



THE EPISCOPAL DIOCESE OF VIRGINIA

Journal of  
**The 223<sup>rd</sup> Annual Convention**

**including**

Proceedings of the November 4, 2017 meeting  
of the 223<sup>rd</sup> Annual Convention

Parochial Statistics

Annual Reports

Audits

The Constitution and Canons of the Diocese of Virginia

FOR JESUS. FOR THIS TIME. FOR ALL TIME.







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The 224<sup>th</sup> Annual Convention  
of the Diocese of Virginia  
is appointed to meet  
November 1-4, 2018, in  
Richmond, Virginia.

## **Diocesan Officers**

*As of the 223<sup>rd</sup> Annual Convention.*

### **The Bishop**

The Rt. Rev. Shannon Sherwood Johnston

### **The Bishop Suffragan**

The Rt. Rev. Susan E. Goff

### **The Assistant Bishop**

The Rt. Rev. Edwin F. Gulick Jr.

### **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**

Jack W. Burtch Jr., Esq.

Bradfute W. Davenport Jr., Esq.

Elizabeth G. Hester, Esq.

### **The Mayo Memorial Church House of the**

#### **Diocese of Virginia**

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Richmond, Virginia 23220

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# Members of the 223<sup>rd</sup> Annual Convention

## Canonically Resident Clergy

The Rev. Peter Ackerman	St. Christopher's, Springfield
The Rev. John D. Adams, Jr.	Retired
The Rev. D. Wallace Adams-Riley	St. Paul's, Richmond
The Rev. Dr. Christopher M. Agnew	St. Paul's, Nomini Grove
The Rev. Charles D. Aiken, Jr.	St. Mark's, Richmond
The Rev. J. Randolph Alexander, Jr.	Immanuel on-the-Hill, Alexandria
The Rev. Charles D. Alley	St. Matthew's, Richmond
The Rev. Deacon Barbara Ambrose	St. Andrew's, Richmond
The Rev. T. Grant Ambrose	Ware, Gloucester
The Rev. Paul Andersen	Retired
The Rev. Anthony F. Andres	Holy Cross, Batesville
The Rev. Collins Asonye	Meade Memorial, Alexandria
The Rev. B. Cass Bailey	Trinity, Charlottesville
The Rev. S. Abbott Bailey	St. Andrew's, Richmond
The Rev. John Baker	St. Aidan's, Alexandria
The Rev. Rhonda W. Baker	Grace Memorial, Port Republic
The Very Rev. Robert Banse	Trinity, Upperville
The Rev. Ann Barker	St. John's, Arlington
The Rev. Gary J. Barker	Kingston, Mathews
The Rev. Jane W. Barr	Christ Church, Gordonsville
The Rev. Philip R. Baxter	Retired
The Rev. Ralph W. Bayfield	Retired
The Rev. Rosemary Beales	Non-Parochial
The Rev. Deacon Emmetri Monica Beane	Little Fork, Rixeyville
The Rev. Stephan P. Beatty	Non-Parochial
The Rev. Robert A. Becker	Holy Cross, Dunn Loring
The Rev. Jo J. Belser	Resurrection, Alexandria
The Rev. Gloria K. Berberich	Retired
The Rev. Craig Biddle III	Retired
The Rev. Dr. Donald D. Binder	Pohick, Lorton
The Rev. Rachelle E. Birnbaum	Retired
The Rev. Donald E. Bitsberger	Retired
The Rev. Dr. Thom Blair, Jr.	Retired
The Rev. Barbara K. Blakemore	Retired
The Rev. Louise Blanchard	St. Mary's, Goochland
The Rev. Molly Bosscher	St. Paul's, Richmond
The Rev. Ellis Tucker Bowerfind	St. Luke's, Alexandria
The Rev. Anna Brawley	St. James the Less, Ashland
The Rev. Mary W. Brake	Retired
The Rev. Charles F. Brock	St. James', Mount Vernon, Alexandria
The Rev. Christopher Morgan Brookfield	Retired
The Rev. Porter H. Brooks	Retired
The Rev. W. Hill Brown III	Retired
The Rev. Allen W. Brown, Jr.	Retired
The Rev. Dwight L. Brown	Clarke Parish, Berryville
The Rev. Mary Kay Brown	St. David's, Ashburn
The Rev. Jonathan R. Bryan	St. Luke's, Alexandria
The Rev. Katherine S. Bryant	St. James', Leesburg
The Rev. Susan Buchanan	St. Thomas', Richmond

Members of Annual Convention

The Rev. Douglas Gray Burgoyne	Retired
The Rev. William H. Burk	Creator, Mechanicsville
The Rev. J. Michael Cadaret	Beckford Parish, Emmanuel, Woodstock, & St. Andrew's, Mount Jackson
The Rev. Deacon Donald H. Cady	Grace, Keswick
The Rev. George M. Caldwell	St. Michael's, Arlington
The Rev. Benjamin P. Campbell	St. Paul's, Richmond
The Rev. Catherine Campbell	La Iglesia de Cristo Rey and San José, Arlington
The Rev. Grace Cangialosi	Retired
The Rev. Diane Carroll	Retired
The Rev. J. M. Carter	Retired
The Rev. Sean Cavanaugh	Non-Parochial
The Rev. Leslie E. Chadwick	Good Shepherd, Burke
The Rev. Kathleen Chipps	Retired
The Rev. Deacon Carey Dougherty Chirico	St. George's, Fredericksburg
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. Vienna Cobb-Anderson	Retired
The Rev. Laura Doud Cochran	St. Anne's, Reston
The Rev. Bridget Coffey	Christ Church, Winchester
The Rev. Dr. E. Allen Coffey	Retired
The Rev. Kim L. Coleman	Trinity, Arlington
The Rev. Dr. Sarah Colvin	St. Patrick's, Falls Church
The Rev. Bruce Cooke	Retired
The Rev. Ruth E. Correll	Pohick, Lorton
The Rev. Richard S. Corry	Retired
The Rev. Geoffrey D. Coupland	Retired
The Rev. Ronald Crocker	Retired
The Rev. David M. Crosby	Immanuel on-the-Hill, Alexandria
The Rev. Deacon David Curtis	St. John's, Richmond
The Rev. Mary Fisher Davila	Non-Parochial
The Rev. Alice D. Davis	Retired
The Rev. Ann B. Davis	Retired
The Rev. Gordon B. Davis	Retired
The Rev. Judith Davis	All Saints, Richmond
The Rev. Susan W. Degavre	Retired
The Rev. Richard A. DeMott	Retired
The Rev. John J. Desaulniers	Retired
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 Very Rev. Dr. Dede Duncan-Probe	St. Peter's in the Woods, Fairfax Station
The Rev. Emily Dunevant	Grace, Goochland
The Rev. Andrew Dunks	St. Bartholomew's, Richmond
The Rev. G. Edward Dunlap	Retired
The Rev. Robert W. Duvall	Retired
The Rev. Kenneth C. Eade	Retired
The Rev. Lindon J. Eaves	Retired
The Rev. Susan N. Eaves	Retired

Members of Annual Convention

The Rev. William E. Eberle	Retired
The Rev. Dr. Stephen B. Edmondson	St. Thomas', McLean
The Rev. Robert M. Elder	Retired
The Rev. Deacon Mary Beth Emerson	St. Thomas', McLean
The Rev. Gail Epes	Non-Parochial
The Rev. Dr. Margaret Ann Faeth	Retired
The Rev. Mark Feather	St. James', Leesburg
The Rev. Richard E. Fichter, Jr.	St. John's, King George
The Rev. Jeffrey P. Fishwick	Retired
The Rev. K. Nicholas Forti	The Fork Church, Doswell
The Rev. Donna Foughty	St. Mark's, Alexandria
The Rev. William G. Frank	Retired
The Rev. Dr. Robert D. Friend	St. James's, Richmond
The Rev. Lee Gandiya	St. Paul's, King George
The Rev. Christopher M. Garcia	Emmanuel, Greenwood
The Rev. Deacon Christina J. Garcia	Christ Ascension, Richmond
The Rev. Deacon Frederico Garza	St. Philip's, Richmond
The Rev. Sarah Kinney Gaventa	St. Paul's, Ivy
The Rev. R. Douglas Geddes	Retired
The Rev. Carmen Christine Germino	St. James's, Richmond
The Rev. Catharine Gibson	Non-Parochial
The Rev. Webster Gibson	Christ Church, Winchester
The Rev. Ann H. Gillespie	Christ Church, Alexandria
The Rev. John F. Glover	Retired
The Rt. Rev. Susan E. Goff	Bishop
The Rev. Mario Gonzalez Del Solar	St. Matthew's, Richmond
The Rev. Bruce A. Gray	Retired
The Rev. Michael Gray	Retired
The Very Rev. April Trew Greenwood	Westover, Charles City
The Rev. Emily Griffin	St. John's, McLean
The Rev. Eugene E. Grumbine	Retired
The Rev. Andrew Guffey	Non-Parochial
The Rev. Emily A. Guffey	Non-Parochial
The Rev. Kathy R. Guin	St. Margaret's, Woodbridge
The Rt. Rev. Edwin F. Gulick, Jr.	Bishop
The Rev. Deacon Sally Gunn	St. Mark's, Richmond
The Rev. Peter R. Gustin	St. Stephen's, Catlett
The Rev. Theodore R. Haddix, Jr.	Retired
The Rev. Deacon Marty M. Hager	St. Thomas, McLean
The Rev. Leslie Hague	St. Michael's, Arlington
The Rev. Dr. John Hall	St. Anne's, Reston
The Very Rev. C. Anne Hallmark	Emmanuel, Middleburg
The Rev. Harold H. Hallock, Jr.	Retired
The Rev. James A. Hammond	Retired
The Rev. Heewoo Daniel Han	Retired
The Rev. Valentine Han	Holy Cross Korean, Falls Church
The Rev. Deacon Holly Hanback	St. Gabriel's, Leesburg
The Rev. Carol J. Hancock	St. John's, Centreville
The Rev. Torrence M. Harman	Farnham & St. John's, Warsaw
The Rev. K. Palmer Hartl	Retired
The Rev. Susan P. Hartzell	St. Peter's in the Woods, Fairfax Station
The Rev. John H. Hatcher, Jr.	Retired

Members of Annual Convention

The Rev. C. Thomas Hayes	Retired
The Rev. Valerie J. Hayes	Holy Comforter, Vienna
The Rev. Roger Hearn	Retired
The Rev. Meredith Heffner	St. Mark's, Alexandria
The Rev. Timothy R. Heflin	St. Andrew's, Burke
The Rev. Stuart Henderson	Retired
The Rev. Dr. Thomas S. Hendrickson	Retired
The Rev. Joseph H. Hensley, Jr.	St. George's, Fredericksburg
The Rev. Lynda S. Hergenrather	St. Luke's, Alexandria
The Rev. Robert G. Hetherington	Retired
The Rev. Catherine Hicks	St. Peter's, Port Royal
The Rev. Deacon Harrison Higgins IV	Epiphany, Richmond
The Rev. Jeffrey Higgins	Non-Parochial
The Rev. Michael B. Hinson	Non-Parochial
The Rev. Jennings W. Hobson III	Retired
The Rev. Vincent S. Hodge	St. Paul's, West Point
The Rev. Christopher Hogin	Non-Parochial
The Rev. C. Lynn Holland	Non-Parochial
The Rev. Megan L. Hollaway	Non-Parochial
The Rev. Melissa K. Hollerith	Non-Parochial
The Very Rev. Randolph Marshall Hollerith	St. James's, Richmond
The Rev. C. Thomas Holliday	St. Martin's, Doswell
The Rev. Alan B. Hooker	St. James', Montross
The Rev. Martha J. Horne	Retired
The Very Rev. John D. Hortum	St. Clement, Alexandria
The Rev. S. Caitlin Howell	Retired
The Rev. Jim Hughes	Trinity, Manassas
The Rev. Dr. Thomas C. Hummel	Non-Parochial
The Rev. H. Miller Hunter, Jr.	Trinity, Washington
The Rev. Frederic DuBois Huntington	Retired
The Rev. Deacon Brian Hutcherson	St. Luke's, Simeon
The Very Rev. Lee Hutchson	St. Martin's, Richmond
The Rev. Linda V. Hutton	St. Thomas, Orange
The Rev. Laura D. Inscoc	St. John's, Richmond
The Rev. James C. Iswariah	Retired
The Rev. Justin A. Ivatts	St. John's, McLean
The Rev. Brad L. Jackson	Little Fork, Rixeyville
The Rev. C. Thomas Jackson	Retired
The Rev. Charles L. Johnson	Retired
The Rev. Dr. Candine E. Johnson	St. John's, Tappahannock
The Rev. Kristine Johnson	St. John's, McLean
The Rev. Philip G. Johnston	Retired
The Rt. Rev. Shannon S. Johnston	Bishop
The Rev. Deacon Ed Jones	St. Mary's, Colonial Beach
The Rev. Gary D. Jones	St. Stephen's, Richmond
The Rev. Herbert Jones	Church of Our Saviour, Montpelier
The Rt. Rev. David C. Jones	Retired
The Rev. E. Ross Kane	St. Paul's, Alexandria
The Rev. Elizabeth Keeler	Non-Parochial
The Rev. David Keill	Christ Ascension, Richmond
The Rev. Tracey E. Kelly	St. Francis, Great Falls
The Rev. Dr. Howard F. Kempself, Jr.	Retired

