall have been referred to and reported upon by a Committee of at least two Presbyters and two Laymen. Nor shall such amendments be adopted during the same Convention unless two-thirds of the members present concur therein; but if the majority be less than two-thirds, it shall lie over for consideration at the next regular meeting of the Convention. Unless otherwise provided by the Convention, all amendments shall become effective upon the adjournment of the meeting of the Convention at which final action was taken.

**Section 2.** Whenever a Canon is amended, enacted, or repealed in different respects by two or more independent enactments at the same Convention, including the enactment of an entire Canon, the separate enactments shall be considered as one enactment containing all of the amendments or enactments, whether or not repealed, to the extent that the changes made in separate amendments or enactments are not in conflict with each other, the Chancellor and the Chairman of the Committee on Constitution and Canons shall make the determination whether or not there is a conflict and certify the text of the single enactment to the Secretary of the Convention.

**Section 3.** At the conclusion of each regular meeting of General Convention, the Chancellor and the Chairman of the Committee on Constitution and Canons of this Diocese shall be empowered to correct numbering references in the Constitution and Canons of this Diocese to the Constitution and Canons of the General Convention, which corrections shall be reported to the Secretary of the Diocese.

## **CANON 31. Health Insurance.**

**Section 1.** Any and all health insurance coverage provided or paid for by the Diocese, Churches, Diocesan Missions or Missions of a Founding Church located within the Diocese for active and retired ordained persons or lay employees shall be provided through the diocesan health insurance plans established by the Executive Board.

**Section 2.** The Executive Board shall establish forms and processes for receiving applications for exception or exemption from the mandate of paragraph 1 hereof, and for reviewing and reaching a decision regarding each application. The Executive Board may designate an appropriately constituted body and delegate to it the necessary authorities to receive, review and make recommendations to the Executive Board. A description of these forms and processes shall be furnished to the entities identified in paragraph 1 hereof, made available by the Diocese upon request, and published in the annual guidelines offered by the Diocesan Compensation Commission as approved by the Executive Board.

**Section 3.** The Executive Board may grant such exemptions or exceptions from the mandate of paragraph 1 hereof as it deems appropriate. Each decision of the Executive Board shall be communicated to the applicant in writing together with a description of any process that the Executive Board may establish for appealing its decisions.

**Section 4.** In deciding on each application, the Executive Board shall be guided by the following considerations (among such others as it may deem appropriate):

- (a) consistency;
- (b) fairness;
- (c) hardship;
- (d) coverage available through spousal, military or other plans;
- (e) the effect that the exemption or exception requested, if granted, would have on the plan as a whole;
- (f) the precedential effect of the exemption or exception requested, if granted.

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