Members of Annual Convention

The Rev. Paula S. Kettlewell	Retired
The Rev. Charles E. Kiblinger	Retired
The Rev. Jennifer W. Kimball	Non-Parochial
The Rev. Warren P. Klam MD	Non-Parochial
The Rev. Pierce W. Klemmt	Retired
The Rev. Deacon Joe Klenzmann	Holy Comforter, Richmond
The Rev. David H. Knight	Epiphany, Richmond
The Rev. Amanda Knouse	Emmanuel, Delaplane
The Rev. R. Scott Krejci	Retired
The Rev. Andrew G. Kunz, Jr.	Retired
The Rev. Ryan Kuratko	Non-Parochial
The Rev. Howard A. La Rue	Retired
The Rev. Vinnie Lainson	Trinity, Manassas
The Rev. Eugene Lecouteur	St. Stephen's, Richmond
The Rev. Dr. Mary Jayne Ledgerwood	Non-Parochial
The Rt. Rev. Peter James Lee	Non-Parochial
The Rev. Sandra Levy-Achtemeier	Retired
The Rev. Eric J. Liles	St. Paul's, Ivy
The Rev. Megan Limburg	Grace, Kilmarnock
The Rev. Lucia K. Lloyd	St. Stephen's, Heathsville
The Rev. Elizabeth A. Locher	Non-Parochial
The Rev. Laura Minnich Lockey	Non-Parochial
The Rev. George Willis Logan, Jr.	Christ Church, Charlottesville
The Rev. Richard A. Lord	Retired
The Rev. Nicholas N. Lubelfeld	Retired
The Rev. David Lucey	St. Francis', Great Falls
The Rev. Benjamin Maas	St. James', Warrenton
The Rev. Susan J. MacDonald	St. Paul's on-the-Hill, Winchester
The Rev. Karin MacPhail	Non-Parochial
The Rev. John F. Maher	St. Francis, Manakin-Sabor
The Rev. Robert H. Malm	Grace, Alexandria
The Rev. Thomas G. Mansella	Retired
The Rev. Anne L. Manson	Retired
The Very Rev. Dr. Ian Markham	Non-Parochial
The Rev. Barbara B. Marques	St. John's, West Point
The Rev. Ann F. Martens	St. Peter's, Arlington
The Rev. Jeanie Martinez-Jantz	Olivet, Alexandria
The Rt. Rev. F. Clayton Matthews	Non-Parochial
The Rev. Joan Mattia	Retired
The Rev. Louis J. Mattia	Retired
The Very Rev. David H. May	Grace, Kilmarnock
The Rev. Roma W. Maycock	Retired
The Rev. Sara Chandler Maypole	Retired
The Rev. Charles C. McCoart, Jr.	Emmanuel, Alexandria
The Rev. Theodore H. McConnell	Retired
The Rev. Thomas B. McCusker III	Retired
The Rev. Janet S. McDonald	Non-Parochial
The Rev. Justin M. McIntosh	Leeds, Markham
The Rev. Jennifer G. McKenzie	Non-Parochial
The Rev. Catherine R. McKinney	Varina, Richmond
The Rev. Dr. Stephen McWhorter	Retired
The Rev. Brent Melton	All Saints, Richmond

Members of Annual Convention

The Rev. C. Robert Merola	St. Matthew's, Sterling
The Rev. Claudia Merritt	St. Stephen's, Richmond
The Rev. Andrew T.P. Merrow	St. Mary's, Arlington
The Rev. Edward O. Miller, Jr.	St. John's, McLean
The Rev. Christopher H. Miller	Non-Parochial
The Rev. Dr. John Edward Miller	Retired
The Rev. Jean L. Milliken	Retired
The Rev. Bollin M. Millner, Jr.	Grace and Holy Trinity, Richmond
The Rev. Michael C. Mohn	Retired
The Rev. Jennifer G. Montgomery	St. Andrew's, Arlington
The Rev. Daniel Moore	Non-Parochial
The Rev. M. Leon Moore	Retired
The Rev. Roberto Morales	Retired
The Rev. Philip Morgan	Emmanuel, Rapidan
The Rev. Robert Lee Morris III	Non-Parochial
The Rev. Jay Morris	Aquia, Stafford
The Rev. Charles F. Mullaly, Jr.	Retired
The Rev. Deacon Linda E. Murphy	St. Peter's, Oak Grove
The Rev. Dr. Diane G. Murphy	Christ Church, Alexandria
The Rev. Dr. Genevieve Murphy	Retired
The Rev. Dr. Jo-Ann Murphy	Retired
The Rev. William F. Myers	Retired
The Rev. Penny Nash	St. Stephen's, Richmond
The Rev. Dr. Simeon Newbold, Sr.	Non-Parochial
The Rev. William T. Newland, Jr.	Retired
The Rev. Connor J. Newlun	St. Paul's, Hanover
The Rev. Murray L. Newman, Jr.	Retired
The Rev. J. David Niemeyer	St. Mark's, Richmond
The Rev. Dr. William S. Noe	Retired
The Rev. Marlee R. Norton	Non-Parochial
The Rev. Leslie Nuñez Steffensen	Grace, Alexandria
The Rev. John R. Ohmer	The Falls Church, Falls Church
The Rev. Dr. Ronald S. Okrasinski	Retired
The Rev. Roberto Orihuela	La Iglesia de Santa Maria, Falls Church
The Rev. Dr. Laurence K. Packard	Retired
The Rev. Jeffrey A. Packard	Christ Church, Spotsylvania
The Rev. James A. Papile	St. Anne's, Reston
The Rev. Dr. Philip J. Paradine	Retired
The Rev. Betsee Parker	Non-Parochial
The Rev. Caroline Smith Parkinson	St. James's, Richmond
The Rev. Joan L. Peacock	Retired
The Rev. Margaret E. Peel	Holy Comforter, Vienna
The Rev. William P. Peyton	Non-Parochial
The Rev. Craig A. Phillips	St. Peter's, Arlington
The Rev. Robert S. Phipps, Jr.	Retired
The Rev. William Pickering	Retired
The Very Rev. Jane D. Piver	Grace, Stanardsville
The Rev. David H. Poist	Retired
The Rev. Margaret C. Pollock	Non-Parochial
The Rev. Carl Praktish	Retired
The Rev. Grace A. Pratt	St. Luke's, Alexandria
The Rev. Dr. Alan Patrick Llewelyn Prest, Jr.	Retired

Members of Annual Convention

The Rev. Dr. Robert W. Prichard	Non-Parochial
The Rev. Randall L. Prior	Retired
The Rev. Judith H. Proctor	St. Paul's, Alexandria
The Rev. Alonzo C. Pruitt	Non-Parochial
The Rev. Cherian P. Pulimootil	Non-Parochial
The Rev. William L. Queen, Jr.	Trinity, Washington
The Rev. Kent D. Rahm	Trinity, Fredericksburg
The Rev. Gaynelle M. Rahn	St. George's, Fredericksburg
The Rev. B. Cayce Ramey	All Saints Sharon Chapel, Alexandria
The Rev. James G. Reed	Non-Parochial
The Rev. Elizabeth Rees	St. Aidan's, Alexandria
The Rev. William Reeves, Jr.	Retired
The Rev. Alwin Reiners, Jr.	Retired
The Rev. Andrew Reinholz	Epiphany, Richmond
The Rev. Kim Reinholz	Grace and Holy Trinity, Richmond
The Rev. John F. Rice, Jr.	Retired
The Rev. Rachel Rickenbaker	Trinity, Upperville
The Rev. Charles Alexander Riffie	St. James, Louisa
The Rev. Dr. Anne G. Ritchie	Retired
The Very Rev. Phoebe Roaf	St. Philip's, Richmond
The Rev. Daniel D. Robayo-Hidalgo	Emmanuel, Harrisonburg
The Rev. Sean Rousseau	St. Paul's, Haymarket
The Rev. Grayce O'Neill Rowe	Retired
The Rev. Emily Rowell Brown	St. John the Baptist, Ivy
The Rev. Dr. S. Paul Rowles	St. Peter's, New Kent
The Rev. Bradford Rundlett	Retired
The Rev. Deborah W. Rutter	Calvary, Front Royal
The Rev. William Sachs	St. Stephen's, Richmond
The Rev. Jamie S. Samilio	Holy Cross, Dunn Loring
The Very Rev. Stuart E. Schadt	Trinity, Manassas
The Rev. Warren A. Schaller, Jr.	Retired
The Rev. Roger Schellenberg	Retired
The Rev. Cecelia Schroeder	Retired
The Rev. Deacon H. B. Schroeder	St. Thomas, McLean
The Rev. Jeffrey H. Seiler	Non-Parochial
The Rev. Robert S. Seiler	Retired
The Rev. Jeffrey S. Shankles	St. Alban's, Annandale
The Rev. John Sheehan	Church of Our Redeemer, Aldie
The Rev. John E. Shellito	St. George's, Arlington
The Rev. Benson E. Shelton	St. Stephen's, Culpeper
The Very Rev. Stephen G. Shepherd	St. Dunstan's, McLean
The Rev. Norman C. Siefferman	Retired
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. Shirley E. Smith Graham	Christ Church, Glen Allen
The Rev. David Hayes Smith	Non-Parochial
The Rev. Dr. Hilary B. Smith	Holy Comforter, Richmond
The Rev. G. Miles Smith	Grace, Keswick
The Rev. John M. Smith	Retired
The Rev. Thomas R. Smith	Retired
The Rev. Ketlen A. Solak	Non-Parochial



Members of Annual Convention

The Rev. Katherine Sonderegger	Non-Parochial
The Rev. Amy Spagna	Non-Parochial
The Rev. Dr. Haywood B. Spangler	Non-Parochial
The Rev. Charles B. Spigner	Immanuel, Mechanicsville
The Rev. Mary L. Staley	Non-Parochial
The Rev. J. Bruce Stewart	Non-Parochial
The Rev. David M. Stoddart	Church of Our Saviour, Charlottesville
The Rev. Gabor Strasser	Non-Parochial
The Rev. Dr. Jennifer Strawbridge	Non-Parochial
The Rev. Hilary Streever	St. James's, Richmond
The Rev. Anna J. Stribling	Retired
The Rev. Jess H. Stribling	Retired
The Rev. Kathleen Sturges	Church of Our Saviour, Charlottesville
The Rev. Mary C. Sulerud	St. Stephen's, Richmond
The Rev. Rosemary G. Sullivan	Non-Parochial
The Rev. Jack T. Sutor, Jr.	Retired
The Rev. Catherine Swann	Retired
The Rev. Charles R. Sydnor, Jr.	Retired
The Rev. Gregory B. Taylor	Retired
The Rev. Robert L. Tedesco	Retired
The Rev. Andrew B. Terry	St. Peter's, Richmond
The Rev. Deacon Kathryn Thomas	Piedmont, Madison
The Rev. Elaine Ellis Thomas	St. Paul's Memorial, Charlottesville
The Rev. John A. Thomas	Retired
The Rev. Carla E. Thompson	Non-Parochial
The Rev. Jacqueline C. Thomson	St. Peter's, Arlington
The Rev. Mary B. Thorpe	Non-Parochial
The Rev. Cathy Tibbetts	Christ Church, Luray
The Rev. Kyle Tomlinson	Church of the Messiah, Fredericksburg
The Rev. Elizabeth Tomlinson	St. Paul's, Bailey's Crossroads
The Rev. Denise A. Trogdon	Holy Cross, Dunn Loring
The Rev. Ann Truitt	Calvary, Front Royal
The Rev. Frederick R. Trumbore	Retired
The Rev. Malcolm E. Turnbull	Retired
The Rev. Anne M. Turner	St. Timothy's, Herndon
The Rev. Linnea S. Turner	Retired
The Rev. Gardner W. Van Scoyoc	Retired
The Rev. Sven vanBaars	Abingdon, White Marsh
The Rev. Frank R. Vandevelder	Retired
The Rev. Heather A. VanDeventer	Christ Church, Alexandria
The Rev. Daniel Velez-Rivera	St. Gabriel's, Leesburg
The Rev. Jonathan Voorhees	Non-Parochial
The Rev. Thomas R. Waddell	Retired
The Rev. Stephen H. Wade	Retired
The Rev. Paul N. Walker	Christ Church, Charlottesville
The Rev. Dr. Ruth D. Walsh	Retired
The Rev. Frederick S. Wandall	Retired
The Rev. Edwin M. Ward	Retired
The Very Rev. Oran E. Warder	St. Paul's, Alexandria
The Rev. David M. Warner	Retired
The Rev. Lynne E. Washington	Non-Parochial
The Rev. Clyde M. Watson, Jr.	Non-Parochial

Members of Annual Convention

The Rev. Peter T. Way	Christ Church, Brandy Station
The Rev. David F. Wayland	Retired
The Very Rev. John Weatherly	St. Mark's, Alexandria
The Rev. Joseph T. Webb III	Retired
The Rev. Pamela Webb	Retired
The Rev. Cornelia Weierbach	Church of the Spirit, Alexandria
The Rev. Joie Clee Weiher	Non-Parochial
The Rev. William L. Weiler	Retired
The Rev. Eleanor Lee Smith Wellford	St. Stephen's, Richmond
The Rev. William S. Wells, Jr.	Retired
The Rev. Allan R. Wentt	Retired
The Rev. Hillary T. West	Epiphany, Oak Hill
The Rev. Elisa D. Wheeler	Retired
The Rev. Hugh C. White III	Retired
The Rev. Deacon Dorothy White	Non-Parochial
The Rev. Harold N. White	Retired
The Rev. R. Ellen White	Cople Parish, Hague
The Rev. John Douglas Wigner, Jr.	Retired
The Very Rev. Shearon Williams	St. George's, Arlington
The Rev. Barbara C. Willis	Retired
The Rev. Dr. Ann Bagley Willms	St. Luke's, Simeon
The Rev. Amelie Wilmer Minor	All Souls, Mechanicsville
The Rev. Deacon Dan Wilmoth	Non-Parochial
The Rev. Ronald S. Winchell	Retired
The Very Rev. Dr. Marian K. Windel	Retired
The Rev. Canon Patrick J. Wingo	Non-Parochial
The Rev. Sara-Scott Wingo	Emmanuel, Brook Hill
The Rev. Anne Lane Witt	Non-Parochial
The Rev. Linda Wofford Hawkins	St. Barnabas, Annandale
The Rev. Hunter H. Wood	Retired
The Rev. Sarah A. 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. Wyr	Retired
The Rev. Noelle York-Simmons	Christ Church, Alexandria
The Rev. Whitney Zimmerman Edwards	Non-Parochial

## Lay Delegates and Alternates

\* Indicates an Alternate who replaced a Delegate

\*\* Indicates a Delegate who was replaced by an Alternate

<i>Church</i>	<i>Name</i>	<i>Status</i>
Abingdon, Gloucester	Keith Webb	Delegate
	Linda Tjossem	Alternate
All Saints Richmond	Mark Creason	Delegate
	Meg Foster	Delegate
All Saints Sharon Chapel, Alexandria	Jim Taylor	Delegate
	Eunice Achiaa	Alternate
All Soul's, Mechanicsville	Sean Vail-Rhodes	Delegate
	Lee Hanchey	Alternate
Aquia, Stafford	Charles Bingay	Delegate
	Curt Bradford	Delegate
	Mary Nixon	Delegate
Buck Mountain, Earlysville	Ruth Gibson**	Delegate
	Susan Bagby*	Alternate
Calvary, Front Royal	Margaret Miller	Delegate
	Edward Turner	Alternate
Calvary, Hanover	Marvin Tillman	Delegate
Christ Ascension, Richmond	Eve Davis	Delegate
	Rick Linker	Alternate
Christ Church, Alexandria	Cindi Bartol	Delegate
	Tillman Finley	Delegate
	Anissa Parekh	Delegate
	Russ Randle	Delegate
	Jack Wilmer	Delegate
	Tom Linthicum	Alternate
	Cornelia Horner	Alternate
Christ Church, Brandy Station	No Delegate Elected	
Christ Church, Charlottesville	Lee Ann Barber	Delegate
	Laurie Duxbury	Delegate
	Stephen Rilee	Delegate
Christ Church, Glen Allen	Kendall Royston**	Delegate
	Thomas Crockett	Delegate
	Kay Holmes	Delegate
	Sally Raderer	Delegate
	Harry Kelso*	Alternate
	James Madden	Alternate
Christ Church, Gordonsville	Carolyn Smith	Delegate
Christ Church, Luray	Shea Godwin	Delegate
	Rebecca Hudson	Alternate
Christ Church, Saluda	Grace Parker	Delegate
	Velma Gray	Alternate
Christ Church, Spotsylvania	Werner Wieland	Delegate
	James Kenkel	Alternate
Christ Church, Winchester	Dianne Schoor	Delegate
	Sandy White	Delegate
Christ Church, Lucketts, Leesburg	Janet Lyman	Delegate
	Paul Meunch	Alternate

Members of Annual Convention

Christ Church/ Cunningham Chapel Parish, Millwood	Macon Uskurait Thomas Dunning	Delegate Alternate
Church of Our Redeemer, Aldie	R. Steven Cochran Laura Ho	Delegate Alternate
Church of Our Saviour, Charlottesville	Barrie Barrett Carolyn Voldrich	Delegate Alternate
Church of Our Saviour, Montpelier	Robert Lewis Kelly Evko	Delegate Alternate
Church of St. Clement, Alexandria	Annette Foster	Delegate
Church of the Creator, Mechanicsville	Amanda Stuckey Nancy White	Delegate Alternate
Church of the Epiphany, Richmond	Kathy Jimerson** Gray Corbett*	Delegate Alternate
Church of the Good Shepherd, Bluemont	Tim Hall	Delegate
Church of the Good Shepherd, Burke	Michele Braithwaite Mark Royce	Delegate Delegate
	John Merchant Jeffrey Greenfield	Alternate Alternate
Church of the Holy Comforter, Richmond	Elizabeth Long Maria Scott	Delegate Alternate
Church of the Holy Comforter, Vienna	John Davison** Julie Mehigan Debra Suyama Laura Mixer*	Delegate Delegate Delegate Alternate
	Richard Fitzsimmons	Alternate
Church of the Holy Cross, Batesville	Anne Rothenberger Roy Barksdale	Delegate Alternate
Church of the Holy Cross, Dunn Loring	Glynnne Reeves-Haines Claudia Tielking	Delegate Alternate
Church of the Incarnation, Mineral	William Thomas Nancy Thomas	Delegate Alternate
Church of the Messiah, Fredericksburg	Matthew Kroelinger John Ball	Delegate Alternate
Church of the Resurrection, Alexandria	Elizabeth Faga W. Robert Reeves	Delegate Alternate
Church of the Spirit, Alexandria	Anthony Knight Julia Ellegood Pfaff	Delegate Alternate
Cople Parish, Hague	G. Ross Kunkel Laura Corner	Delegate Alternate
Emmanuel, Alexandria	Elizabeth Frank Joseph Dresen	Delegate Alternate
Emmanuel, Delaplane	Robert Bandini** Kathy Baumgartner*	Delegate Alternate
Emmanuel, Greenwood	Mary-Elizabeth Via Anne Dagner	Delegate Alternate
Emmanuel, Harrisonburg	Joseph Paxton David Penrod	Delegate Alternate
Emmanuel, King George	John Meyers Charles Pasto	Delegate Alternate
Emmanuel, Middleburg	Kay Redditt Kimberly Davis	Delegate Alternate

Members of Annual Convention

Emmanuel, Rapidan	Ann Velez	Delegate
	Sherri Harding	Alternate
Emmanuel, Woodstock	Donald Halstead	Delegate
Emmanuel, Brook Hill, Richmond	Ben Cleary	Delegate
	Debbi Sharp	Alternate
Episcopal Church of the Epiphany, Herndon	Wilbert Forbes, Jr.	Delegate
	Michael Dickerson	Alternate
The Falls Church, Falls Church	Paul Rosbolt	Delegate
	Elizabeth Bass	Alternate
Farnham Church, Farnham	Edward Marks	Delegate
	Rebecca Marks	Alternate
The Fork Church, Doswell	Paul Newell**	Delegate
	Louise Smythe*	Alternate
Good Shepherd of-the-Hills, Boonesville	Donna Lyndon	Delegate
Grace and Holy Trinity, Richmond	Nancy Trego	Delegate
	Sara Jo Williams	Delegate
	Sheely Lord-Pawson	Alternate
Grace Church, Alexandria	Michael Jones	Delegate
	Jean Reed	Delegate
Grace Church, Berryville	Nadine Pluchinsky**	Delegate
	Carolyn Gordon*	Alternate
Grace Church, Bremono Bluff	No Delegate Elected	
Grace Church, Cassanova	No Delegate Elected	
Grace Church, Goochland	No Delegate Elected	
Grace Church, Kilmarnock	Olga Speck	Delegate
	Diane Ward	Delegate
Grace Church, Miller's Tavern	No Delegate Elected	
Grace Church, Stanardsville	Mary Hogge	Delegate
	Linda Robbins	Alternate
Grace Church, The Plains	Bruce LeLacheur	Delegate
Grace Church, Cismont, Keswick	Margaret Wachenfeld	Delegate
	Steve Wachenfeld	Alternate
Grace Memorial, Port Republic	Pat Holloway	Delegate
	Sam Batton	Alternate
Holy Cross Korean, Fairfax	Samuel DaeShik Shin	Delegate
Immanuel, King & Queen Court House	No Delegate Elected	
Immanuel Church-on-the-Hill, Alexandria	Everett Post**	Delegate
	Martha Manson	Delegate
	Rosi Urbine	Delegate
	Debbie Hewson*	Alternate
Immanuel, Old Church, Mechanicsville	Jeff Piland	Delegate
	Nerine Woodard	Alternate
Kingston Parish, Mathews	Josephine Thorpe	Delegate
	Mary Chapman	Alternate
La Iglesia de Cristo Rey, Arlington	Magda Castillo	Delegate
	Norka Antelo	Alternate
La Iglesia de San Jose, Arlington	Carla Paredes	Delegate
	Sonia Sevilla	Alternate
La Iglesia de San Marcos, Alexandria	Marta Pineda	Delegate
	Julia Robles	Alternate
La Iglesia de Santa Maria, Falls Church	Marilyn Mendoza	Delegate
	Marco Arze	Alternate

Members of Annual Convention

Leeds, Markham	Ursula Baxley	Delegate
	Penille Brandt	Alternate
Little Fork, Rixeyville	Evelyn Ruffin	Delegate
	Ellen Turner	Alternate
McIlhany Parish, Charlottesville	No Delegate Elected	
Meade Memorial, Alexandria	Thomas Jones	Delegate
	Nelson Greene, Jr.	Alternate
Meade Memorial, White Post	Virginia Mackay-Smith	Delegate
Olivet, Alexandria	R. Scott Caulkins	Delegate
	Jefferson Underwood	Alternate
Piedmont/Bromfield Parish, Madison	Beth Roireau	Delegate
	Carolyn Stanley	Alternate
Pohick, Lorton	John Pasour**	Delegate
	Rita Stankwitz	Delegate
	Donald Brownlee*	Alternate
St. Aidan's, Alexandria	Kathryn Coneway	Delegate
	Kimberly Martin	Alternate
St. Alban's, Annandale	Cathy 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
	Thomas Longin	Alternate
St. Andrew's, Marshall	No Delegate Elected	
St. Andrew's, Mt. Jackson	Alan Spear	Delegate
St. Andrew's, Richmond	Karen Salter	Delegate
St. Anne's, Reston	Katrina Alexander	Delegate
	Paul Jones	Delegate
	Sheila Sandford	Delegate
	Don Boileau	Alternate
	Tom Smith	Alternate
	Kathy Boileau	Alternate
St. Anne's Parish, Scottsville	No Delegate Elected	
St. Asaph's, Bowling Green	Kathy Hancock	Delegate
	Lynn Lenahan	Alternate
St. Barnabas, Annandale	Sharon Jones	Delegate
	Katherine Westerlund	Alternate
St. Bartholomew's, Richmond	Jill Wood	Delegate
	Ruth Jones	Alternate
St. Christopher's, Springfield	Evelyn Knox	Delegate
	Jim Bradshaw**	Delegate
	H. Donald Knox*	Alternate
	William Price	Alternate
St. David's, Ashburn	W. Michael Gibson	Delegate
	David Weitzel	Delegate
	Cory Brunet	Alternate
St. David's, Aylett	No Delegate Elected	
St. Dunston's, McLean	James Adams	Delegate
	David Lindsay	Alternate

Members of Annual Convention

St. Francis', Great Falls	Sarah Entsminger	Delegate
	Eric Larson	Delegate
	John Lowe	Alternate
St. Francis', Manakin-Sabot	Susan Kidd	Delegate
	Richard Walker	Alternate
St. Francis Korean, McLean	No Delegate Elected	
St. Gabriel's, Leesburg	Clair (Chuck) Mitchell	Delegate
	Cynthia Jones	Alternate
St. George's, Arlington	Bradford Hardin	Delegate
	Allison Otto	Delegate
	Michael Giaquinto	Alternate
	Melissa Burman	Alternate
St. George's, Fredericksburg	Charles Bullock	Delegate
	Janet Meredith	Delegate
	Ronald Tebutt	Delegate
	Chris Cook	Alternate
	Cynthia Helton	Alternate
	Casey Hu	Alternate
St. George's, Stanley	No Delegate Elected	
St. James', Leesburg	George Garlick	Delegate
	Sandra Garlick	Delegate
	Dorothy Brannock	Alternate
	Wayne Newell	Alternate
St. James', Louisa	John Plunkett	Delegate
	Anna Lou Flynn	Alternate
St. James', Montross	Bonnie Chandler	Delegate
	Ferdinand Chandler	Alternate
St. James', Warrenton	John Pearce	Delegate
	Bonnie Zacherle	Alternate
St. James the Less, Ashland	George Spagna	Delegate
	Janet Taylor	Alternate
St. James', Mt. Vernon, Alexandria	Stanley Dawson	Delegate
	Michael Morgan	Alternate
St. James's, Richmond	Wilson Trice**	Delegate
	Tom Baker	Delegate
	Margaret Crowley	Delegate
	Ron Odom	Delegate
	Janet Peyton	Delegate
	Richard Rumble	Delegate
	Michael Smith*	Alternate
	F. Willson Craigie	Alternate
	Nancy Rogers	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	Rick Demilio	Delegate
	Linda Verdery	Alternate
St. John's, King George	James Lynch, III**	Delegate
	Linda Kramer*	Alternate

Members of Annual Convention

St. John's, McLean	Katherine Armstrong**	Delegate
	James Howell	Delegate
	Margaret Keller	Delegate
	Kevin Swanson	Delegate
	Margaret Vanderhyc*	Alternate
St. John's, Richmond	Jane Hannicutt	Delegate
	Rita Driscoll	Alternate
St. John's, Tappahannock	Patricia Gallagher	Delegate
	Michael Rawlings	Alternate
St. John's, Warsaw	Courtenay Altaffer	Delegate
	Mary Lawton	Alternate
St. John's, West Point	Martha Edwards	Delegate
	Betty Jenkins	Alternate
St. John-the-Baptist, Ivy	June Tate	Delegate
	Michelle Sprouse	Alternate
St. Luke's, Remington	Kathlene Bilger	Delegate
	Maxwell Bowman	Alternate
St. Luke's, Simeon, Charlottesville	Judith Crosby	Delegate
	Mary Payne	Alternate
St. Luke's, Wellington, Alexandria	Robert Lamb	Delegate
	George Omohundro	Alternate
St. Margaret's, Woodbridge	Winifred Gilmore	Delegate
	Alton Tucker	Alternate
St. Mark's, Alexandria	W. Russell Bradley	Delegate
	Pamela Smith	Alternate
St. Mark's, Richmond	Patrick McDuff	Delegate
	Suzanne Long	Alternate
St. Martin's, Richmond	Susan Teachey	Delegate
St. Mary's, Arlington	G. Stephen Bevis	Delegate
	Paul Jones**	Delegate
	Diane Hellens	Delegate
	John Keith*	Alternate
	C. Michael Gilliland	Alternate
St. Mary's, Berryville	Edwina Mason	Delegate
	Mauita Powell	Alternate
St. Mary's, Colonial Beach	Erin Bartley	Delegate
	Janet Markwith	Alternate
St. Mary's, Goochland	Robin Lind	Delegate
	Elizabeth Rawles	Delegate
	Bruin Richardson III	Delegate
St. Mary's, Fleton, Reedville	No Delegate Elected	
St. Mary's, Whitechapel, Lancaster	Jane Fortin	Delegate
	William Pennell, Jr.	Alternate
St. Matthew's, Richmond	Louis Allin	Delegate
	Douglas LeBlanc	Delegate
	Lissa Powe-deFur	Alternate
St. Matthew's, Sterling	Fred Brittain	Delegate
	Barbara Thomas	Delegate
	Candace Timmons	Delegate
	Thomas Leary	Alternate
	Maria Palmer	Alternate
	Theresa Helein	Alternate



Members of Annual Convention

St. Michael's, Arlington	Terri Katon	Delegate
	Barbara Adams	Alternate
St. Patrick's, Falls Church	Kathy Oliver	Delegate
	Michael Knowles	Alternate
St. Paul's, Alexandria	James Morrell	Delegate
	Scott Broetzmann	Delegate
	David Brown	Delegate
	Larry Campbell	Delegate
	Karen Grane	Delegate
	Robert Long	Delegate
	Dale Allen	Alternate
	Robert O'Connell	Alternate
	Carole Cloyd	Alternate
	Sarah Bawcombe	Alternate
	Cathy Sachs	Alternate
	Dale Cloyd	Alternate
St. Paul's, Hanover	W. Hamilton Holloway II	Delegate
	Andrea Kent	Alternate
St. Paul's, Haymarket	Ruthie Cunningham	Delegate
	Jack Cunningham	Alternate
St. Paul's, Ivy	Kyle Enfield	Delegate
	Karen Lovegren Smith	Delegate
	Scott Gillespie	Alternate
	Scott Chirichetti	Alternate
St. Paul's, Miller's Tavern	Estalena Thomas	Delegate
St. Paul's, Richmond	Michelle Walker	Delegate
	Deborah Yoder	Delegate
	Edith Patterson	Alternate
St. Paul's, West Point	Lawrence Wood	Delegate
	Delilah Bell	Alternate
St. Paul's Memorial, Charlottesville	David Litherland	Delegate
	Mildred Robinson	Delegate
	Lloyd Snook	Alternate
	Michele Allen	Alternate
St. Paul's on-the-Hill, Winchester	W. Robert Lovan	Delegate
St. Paul's, Bailey's Crossroads, Falls Church	Caroline Kruger**	Delegate
	Greg King*	Alternate
St. Paul's, Ingham, Shenandoah	No Delegate Elected	
St. Paul's, Nomini Grove, Montross	Linda Hutt	Delegate
	Maria Clark	Alternate
St. Paul's, Owens, King George	No Delegate Elected	
St. Peter's, Arlington	William Montgomery	Delegate
	Kathleen O'Neill	Delegate
	Jack Schick	Delegate
	Patric Link	Alternate
St. Peter's, New Kent	Cynthia Rowles	Delegate
	May O'Leary	Alternate
St. Peter's, Port Royal	Susan Tilt	Delegate
	Boyd Wisdom	Alternate
St. Peter's, Richmond	Ronald Carey	Delegate
	Danny Dean	Alternate
St. Peter's, Purcellville	Judith Hall	Delegate

Members of Annual Convention

St. Peter's in the Woods, Fairfax Station	Karen Lund	Delegate
	Leonard LeRoy	Alternate
St. Peter's, Oak Grove	Tom Smallwood	Delegate
	Cyrus Murphy	Alternate
St. Philip's, Richmond	Maria Poindexter	Delegate
	Leslie Cunningham	Alternate
St. Stephen's, Catlett	Leslie Cox	Delegate
St. Stephen's, Culpeper	Troy Elliott	Delegate
	William Myers	Alternate
St. Stephen's, Heathsville	Sandra Kirkpatrick	Delegate
	Ben Green	Alternate
St. Stephen's, Richmond	Kathryn Angus	Delegate
	John Barr	Delegate
	Patsy Barr	Delegate
	Beverly Bates	Delegate
	John Bates	Delegate
	Jack W. Burtch	Delegate
	John McElroy	Delegate
	Charles Purrington	Delegate
	N. Pendleton Rogers	Delegate
	Mary Holly	Delegate
St. Stephen's & the Good Shepherd, Elkton	No Delegate Elected	
St. Thomas', McLean	Stephen Wickman	Delegate
St. Thomas', Orange	Isabel Carr**	Delegate
	Sunithi Gnanadoss	Alternate
St. Thomas', Richmond	Martha-Lyn Corner	Delegate
	Margaret Woody	Delegate
	Elizabeth Pearce	Alternate
St. Timothy, Herndon	Susy Nixon	Delegate
	Sandy Wright	Delegate
	Amy Hein	Alternate
Trinity, Arlington	Joy Warburton	Delegate
	Edward Phifer	Alternate
Trinity, Charlottesville	Amy Griffith	Delegate
	Stephanie Commander	Alternate
Trinity, Fredericksburg	Sarah Marcus	Delegate
	Harry Dickinson	Alternate
Trinity, Lancaster	Albert Pollard, Jr.	Delegate
	Christina Camarata	Alternate
Trinity, Manassas	Frank Walworth**	Delegate
	Pamela Cribbs	Delegate
	Anne Henry	Delegate
	Karen Bean*	Alternate
	Gregory Tardif	Alternate
	Peter Trapp	Alternate
Trinity, Upperville	Mark Thompson	Delegate
	Rebecca Hoecker	Alternate
Trinity, Washington	W. Michael Mahoney	Delegate
	Carolyn Emerick	Alternate
Varina, Richmond	John Austin	Delegate
	Kaaron Austin	Alternate

Members of Annual Convention

Vauter's, Loretto, Champlain	No Delegate Elected	
Ware, Gloucester	Peggy Moncure	Delegate
	Ann Brown	Alternate
Westover Church, Charles City	Sandy Copland	Delegate
	Albert Copland	Alternate
Wicomico Parish Church, Wicomico Church	Robert Powell	Delegate
	Michael Lennon	Alternate

**Lay Members *Ex Officio***

<i>Name</i>	<i>Church</i>	<i>Position</i>
J.P. Causey	St. John's, West Point	Chancellor
Emily Bennett	Collegiate Delegate, JMU	Collegiate Delegate
Jordan Cooke	Collegiate Delegate, VCU	Collegiate Delegate
Nathan Harpine	Collegiate Delegate, MWU	Collegiate Delegate
Lachlan Hassman	Collegiate Delegate, UVA	Collegiate Delegate
William Hayes	Collegiate Delegate, GMU	Collegiate Delegate
Sarah Paquette	Collegiate Delegate, UVA	Collegiate Delegate
Marissa Scholler	Collegiate Delegate, GMU	Collegiate Delegate
Stephanie Whitehouse	Collegiate Delegate, JMU	Collegiate Delegate
Jodie Pully	Grace & Holy Trinity, Richmond	ECW President
Jim Bailes	St. Mark's, Alexandria	Executive Board
Ann Brown	Ware, Gloucester	Executive Board
Steve Clifford	Christ Church, Spotsylvania	Executive Board
Chris Conrad	St. Andrew's, Burke	Executive Board
Rusty Copland	Westover, Charles City	Executive Board
Cynthia Dyson	St. Philip's, Richmond	Executive Board
Cindy McLaughlin	St. Barnabas', Annandale	Executive Board
Dawn McNamara	Grace & Holy Trinity, Richmond	Executive Board
Diane Miller	St. Timothy's, Herndon	Executive Board
Besty Anderson	St. Alban's, Annandale	Standing Committee
Brad Davenport	Grace & Holy Trinity, Richmond	Standing Committee
Roger Inger	St. Paul's on-the-Hill, Winchester	Standing Committee
Bill Pennell	St. Mary's, Whitechapel	Standing Committee
Helen Spence	St. Christopher's, Springfield	Standing Committee
Steve Wachenfeld	Grace, Cismont, Keswick	Standing Committee
Carolyne Ashton	St. Paul's, Owen, King George	Regional President
Sue Bland	St. Paul's, Richmond	Regional President
Rick Gibbs	St. Martin's, Richmond	Regional President
Jeff Guenther	Emmanuel, Woodstock	Regional President
June Huber	Grace, Alexandria	Regional President
Mickie Jones	St. Mark's, Richmond	Regional President
Joni Langevoort	Holy Comforter, Vienna	Regional President
Richard Randolph	Grace, Keswick	Regional President
Cady Soukup	Trinity, Washington	Regional President
Helen Spence	St. Christopher's, Springfield	Regional President
Deborah Taliaferro	St. Philip's, Richmond	Regional President
Doug Varner	St. Mark's, Alexandria	Regional President
Steve Walker	Cople Parish, Hague	Regional President
Peter Wehmann	St. Andrew's, Arlington	Regional President
Timothy Bellman	Youth Delegate, Region V	Youth Delegate
Megan Bower	Youth Delegate, Region XI	Youth Delegate
Graham Darcy	Youth Delegate, Region I	Youth Delegate
Aislinn Garcia	Youth Delegate, Region XIII	Youth Delegate
Laura Kirk	Youth Delegate, Region VII	Youth Delegate
Anne Penrod	Youth Delegate, Region XIV	Youth Delegate
Sophia Perry	Youth Delegate, Region V	Youth Delegate
Carter Pollard	Youth Delegate, Region II	Youth Delegate
Rebecca Shannon	Youth Delegate, Region IV	Youth Delegate
Margaret Wilson	Youth Delegate, Region II	Youth Delegate

# 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 the 223rd Annual Convention*

<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 (Transferred 1/1/2011)	Kentucky
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
Way, Peter T.	5/27/72	Ordained
Andersen, John D.	8/1/72	Connecticut
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	Convocation of Episcopal Churches in 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
Brookfield, Christopher M.	12/19/76	Ordained
Reeves, Jr., William	1/4/77	Southern Virginia

Clergy of the Diocese in Order of Reception

DeMott, Richard A.	1/31/77	Newark
Turnbull, Malcolm E.	6/4/77	Southwestern Virginia
Biddle III, Craig	8/1/77	Connecticut
Poist, David H.	9/1/77	Maryland
White, Harold N.	9/13/77	West Virginia
Jones, David C.	1/1/78	West Virginia
Klam, Warren P.	6/16/78	Ordained
Brake, Mary W.	8/18/78	Ordained
Nunn, Frances L.	10/14/78	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
Merrow, Andrew T. P.	6/7/81	Ordained
Goff, Susan E.	6/23/81	Newark
Hallock, Jr., Harold H.	9/1/81	Tennessee
Ward, Edwin M.	9/10/81	Connecticut
Miller, John E.	12/12/81	Ordained
Bryan, Jonathan R.	6/9/82	Ordained
Stribling, Anna J.	6/9/82	Ordained
Carter, J. Currie M.	6/15/82	Southern Virginia
Brown, Dwight L.	6/17/82	Western Massachusetts
Windel, Marian K.	6/28/82	Washington
Reiners, Jr., Alwin	11/20/82	Missouri
Siefferman, Norman C.	12/15/82	Atlanta
Smith, Thomas R.	4/21/83	Washington
Horne, Martha M. J.	6/11/83	Ordained
Maycock, Roma W.	6/11/83	Ordained
VanDevellder, Frank R.	6/14/83	Mexico
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
Chipps, 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

Clergy of the Diocese in Order of Reception

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
Robayo, Daniel D.	6/13/87	Ordained
Gray, Bruce A.	6/22/87	Albany
Davis, Alice D.	9/13/87	Maryland
Hatcher, Jr., John H.	10/1/87	Tennessee
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
Kempsell, 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
Blakemore, Barbara Keller	3/1/96	Southern Virginia



Clergy of the Diocese in Order of Reception

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	Received, Roman Catholic Church
Miller, Jr., Edward O.	10/18/96	Massachusetts
Hancock, Carol	11/22/96	Upper South Carolina
Spigner, Charles B.	11/22/96	Upper South Carolina
Packard, Laurence K.	1/1/97	Atlanta
Faeth, Margaret A.	1/7/97	Ordained
Jackson, C. Thomas	1/14/97	West Texas
Dunlap, G. Edward	1/25/97	Eastern Carolina
Crocker, Ronald	3/18/97	Rhode Island
Burk, William H.	5/5/97	Northern California
Levy, Sandra	5/30/97	Southwestern Virginia
Thompson, Carla E.	6/14/97	Ordained
Rahm, Kent	7/11/97	Long Island
Weatherly, John A.	7/15/97	East Carolina
deGavre, Susan W.	8/16/97	Pennsylvania
Schellenberg, Roger	9/1/97	Western Massachusetts
Parkinson, Caroline S.	9/18/97	Washington
Sturges, Kathleen M.	10/15/97	Olympia
Hummel, Thomas C.	12/26/97	Newark
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
Voorhees, Jonathan	8/6/99	Oregon
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

Clergy of the Diocese in Order of Reception

Skala, Kira	6/23/01	Ordained
Sheehan, John	6/23/01	Ordained
Packard, Jeffrey A.	7/30/01	Central Pennsylvania
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
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, Roger 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
Spanger, 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
Pruitt, Alonzo C.	2/25/04	Long Island
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
Rowe, Grayce O'Neill	1/12/05	North Carolina
Bailey, S. Abbott	6/18/05	Ordained
Davila, Mary F.	6/18/05	Ordained
Gaventa, Sarah Kinney	6/18/05	Ordained
Lloyd, Lucia	6/18/05	Ordained

Clergy of the Diocese in Order of Reception

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	El 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
Wellford, Eleanor L.	6/24/06	Ordained
Strawbridge, Jennifer	6/29/06	Southwestern Virginia
Cadaret, J. Michael	7/6/06	Florida
Chadwick, Leslie	8/1/06	Georgia
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
Blanchard, Louise	6/16/07	Ordained
Han, Heewoo Daniel	6/16/07	Ordained
Holland, C. Lynn	6/16/07	Ordained
Polsodolt, 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
Trogon, 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
Ledgerwood, Mary Jayne	10/23/08	Maryland
Adams-Riley, Wallace	10/28/08	Florida
Eberle, William	1/1/09	Central Pennsylvania
Jenkins, Kathryn	5/4/09	Southern Virginia
Kuratko, Ryan	5/28/09	Northwest Texas
Montgomery, Jennifer	6/3/09	Central New York
Pulimootil, Cherian	6/6/09	Ordained
Thorpe, Mary	6/6/09	Ordained

Clergy of the Diocese in Order of Reception

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
Paradine, Philip	1/18/10	Southwestern Virginia
Coupland, Geoffrey	12/8/09	West Virginia
Asonye, Collins	3/29/10	Ohio
Clark, Constance	4/30/10	Wyoming
Garcia, Christopher	6/5/10	Ordained
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
Murphy, Linda	2/5/11	Ordained
Emerson, Mary Beth	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
Cady, Donald	2/11/12	Ordained
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

Clergy of the Diocese in Order of Reception

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, Jr., James H.	11/27/12	Southeast Florida
Germino, Carmen C.	11/28/12	Connecticut
Hooker, Alan B	12/19/12	Southern Virginia
Wingo, Patrick J.	1/8/13	Alabama
Shelton, Benson E.	1/22/13	Southwestern Virginia
Wingo, Sara-Scott	1/22/13	Alabama
McCoart, Charles C.	2/9/13	Received, Roman Catholic Church
Beane, Emmetri M.	2/23/13	Ordained
Chirico, Carey	2/23/13	Ordained
Hanback, Holly	2/23/13	Ordained
Higgins IV, Harrison	2/23/13	Ordained
Jones, Ed	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
Yung, Bernard Y.	6/8/13	Ordained
Barker, Gary J.	6/11/13	Southern Virginia
Riffie, Charles Alexander	6/26/13	Albany
Higgins, Jeffrey	7/27/13	Ordained
Maher, John F.	8/1/13	Arizona
Sullivan, Rosemary G.	9/25/13	Washington
Melton, Brent A.	10/8/13	East Carolina
McKinney, Catherine R.	11/4/13	Southern Virginia
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
VanDeventer, Heather A.	12/10/13	Chicago
Feather, Mark R.	1/23/14	Kentucky
Alexander, Jr., J. Randolph	1/23/14	New York
Tomlinson, Elizabeth W.	2/22/14	Ordained
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
Schroeder, Bernie	8/2/14	Ordained
White, Dorothy A.	9/13/14	Ordained
Peel, Margaret	12/2/14	Tennessee
Hensley, Jr., Joseph H.	1/21/15	North Carolina
Watson, Clyde	3/15/15	Restored
MacDonald, Susan	3/19/15	West Virginia
Tomlin, Kyle	6/5/15	Pennsylvania
Guffey, Emily	6/6/15	Ordained

Clergy of the Diocese in Order of Reception

Ivatts, Justin	6/6/15	Ordained
Pratt, Grace King	6/6/15	Ordained
Miller, Christopher	6/6/15	Ordained
Samilio, Jamie S.	6/6/15	Ordained
Shellito, John	7/22/15	New Hampshire
Nash, Penny	10/10/15	Southern Virginia
Smith Graham, Shirley	10/26/15	Southern Virginia
Thomas, Elaine Ellis	11/11/15	Central Pennsylvania
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
Hutcherson, Brian	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
Colvin, Sarah	8/15/16	Washington
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
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
Bascom, Joshua C.	6/10/17	Ordained
Cutshall, Jason	6/10/17	Ordained
Devine, Taylor	6/10/17	Ordained
Dougherty, Katherine	6/10/17	Ordained
Erdeljon, Lisa	6/10/17	Ordained
Leonard, Jaime	6/10/17	Ordained
Maxfield-Steele, Erin M. J.	6/10/17	Ordained
Packard, William	6/10/17	Ordained
Rhodes, Matthew	6/10/17	Ordained
Spoon, Bryan	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	10/31/17	Massachusetts
McCard, John	10/31/17	Atlanta

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

*Since the 222nd Annual Convention.*

<i>Priest</i>	<i>Date of Transfer</i>	<i>Transferred to</i>
Sulerud, Mary Catherine	1/31/17	Maryland
Logan, George Willis	4/26/17	Southwestern Virginia
Gibson, Catharine	5/1/17	Washington
MacPhail, Karin	6/23/17	Southwestern Virginia
Moronta, Adolfo	8/18/17	New York
Thomas, Sherry Hardwick	8/23/17	Connecticut
Casson, Jordan	8/30/17	Pennsylvania
Moore, Daniel	10/9/17	Pennsylvania
Buchanan, Susan	10/19/17	Western North Carolina
Coffey, Bridget	10/24/17	Ohio
Hartl, Konrad Palmer	10/26/17	Pennsylvania

## Clergy who have died

*Since the 222nd Annual Convention.*

Burgoyne, Douglas	2/5/17
Cooke, Bruce	3/6/17
Grumbine, Ernest E.	5/22/17
Bitsberger, Donald	7/5/17
Newman, Murray	8/3/17
Glover, John	10/26/17

## Clergy who have been removed

*Since the 222nd Annual Convention.*

None





# Necrology

**THE REV. DONALD EDWARD BITSBERGER**

May 4, 1928 – July 5, 2017

The Rev. Donald E. Bitsberger, a retired priest of the Diocese of Virginia, died in his sleep at his Bethesda, Maryland, home July 5, 2017.

Born in Fort Wayne, Indiana, he graduated from Yale University in 1950 and received his MDiv from the Episcopal Divinity School, Cambridge, Massachusetts, in 1953. Mr. Bitsberger was ordained to the diaconate July 13, 1953, and to the priesthood May 1, 1954, by the Rt. Rev. William A. Lawrence, Bishop of the Diocese of Massachusetts.

In 1954, Mr. Bitsberger commenced his ministry in Japan, serving in a number of roles and parishes throughout the country including implementing relief efforts through the Church World Services and as Associate Director of The Japan Church World Service. In 1961, he returned to New York City and was appointed Personnel Secretary of the Overseas Department of the Episcopal Church. He returned to parish ministry as Rector of Church of the Redeemer, Chestnut Hill, Massachusetts, 1968-1987; Associate Rector, Christ Church, Alexandria, 1990-1992; Interim, St. Patrick's, Washington, DC, 1993-1994; Assistant, Our Saviour, Silver Spring, Maryland, 1998-2004. His other ministries in the Episcopal Church included service on the General Board of Examining Chaplains, 1976-1985; President, Evangelical Education Society, 1987-1993; Associate Faculty, College of Preachers, Washington, DC, 1989-2008; Trustee and Vice Chairman of the Church Pension Fund, 1994-1997; and General Convention Deputy from the Diocese of Massachusetts, 1976, 1979, 1985.

Mr. Bitsberger is survived by his beloved wife of 20 years, Diane Hendricks Bitsberger; his children Martha and Tim; his stepson Jimi Hendricks; and six grandchildren.

His funeral service took place at St. Patrick's, Washington, DC, on July 23, 2017, at 1 p.m.



**THE REV. DOUGLAS GRAY BURGOYNE**

July 24, 1930 – February 5, 2017

The Rev. Douglas G. Burgoyne, retired priest of the Diocese of Virginia, died at his Richmond home after a 16-month battle with cancer.

Born in Orange, New Jersey, he grew up in New York City and graduated from Williams College in 1952. After an initial career with the Insurance Company of North America and two years of service in the United States Coast Guard, he received the call to the ordained ministry and graduated from the Episcopal Theological School, Cambridge, Massachusetts, in 1958. Mr. Burgoyne was ordained to the diaconate May 31, 1958, by the Rt. Rev. William A. Lawrence, Bishop of the Diocese of Western Massachusetts, and to the priesthood December 1, 1958, by the Rt. Rev. Lane W. Barton, Bishop of the Missionary District of Eastern Oregon, now the Diocese of Eastern Oregon.

Mr. Burgoyne first ministered as Rector of St. Matthew's, Ontario, Oregon, 1958-1964; which was followed by positions as Rector of St. John's, Williamstown, Massachusetts, 1964-1975; and Rector of St. Andrew's, Newport News, Virginia, 1975-1991. Called to the rectorship of All Saints, Richmond, in 1992, the remainder of his ministry took place in the Diocese of Virginia. Although he retired from All Saints and full-time work in 2000, he continued part-time ministry as Interim Rector, St. Martin's, Richmond, 2001-2004; Interim Rector, St. James the Less, Ashland, 2005-2007; Associate, St. James's, Richmond, 2007-2011; and supply priest to various congregations, 2011-2014. He fully retired from active ministry on August 31, 2014. He also served as a Deputy to General Convention of the Episcopal Church, in 1970 and 1973 for the Diocese of Western Massachusetts, and 1982 and 1984 for the Diocese of Southern Virginia. Mr. Burgoyne was also nominated for Bishop of a number of eastern United States dioceses, including the Diocese of Virginia in 1984.

Mr. Burgoyne is survived by Joanna Cutter Turner Burgoyne, his dear wife of 64 years; their surviving children Doug and Robert; 10 grandchildren; and 6 great grandchildren. His son, David, predeceased him in 2009, as did an infant daughter, Cathy, who died shortly after birth in 1958.

His funeral service took place Thursday, February 16, at 11 a.m. at All Saints, Richmond, with private burial at Westhampton Memorial Park, Richmond.



**THE REV. BRUCE HENRY COOKE**

June 14, 1923 – March 6, 2017

The Rev. Bruce H. Cooke, retired priest canonically resident in the Diocese of Virginia, died March 6, 2017 at University Place Retirement Community, West Lafayette, Indiana.

Born in Flint, Michigan, he served in the U.S. Army Air Corps during World War II and graduated from the University of Michigan in 1946. Receiving a call to the ordained ministry, he received his STM from the Episcopal Divinity School, Cambridge, Massachusetts in 1949. Mr. Cooke was ordained to the diaconate July 24, 1949, and to the priesthood February 3, 1950, by the Rt. Rev. Richard S. M. Emrich, Bishop of the Diocese of Michigan.

Before being called to Virginia, Mr. Cooke served in congregations in Michigan, Wyoming, Missouri and Iowa, including ministry as Dean of Trinity Cathedral, Davenport, Iowa, 1969-1973. Simultaneously, he served as a chaplain in the U.S. Air Force Reserve, 1957-1986, rising to the rank of Brigadier General. He was called to the Diocese of Virginia to serve as Assistant Rector of St. Peter's, Arlington. Following retirement from St. Peter's as well as the full-time ministry, he relocated to Smith Mountain Lake in the Diocese of Southwestern Virginia. From 1988-1991 he ministered there in Trinity Ecumenical Parish, helping to establish an Episcopal-Lutheran-Presbyterian congregation. In 2009 he moved to West Lafayette, Indiana.

Mr. Cooke is survived by Janice Mullen Cooke, his beloved wife of 33 years; Alison Lantz, Bruce Cooke, Dana Cooke, Kristin Crafton and Katrina Loving, children with his first wife, Betty Lou Jockwig Cooke; stepchildren David Warner, Judith Warner and Carol Golder; 19 grandchildren; and 9 great grandchildren.

His memorial service was held at University Place Retirement Home, West Lafayette, Indiana, on Saturday, March 11, 2017, at 2 p.m. The interment of his ashes took place Saturday, March 18, 2017, at 10 a.m. at Bruce H. Cooke Memorial Garden, Trinity Ecumenical Parish, Moneta, Virginia.



**MRS. MARY JANE NELSON ELLSWORTH**

July 3, 1934 – September 18, 2017

Mrs. Mary Jane N. Ellsworth, widow of the Rev. John Gardner Ellsworth, a priest of the Diocese of Virginia, died in Charlottesville September 18, 2017.

Born in Danville and a 1956 graduate of the College of William and Mary, she married John G. Ellsworth, accompanying him to the Episcopal Theological School, Cambridge, Massachusetts, from which he graduated in 1960. From 1961-1965, the Ellsworth family lived in Brazil, where he was a missionary and Priest-in-Charge of Holy Trinity, Pernambuco. Returning to the United States in 1965, the remainder of Mr. Ellsworth's ministry was in the Diocese of Virginia. After ministering as Assistant Rector at St. Stephen's, Richmond, they relocated to Charlottesville, where he enrolled in graduate work at the University of Virginia. Ultimately, Mr. Ellsworth became an Assistant Librarian in Spanish and Portuguese acquisitions at Alderman Library, but continued to minister on a part-time basis at churches in the vicinity of Charlottesville including Grace, Bremono Bluff; Incarnation, Mineral; and St. Paul's Memorial, Charlottesville. After Mr. Ellsworth's death in 1982, Mrs. Ellsworth remained in Charlottesville, finding a place of special meaning and connection to her Episcopal family during her annual trips to Shrine Mont.

Mrs. Ellsworth is survived by her children David, Andrew and Marcia; and five grandchildren.

Her memorial service was held Saturday, December 2, 2017, at 2 p.m. at St. Paul's Memorial, Charlottesville.



**THE REV. JOHN FREDERICK GLOVER**

August 31, 1936 – October 26, 2017

The Rev. John F. Glover, retired priest of the Diocese of Virginia, died at Sentara RMH Medical Center in Harrisonburg on October 26, 2017.

Born in Charleston, West Virginia, and educated at Marshall University, he originally served in the Baptist Church, 1959-1964. Earning his divinity degree from Colgate Rochester Crozer Divinity School in 1962, he was ordained to the diaconate March 11, 1965, and to the priesthood August 6, 1965, by the Rt. Rev. Wilburn C. Campbell, Bishop of the Diocese of West Virginia.

Mr. Glover originally ministered in the Diocese of West Virginia, serving as Rector, St. Paul's, Weston, 1964-1967; Rector, Trinity, Morgantown, 1967-1976; and Canon to the Ordinary, 1976-1981. After ministering as Rector at Christ Church, Austin, Texas, 1981-1989, he was called to Emmanuel, Harrisonburg, where he served as Rector from 1989 until his retirement in 2002. During his retirement, he was a supply priest at Good Shepherd, Folley Mills, Diocese of Southwestern Virginia, and drove a city bus in the City of Harrisonburg, where he ministered to his passengers.

He is survived by Susan Beth Trimble, his beloved wife of 36 years; two sons, Charles and Bradley; six grandchildren; and one great grandchild.

A memorial service for Mr. Glover was held on Wednesday, November 1, 2017, at 1 p.m., officiated by the Rt. Rev. David C. Jones, Retired Bishop Suffragan, Diocese of Virginia.



**THE REV. EUGENE EDMUND GRUMBINE, SR.**

October 26, 1925 – May 22, 2017

The Rev. Eugene E. Grumbine, Sr., retired priest of the Diocese of Virginia, died in his sleep in Richmond on May 22, 2017.

Born in Chicago, Illinois, and a U.S. Navy veteran, he graduated from Bexley Hall Theological Seminary, Gambier, Ohio, in 1960. Mr. Grumbine was ordained to the diaconate June 28, 1960, by the Rt. Rev. Frederick D. Goodwin and to the priesthood July 8, 1961, by the Rt. Rev. Robert Fisher Gibson, Jr., each Bishop of Virginia at the time of the ordination.

Mr. Grumbine's entire ministry was within the Diocese of Virginia, serving as Associate Rector, Holy Comforter, Vienna, 1960-1961; Assistant Rector, St. James's, Richmond, 1961-1963, charged with the establishment of the mission St. Martin's, Richmond; Priest-in-Charge, St. Martin's, Richmond, 1963-1971; Rector, Our Saviour, Sandston, 1971-1973; and Vicar, Incarnation, Mineral, 1974-1986.

He is survived by his son, Gordon, 2 granddaughters and one great-granddaughter; and was predeceased by his wife and childhood sweetheart Maryliane Frillman Grumbine in 1968; by his son Eugene, Jr. in 2006; and his son Mark in 2007.

Mr. Grumbine's funeral was held at St. Martin's, Richmond, on June 9, 2017, at 11 a.m.



**MRS. VIRGINIA “GINNY” CLARK ISMAY**

July 15, 1922 – July 17, 2017

Mrs. Virginia C. Ismay, widow of the Rev. R. Robert Ismay, former priest of the Diocese of Virginia, died July 17, 2017, at The Orchard Assisted Living Community in Warsaw, Virginia.

Born in Philadelphia, Pennsylvania, and the daughter of a Baptist minister, she graduated from Westminster Choir College, Princeton, New Jersey, and earned a Master’s in Education at the University of Virginia in 1971.

In 1947, she married R. Robert Ismay, a Methodist Minister, 1938-1956. He was ordained to the Episcopal diaconate June 21, 1957, and to the priesthood, May 1, 1958, by the Rt. Rev. Lauriston L. Scaife, Bishop of the Diocese of Western New York. Before coming to Virginia, he ministered as Vicar of St. Alban’s, Silver Creek, New York, 1957-1958; Associate Rector, Our Saviour, Washington, DC, 1958-1961; and Rector, St. Andrew’s, Princess Anne, Maryland, 1961-1966. Coming to the Diocese of Virginia in 1966, Mr. Ismay served as Assistant Rector of The Falls Church, Falls Church, 1966-1967; Priest-in-Charge, Good Shepherd of the Hills, Boonesville, Buck Mountain, Earlysville, Good Shepherd, Hickory Hill, and Grace, Red Hill, 1967-1969; and Vicar, McIlhany Parish, 1969-1976.

Mrs. Ismay followed her own career as a musician and a social worker. She served at a number of churches as a Minister of Music, and as a social worker she worked at Towers Hospital, Charlottesville, before working for Madison County. The Ismays retired to the Northern Neck in the latter 1970s, first to Lancaster County, then to Tappahannock.

Mrs. Ismay is survived by her sons Roderick and John, but was predeceased by her son Edward in 1987 and her husband Robert in 2002.

Her memorial service was held Saturday, August 12, 2017, at 11 a.m. at Beale Memorial Baptist Church, Tappahannock.





**THE REV. MURRAY LEE NEWMAN, JR.**

August 22, 1924 – August 3, 2017

The Rev. Murray L. Newman, Jr., retired priest of the Diocese of Virginia, died August 3, 2017.

Born in Checotah, Oklahoma, he received his BA in English Literature in 1946 and his MA in New Testament in 1947 from Phillips University, Enid, Oklahoma. Originally ordained in the Disciples of Christ Church, he was received by the Episcopal Church while pursuing a Th.D. in Old Testament at Union Theological Seminary, New York City, and was ordained to the diaconate January 29, 1956, and to the priesthood September 26, 1956, by the Rt. Rev. William A. Lawrence, Bishop of the Diocese of Western Massachusetts. His Th.D. from Union Theological Seminary was completed in 1960.

From 1955-1996, Dr. Newman served on the faculty of Virginia Theological Seminary as Professor of Old Testament, teaching generations of Episcopal clergy and lay leaders. Particularly interested in the early Mosaic period of the Old Testament, he published numerous scholarly articles and pamphlets, as well as *The People of the Covenant: A Study of Israel from Moses to the Monarchy* (1962). In addition, he regularly taught in the VTS Lay School of Theology and alternated with other VTS faculty in leading the annual study tour of the Holy Land based at St. George's College, East Jerusalem, the latter leading him to become a teacher and advocate of peace and justice for the Palestinians. Retiring in 1996, he relocated to Collington Retirement Community, Mitchellville, Maryland, in 2002.

Mr. Newman is survived by Janice Hood Newman, his beloved wife of 71 years; their children Lee, Nancy, Martin and Judith; and five grandchildren.

His funeral service was held January 2, 2018, at 2 p.m. at Immanuel Chapel, Virginia Theological Seminary, followed by a brief service of internment in the VTS Cemetery.



**THE REV. DAVID MAXWELL WARNER**

February 12, 1931 – January 1, 2017

The Rev. David M. Warner, retired priest of the Diocese of Virginia, died at his Richmond home, Sunday, January 1, 2017.

Born in Denver, Colorado, he graduated from the University of Denver in 1952, and earned his divinity degree at the Seabury-Western Theological Seminary in 1955. Mr. Warner was ordained to the Diaconate June 29, 1955, and to the priesthood January 25, 1956, by the Rt. Rev. Joseph S. Minnis, Bishop of the Diocese of Colorado.

Before coming to the Diocese of Virginia, Mr. Warner served in congregations in Colorado and Utah. In 1974 he accepted a call to the rectorship of Christ Ascension, Richmond, where he ministered until 1994. After retirement, he served as a, interim rector for many congregations, including Emmanuel, Brook Hill, Richmond, 1994; three small churches near Cambridge, England, 1994-1995; Aquia, Stafford, 1994-1996; St. David's, Aylett, 2000-2001; and St. Paul's, Owens, King George, 2002-2004.

He is survived by his beloved wife of 23 years, Penelope G. Warner; five children, David Warner, Christopher Warner, Mark Warner, Martha Fowles and Diana Denton; three stepchildren, Camille Havelka, William Shuff and Suzanne O'Hara; sixteen grandchildren; and two great grandchildren. His first wife of forty years, Rosanna Milner Warner, predeceased him in 1993.

The funeral liturgy for Mr. Maxwell was held Thursday, January 5, 2017, at 1:30 p.m. at Emmanuel, Brook Hill, Richmond, with burial in the cemetery behind the church.



# Alphabetical Listing of Churches and Missions

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

### Churches

<i>Church</i>	<i>Location</i>	<i>Region</i>
Abingdon Church	White Marsh	02
All Saints Church	Richmond	12
All Saints Sharon Chapel	Alexandria	06
Aquia Church	Stafford	01
Calvary Church	Front Royal	14
Christ Ascension Church	Richmond	11
Christ Church	Alexandria	04
Christ Church	Charlottesville	15
Christ Church	Glen Allen	12
Christ Church	Gordonsville	15
Christ Church	Luray	14
Christ Church	Spotsylvania	01
Christ Church	Winchester	14
Christ Church Parish	Saluda	02
Church of Our Redeemer	Aldie	13
Church of Our Saviour	Charlottesville	15
Church of St. Clement	Alexandria	04
Church of the Creator	Mechanicsville	11
Church of the Epiphany	Richmond	11
Church of the Good Shepherd	Burke	07
Church of the Holy Cross	Dunn Loring	05
Church of the Messiah	Fredericksburg	01
Church of the Resurrection	Alexandria	04
Church of the Spirit	Alexandria	06
Cople Parish	Hague	02
Cunningham Chapel Parish	Millwood	14
Emmanuel Church	Alexandria	04
Emmanuel Church	Delaplane	13
Emmanuel Church	Greenwood	15
Emmanuel Church	Harrisonburg	14
Emmanuel Church	King George	01
Emmanuel Church	Middleburg	13
Emmanuel Church	Woodstock	14
Emmanuel Church	Rapidan	01
Emmanuel Church	Richmond	11
Grace & Holy Trinity Church	Richmond	10
Grace Church	Alexandria	04
Grace Church	Berryville	14
Grace Church	Casanova	13
Grace Church	Goochland	12
Grace Church	Kilmarnock	02
Grace Church	The Plains	13
Grace Church	Keswick	15
Grace Memorial Church	Port Republic	14
Holy Comforter Church	Richmond	10
Holy Comforter Church	Vienna	05

Alphabetical Listing of Churches and Missions

<i>Church</i>	<i>Location</i>	<i>Region</i>
Immanuel Church Old Church	Mechanicsville	11
Immanuel Church-on-the-Hill	Alexandria	04
Kingston Parish	Mathews	02
Leeds Church	Markham	13
Little Fork Church	Rixeyville	01
Meade Memorial Church	Alexandria	04
North Farnham Parish	Farnham	02
Olivet Church	Alexandria	06
Piedmont/Bromfield Parish	Madison	01
Pohick Church	Lorton	06
St. Aidan's Church	Alexandria	06
St. Alban's Church	Annandale	08
St. Andrew's Church	Ada	13
St. Andrew's Church	Arlington	03
St. Andrew's Church	Burke	07
St. Andrew's Church	Mount Jackson	14
St. Andrew's Church	Richmond	10
St. Anne's Church	Reston	05
St. Anne's Parish	Scottsville	15
St. Asaph's Church	Bowling Green	01
St. Barnabas' Church	Annandale	08
St. Bartholomew's Church	Richmond	12
St. Christopher's Church	Springfield	07
St. David's Church	Ashburn	13
St. Dunstan's Church	McLean	05
St. Francis Church	Great Falls	05
St. George's Church	Arlington	03
St. George's Church	Fredericksburg	01
St. James Church	Louisa	01
St. James' Church	Leesburg	13
St. James' Church	Montross	02
St. James' Church	Warrenton	13
St. James' Church Mount Vernon	Alexandria	06
St. James the Less Church	Ashland	11
St. James's Church	Richmond	10
St. John's Church	Arlington	03
St. John's Church	Centreville	07
St. John's Church	King George	01
St. John's Church	McLean	05
St. John's Church	Richmond	09
St. John's Church	Tappahannock	02
St. John's Church	Warsaw	02
St. John's Church	West Point	02
St. Luke's	Alexandria	06
St. Luke's	Charlottesville	15
St. Margaret's Church	Woodbridge	06
St. Mark's Church	Alexandria	06
St. Mark's Church	Richmond	10
St. Martin's Church	Richmond	12
St. Mary's Church	Arlington	03
St. Mary's Church	Berryville	14

Alphabetical Listing of Churches and Missions

<i>Church</i>	<i>Location</i>	<i>Region</i>
St. Mary's Church	Colonial Beach	01
St. Mary's Church	Reedville	02
St. Mary's Church	Richmond	12
St. Mary's Whitechapel Church	Lancaster	02
St. Matthew's Church	Richmond	12
St. Matthew's Church	Sterling	13
St. Michael's Church	Arlington	03
St. Patrick's Church	Falls Church	08
St. Paul's Church	Alexandria	04
St. Paul's Church	Falls Church	08
St. Paul's Church	Hanover	11
St. Paul's Church	Haymarket	13
St. Paul's Church	Ivy	15
St. Paul's Church	King George	01
St. Paul's Church	Millers Tavern	02
St. Paul's Church, Nomini Grove	Warsaw	02
St. Paul's Church	Richmond	09
St. Paul's on-the Hill	Winchester	14
St. Paul's Memorial Church	Charlottesville	15
St. Peter's Church	Arlington	03
St. Peter's Church	New Kent	09
St. Peter's Church	Oak Grove	02
St. Peter's Church	Port Royal	01
St. Peter's Church	Purcellville	13
St. Philip's Church	Richmond	11
St. Peter's in the Woods Church	Fairfax Station	07
St. Stephen & The Good Shepherd Church	Elkton	14
St. Stephen's Church	Catlett	13
St. Stephen's Church	Culpeper	01
St. Stephen's Church	Heathsville	02
St. Stephen's Church	Richmond	12
St. Thomas Church	McLean	05
St. Thomas' Church	Richmond	11
St. Thomas's Church	Orange	15
St. Timothy's Church	Herndon	05
The Falls Church Episcopal	Falls Church	08
The Fork Church	Doswell	11
Trinity Church	Arlington	03
Trinity Church	Fredericksburg	01
Trinity Church	Lancaster	02
Trinity Church	Manassas	07
Trinity Church	Upperville	13
Trinity Church	Washington	13
Vauter's Church	Champlain	01
Ware Church	Gloucester	02
Westover Church	Charles City	09
Wicomico Parish Church	Wicomico Church	02

## 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	2
St. James'	Tidwells	2
Yeocomico	Tucker Hill	2
<b>Cunningham Chapel Parish</b>		
Christ Church	Millwood	14
Emmanuel	Boyce	14
Old Chapel	Millwood	14
<b>Hanover with Brunswick Parish</b>		
Emmanuel	King George	1
St. John's	King George	1
Lamb's Creek	King George	1
<b>Kingston Parish</b>		
Christ Church	Mathews	2
Trinity	Mathews	2
<b>McIlhany Parish</b>		
Good Shepherd, Church of the	Hickory Hill	15
Grace Church	Red Hill	15
<b>Piedmont Parish</b>		
Emmanuel Parish	Delaplane	13
Trinity	Marshall	13
<b>St. Anne's Parish</b>		
Christ Church	Glendower	15
St. John's	Scottsville	15
St. Stephen's	Esmont	15

## Diocesan Missions

<i>Name</i>	<i>Location</i>	<i>Region</i>
All Souls Church	Mechanicsville	11
Buck Mountain Church	Earlsville	15
Calvary Church	Hanover	11
Christ Church	Brandy Station	01
Christ Church, Lucketts	Leesburg	13
Church of Our Saviour	Montpelier	11
Church of the Good Shepherd	Bluemont	14
Church of the Holy Cross	Batesville	15
Church of the Incarnation	Mineral	01
Epiphany Church	Oak Hill	05
Good Shepherd of the Hills Church	Boonesville	15
Grace Church	Bremo Bluff	15
Grace Church	Millers Tavern	02
Grace Church	Stanardsville	15
Holy Cross Korean Church	Falls Church	08
Immanuel Church	King & Queen Court House	02
La Iglesia de Cristo Rey	Arlington	03
La Iglesia de San Jose	Arlington	03
La Iglesia de San Marcos	Alexandria	06
La Iglesia de Santa Maria	Falls Church	08
McIlhany Parish	Charlottesville	15
Meade Memorial Church	White Post	14
St. Andrew's Church	Marshall	13
St. David's Church	Aylett	11
St. Francis' Church	Manakin Sabot	12
St. Francis Korean Church	McLean	05
St. Gabriel's Church	Leesburg	13
St. George's Church, Pine Grove	Stanley	14
St. John the Baptist	Charlottesville	15
St. John's Church	Columbia	12
St. Luke's Church	Remington	13
St. Paul's Church	West Point	02
St. Paul's Church, Ingham	Shenandoah	14
St. Peter's Church	Richmond	09
Trinity Church	Charlottesville	15
Varina Church	Henrico	09



## 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	13
Holy Cross, Church of the Founding Church: Emmanuel, Greenwood	Batesville	15
St. Gabriel's Church Founding Church: St. James', Leesburg	Leesburg	13
St. Luke's Church Founding Church: Christ Church, Charlottesville	Simeon	15

## Existing Churches not having Weekly Services

<i>Church</i>	<i>Location</i>	<i>Region</i>
All Saints'	Albemarle	15
Christ Church	Lancaster	2
Clifton Chapel	Stafford	1
Grace	Caroline	1
Graves Chapel	Madison	15
Lambs Creek	King George	1
Old Chapel	Millwood	14
Old St. John's	King William	2
Our Saviour	Fauquier	13
St. James' Chapel	Albemarle	15
St. John's Chapel	Louisa	1
St. Martin's	Doswell	11
St. Paul's	Culpeper	1
Trinity	Beaverdam	11
Wickliffe	Clarke	14

## Churches Used by Other Communion

<i>Church</i>	<i>Location</i>	<i>Region</i>
All Saints'	Culpeper	1
St. John's	Spotsylvania	1
St. Margaret's	Caroline	1
Trinity	Mathews	2

## Diocesan Schools

<i>School</i>	<i>Location</i>	<i>Region</i>
Christchurch School	Christchurch	2
St. Catherine's School	Richmond	12
St. Christopher's School	Richmond	12
St. Margaret's School	Tappahannock	2
St. Stephen's & St. Agnes School	Alexandria	4
Stuart Hall School	Staunton	

## Other Schools

<i>School</i>	<i>Location</i>	<i>Region</i>
Episcopal High School	Alexandria	4
The Protestant Episcopal Theological Seminary in Virginia	Alexandria	4

## Diocesan Centers

<i>Center</i>	<i>Location</i>	<i>Region</i>
The Mayo Memorial Church House	Richmond	10
Virginia Diocesan Center at Roslyn	Richmond	12
Shrine Mont Conference Center	Orkney Springs	14

## Diocesan Homes

<i>Home</i>	<i>Location</i>	<i>Region</i>
Goodwin House West	Falls Church	8
Goodwin House	Alexandria	4
Westminster-Canterbury of Richmond	Richmond	11
Westminster-Canterbury of the Blue Ridge	Charlottesville	15
Westminster-Canterbury of the Rappahannock	Irvington	2
Shenandoah Valley Westminster-Canterbury	Winchester	14

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

No floor amendment to the proposed budget will be considered unless the subject matter of the proposed amendment has been presented 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.
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

## Rules of Order

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 223<sup>rd</sup> Annual Convention



**“To You All Hearts Are Open”**

The 223<sup>rd</sup> Annual Convention of the Episcopal Diocese of Virginia  
Christ Church, Glen Allen, VA  
Saturday, November 4, 2017

**AGENDA**

- 7:30 a.m. Registration Opens
- 8:00 Resolutions Open Hearing
- 9:30 Call to Order  
Invocation  
Adoption of Rules of Order  
Adoption of Program  
Appointment of Parliamentarian, Secretary and Assistant Secretaries  
Appointment of Committees of Convention  
Report of Credentials Committee  
Determination of Quorum  
Call for Additional Resolutions, Canonical Amendments  
Ballot for Standing Committee  
Introduction of New Clergy and Candidates for the Priesthood
- 10:10 Bishop’s Pastoral Address  
Bishop Todd Ousley’s presentation on the process of selecting a new Bishop  
Report from the Bishop Suffragan
- 11:40 Open Hearings for Budget
- 11:40 Lunch
- 12:00 p.m. Conversation regarding 79<sup>th</sup> General Convention in Austin in July 2018 with  
General Convention Deputation
- 1:00 Report of the Committee on Resolutions
- 2:00 Reports of the Committee on Related Organizations, Standing Committee,  
Disciplinary Board, Episcopal Appointments  
Report of Regional Revisioning Task Force  
Report of the Treasurer  
Report of the Committee on Budget  
Thank you to Bishop Gulick  
Closing Remarks
- 3:30 223<sup>rd</sup> Annual Convention Holy Eucharist  
Celebrant: The Rt. Rev. Shannon Johnston  
Homilist: The Rt. Rev. Ted Gulick
- 5:00 Adjournment



# Proceedings

## Saturday, November 4, 2017

### Call to Order and Invocation

THE RT. REV. SHANNON S. JOHNSTON: Sisters and brothers in Christ Jesus, welcome. Welcome to the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia. All hearts open.

I pray that our work together here today will reflect the inspiring words of open-heartedness. We have just heard from members of our Diocese, and I pray that our discussions and our deliberations will be guided by our faith in the infinite openness of God's love for us. I hereby call to order the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia. All hearts open. I'd like to call at this time on the Rev. Weston Mathews, Grace, The Plains, who will deliver the invocation.

THE REV. WESTON MATHEWS (GRACE, THE PLAINS): The Lord be with you.

MEMBERS OF CONVENTION: And also with you.

MR. MATHEWS: Gracious and life-giving God, bless our time together as we gather for the renewal and mission of your church. Increase in us a capacity for mercy, compassion, understanding and tenderness. Free us from selfishness and indifference and fill us with such zeal for our faith that it illuminates every part of our lives. Purify us so that we may see you in the lost, the lonely and the broken-hearted. Inspire us with your Holy Spirit so that our work may be for the good of all creation and a blessing to the people of this Diocese. Open our minds to the truth inscribed into our hearts and the hearts of every human being. As you draw us into your great heart, reconcile us so that we may rejoice in the gifts of love we receive from Jesus your son, our Lord. Amen.

BISHOP JOHNSTON: Bishop Susan, Bishop Ted and your diocesan staff, join me and saying that it's so good to see all of you here this morning. The members of the diocesan staff have put in countless, countless hours for this Convention to be truly an opportunity for us to have all hearts open. Please, do not hesitate to reach out to one of your diocesan staff members, should you have any questions during Convention today. Please take a moment to connect in person with them. You'll recognize them by their red name badges.

I'd like to thank two staff members, in particular. Bill Martin has coordinated all of our logistics with meticulous detail, and Julie Simonton has directed Convention programming. My thanks to both of them for their diligent and faithful work.

Before we begin, a few notes about your phones and devices. Don't turn them off, but please do silence them. Silence, but throughout our time together at Convention, tell people where you are, what you're doing, and what you're hearing as all hearts are open.

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 and we're also excited to see what conversations develop among us all who are here. Like the posts, even love the posts, and share on social media throughout the day. On the screens, you'll find the URL addresses, as well as the hashtags we're using for this Annual Convention. Be sure to tag us in your posts. This year we're also keeping the Virginia Episcopal blog updated throughout Convention. Be sure to check back there often, too.

THE REV. DEACON ED JONES: Bishop, two more announcements. At this time in the morning, as our host rector surely advised us earlier, the Wi-Fi system here has limited bandwidth. It is not available for such a wonderfully large group. In that respect, you are on your own. In terms of the building temperature, I'm advised that the temperatures are set to regulate for the entire day, it should even out. If you are in a spot that is too cool or too warm, please try to find another spot that will accommodate your needs, thank you.

BISHOP JOHNSTON: I feel that as we begin it is appropriate – although I know we’re also doing it at the end of the program in the agenda – but I’d like to offer a great word of thanks to our hosts here at Christ Church. The Rev. Shirley Smith Graham and her staff, we are most grateful for them and their hospitality. They’ve done an extraordinary job in stepping up in a relatively short time with extraordinary hospitality, the most can-do spirit you can imagine, and we are most grateful indeed.

### **Adoption of Program**

THE RT. REV. SHANNON S. JOHNSTON: At this time, checking my agenda, it’s time to adopt the program of the 223<sup>rd</sup> Annual Convention, so I ask for a motion to adopt the program. It is moved and seconded. Are there questions? Hearing none, I’ll call the question. All in favor to adopt the program of the 223<sup>rd</sup> Convention, please say, “Aye.”

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Okay. Rules of Order. The Rules of Order remain in effect, we don’t have to call for them separately, thank you J.P.

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

THE RT. REV. SHANNON S. JOHNSTON: That was just a slick way of introducing the next thing to happen. I’m going to appoint John Paul Causey, Jr., Esq. of St. John’s, West Point, as the Parliamentarian of the 223<sup>rd</sup> Annual Convention. Thank you very much for your service as Parliamentarian, J.P. As Secretary of Convention, I’m appointing the Rev. Deacon Ed Jones to serve as our Secretary of Convention once again. Welcome to you at the table, sir.

I’d like to announce the appointments of the Committees to 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.

Credentials: Ms. Terry Long

Constitution and Canons: Mr. J.P. Causey

Resolutions: The Very Rev. Phoebe Roaf

Budget: Mr. Chris Conrad

Related Organizations: The Rev. Canon Bernie Schroeder

Convention Journal: The Rev. Deacon Ed Jones

### **Report of the Credentials Committee**

THE RT. REV. SHANNON S. JOHNSTON: At this time I call on Ms. Terry Long of Holy Comforter, Richmond, and Chair to give the report of the Credentials Committee.

MS. TERRY LONG (HOLY COMFORTER, RICHMOND): I have examined the certificates of election of lay delegates and filed with the Secretary of the Convention a list of those persons duly elected as delegates and alternate delegates to this meeting of the 223<sup>rd</sup> Annual Convention.

BISHOP JOHNSTON: Okay, thank you. That doesn’t require any more action.

## Determination of Quorum

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

THE REV. DEACON ED JONES: Thank you, Bishop. 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 of the Convention. There being 453 members of the clerical order, 151 are required for a quorum. There being 311 members of the lay order, 156 are required for a quorum. At 9:20 a.m. a quorum was achieved with the 169 members of the clerical order and 162 members of the lay order registered.

BISHOP JOHNSTON: Thank you, Mr. Secretary.

## Resolutions & Canonical Amendments Not Previously Submitted

THE RT. REV. SHANNON S. JOHNSTON: I call for resolutions and canonical amendments not previously submitted. Reminding the Convention that first, according to the Rules of Order, resolutions and amendments to the Constitution 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, B and C. Second, 600 copies of the resolution must be available for distribution immediately after the resolution is accepted for consideration. Third, courtesy resolutions do not require 600 copies or the two-thirds consent of Convention. I remind the Convention 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.

## Ballot One

THE RT. REV. SHANNON S. JOHNSTON: Now I'd like to introduce the nominees for positions that you will be voting on today. I'd like to ask them to each stand when your name is called. I'm going to introduce the Standing Committee Nominees in the clergy order. The nominees are:

The Rev. Ann Barker, St. John's, Arlington  
The Rev. David Niemeyer, St. Mark's, Richmond  
The Rev. Alex Riffée, St. James, Louisa  
The Rev. Phoebe Roaf, St. Philip's, Richmond

Those are the four nominees for the Standing Committee election. In the lay order, there are two nominees:

Mr. Steve Walker, Cople Parish, Hague  
Ms. Diane Wright, St. Mary's, Arlington

Thank you all for standing for nomination. Are there any additional nominations from the floor for Standing Committee? Someone advancing to the mic? No. Okay. Then I'll ask for a motion to close the nominations. It is moved and seconded. Thank you. Microphone one.

MR. J.P. CAUSEY (ST. JOHN'S, WEST POINT): Mr. President, there only being two nominees in the Lay Order for two vacancies, I move that we waive balloting and elect those by acclamation.

BISHOP JOHNSTON: That's certainly in order. We'll pick up the closing nominations in a minute. All in favor of electing the lay order nominees for Standing Committee, on acclamation, please say, "Aye."

MEMBERS OF CONVENTION: Aye.



BISHOP JOHNSTON: Any opposed? They are elected by acclamation. Thank you very much, J.P.

We are still open for nominations for the Clergy Order. Let's go back and pick it up to close the nominations. Is it moved? Moved. Is it seconded? Then what we need to do is close the nominations, all in favor, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Alright, we need to move to Ballot One. Ballot One for the Standing Committee. We are electing two in the clerical order for full terms of the Standing Committee. They would be Class of 2020. Members of Convention will vote for up to two clergy, the laity having been elected by acclamation. Vote as follows, this is a little different than in times past, but you will have your materials with you in your packet. Fill in the oval in the ballot with the number two pencil that was provided in your registration packet and listen carefully. For the clergy order, the only order being voted on at this time, if you were voting for the Rev. Ann Barker, fill in oval number one. If you are voting for the Rev. David Niemeyer, fill in oval number two. If you are voting for the Rev. Alex Riffe, please fill in oval number three. If you are voting for the Rev. Phoebe Roaf, fill in oval number four. So go ahead and mark your ballots.

### **Resolutions & Canonical Amendments Not Previously Submitted** (Continued)

THE RT. REV. SHANNON S. JOHNSTON: Okay, we're going to go back and pick up some unfinished business. Apparently, I did not give enough time for the presentation of Resolutions and Canonical Amendments not previously submitted because we do have one and I cut that off before the microphone was reached. Reminding you about the Rules of Order, that they have to be received with two-thirds of the vote of Convention. With 600 copies being available immediately after the resolution is accepted. We do not require those terms for courtesy resolutions. Coming forward for Resolutions and Canonical Amendments that were not in time for the deadline.

THE REV. DANIEL VÉLEZ -RIVERA (ST. GABRIEL'S/SAN GABRIEL, LEESBURG): Good morning. Region XIII and the authors – Ann Stribling, Karl Colder, myself, the Rev. Mary Kay Brown and the Rev. Deacon Barbara Ambrose – present resolution R-11. This resolution is for the diocesan congregations to address the drug crisis in our communities and in America.

BISHOP JOHNSTON: Okay. It's certainly in order. Are there any questions that you may be able to entertain? Microphone number two.

MR. JEAN REED (GRACE CHURCH, ALEXANDRIA, AND DELEGATE TO PROVINCE III): I would just rise in strong support of the amendment.

BISHOP JOHNSTON: Thank you. We have to vote for acceptance for consideration. Okay, you've had the presentation of what would be R-11, by two-thirds vote of Council, all in favor of accepting the resolution, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? The ayes have it. It is accepted for that. We've got the distribution ready to go. Go ahead and see if we can get those out in the best way, they'll help you do that. Thank you.

## Presentation of Those Seeking Holy Orders and Introduction of New Clergy

THE RT. REV. SHANNON S. JOHNSTON: At this time, I have the pleasure to present those who are seeking Holy Orders in the year 2018. The seminarians are not themselves present, but you will be able to see the names and photos on the screens.

- Ms. Anna Broadbent, VTS, presented by Christ Church, Alexandria.
- Mr. Charles Cowherd, VTS, presented by St. Stephen's, Culpeper.
- Ms. Gail Goldsmith, University of Chicago Divinity School, presented by the Young Priest Initiative.
- Ms. Marlene Forrest, VTS, presented by Meade Memorial, Alexandria.
- Mr. John Hogg, VTS, presented by Immanuel Church-on-the-Hill, Alexandria.
- Ms. Emily Krudys, VTS Anglican Studies, presented by St. Stephen's, Richmond.
- Mr. Joseph Lenow, Duke, presented by St. Paul's Memorial, Charlottesville.
- Mr. Grant Mansfield, VTS, presented by Holy Comforter, Richmond, and the Young Priest Initiative.
- Mr. Darren Steadman, VTS, presented by St. Thomas, Richmond.
- Mr. Jeffrey Stevenson, VTS, presented by St. Barnabas, Annandale.
- Mr. Seldon Walker, VTS, presented by St. James, Warrenton.
- Mr. Matthew Welsch, Yale Divinity, presented by Christ Church, Alexandria.
- Ms. Dina Widlake, VTS, presented by St. Anne's, Reston.

Let's hear it for those who are seeking ordination in 2018.

At this time I'd like to ask all of the new clergy who are attending Annual Convention for the first time to make your way to a nearby microphone. We invite you to introduce yourselves.

*The following clergy introduced themselves to Convention.*

- The Rev. Noelle York-Simmons, Christ Church, Alexandria
- The Rev. Rich Bardusch, St. Timothy's, Herndon
- The Rev. Paul Moberly, St. Albans, Annandale
- The Rev. Matt Rhodes, Christ Church, Millwood
- The Rev. Kathleen Murray, Beckford Parish, Mount Jackson and Woodstock
- The Rev. Will Packard, St. David's, Ashburn
- The Rev. Andrew Moore, St. Mary's, Goochland
- The Rev. Josh Bascom, Christ Church, Charlottesville
- The Rev. Cara Rockhill, Holy Comforter, Vienna
- The Rev. Amy Slater, St. Mary's, Arlington
- The Rev. Jaime Leonard, St. Thomas, McLean
- The Rev. Christine Mendoza, Good Shepherd, Burke
- The Rev. John McCard, St. James's, Richmond
- The Rev. Katherine Dougherty, All Souls, Mechanicsville
- The Rev. Steve McGehee, St. Stephen's, Richmond
- The Rev. Scott Parnell, Christchurch School, Christchurch
- The Rev. Pilar Padrón, Grace, Kilmarnock
- The Rev. Athanasius Choi, Holy Cross Korean, Fairfax

## Pastoral Address

THE RT. REV. SHANNON S. JOHNSTON: Having published a full-scale, “state-of-the-diocese” form of Pastoral Address when we met in Convention this past January, it is not my purpose to deliver yet another one for this address. Rather, I shall take up a few topics that have particular importance for this Convention, events and subjects that have arisen this year since that January meeting.

Still fresh in my mind is the awful—and, indeed, tragic—day of rioting in Charlottesville on August 12, the result of a rally held by self-avowed White supremacists (prominently including uniformed neo-Nazis). The worst violence erupted in the afternoon after several hours of tension between that group and a faction of counter-protestors, the two sides engaging in hand to hand fighting using various club-style weapons, improvised projectiles, and shields. It all finally dissipated shortly after a Nazi sympathizer deliberately rammed his car into a non-violent crowd, killing one young woman and causing serious injury to numerous others. Not only was this big news nationally but also it was covered extensively in international media. Sadly, throughout the world, the very name “Charlottesville” is now a kind of shorthand for racial unrest and deadly violence.

Bishop Ted Gulick and I had arrived in Charlottesville early that morning to join a large group of counter-protestors, including some 25 to 30 of our Diocese of Virginia clergy who had responded to my public letter calling clergy to participate in peaceful demonstrations. The White supremacist rally was scheduled to begin at noon at the newly re-named Emancipation Park (formerly Lee Park), but their day actually began around 9:00 a.m., following an evening of a torch-lit and menacing protest held on the lawn in front of the University of Virginia’s iconic Rotunda. That next morning, several small groups of White supremacists arrived early and gathered in the park, acting as a kind of “warm up” for the main-event speeches. They shouted the most vile and obscene slogans while waving various flags (including swastikas and the familiar Confederate battle flag) as well as signs with messages of racist, anti-Jewish, Islamophobic, and homophobic hatred. Make no mistake: although the stated purpose of the rally was to protest the decision to remove a statue of Gen. Robert E. Lee and to rename the park, these groups of rallyers were all about their hate-speech, White triumphalism, and secession from the United States. The park’s statue and name were only a pretense to exploit so as to promote the supremacist platform. They showed up armed and armored to the teeth, obviously itching for a fight, equipped with military-grade weapons and gear that both state and local law enforcement admitted outclassed what they themselves carried. Certainly, at no time did I ever see or sense any evidence of even a bit of reasonable restraint among the White supremacist demonstrators. All I saw was raw hatred, and it chilled me to the core.

The significance of “Charlottesville” for the Diocese of Virginia is deep. First of all, the presence of two bishops and a significant number of our clergy served notice to all that our Church will stand up to oppose the evils of racism and all hate-speech that categorically de-humanizes people. Our widely noted participation in the counter-demonstrations on August 12 was a strong witness to our commitment to “faith in the public square.” I simply cannot conscience silence or inaction in the face of hateful bigotry of any kind. Moreover, I shall not become complicit in it by failing to call-out political speech that refuses to condemn it straightforwardly for exactly what it is. Ideologies which promote hatred of entire groups simply because of their racial, religious, or sexual identities are utterly incompatible with the gospel of our Lord and thus should not in any way be glossed over by His Church. If that is “mixing religion and politics” then I say so be it. After all, it is an incontrovertible fact that Jesus condemned the inhumanities of the political and religious order in His own ministry. Consider, too, that the Church has learned hard lessons from its complicity with such harsh political evils as Nazi Germany and the “Jim Crow” disenfranchisement of Black Americans which was enshrined into law in our own country. No, we must lead with the light of Christ, being grounded in the vows of our Baptismal Covenant, namely, to seek and serve Christ in all persons, to love our neighbors as ourselves, and to respect the dignity of every human being.

The events in Charlottesville also bring a true urgency and pointedness to our own efforts toward racial reconciliation, not only in society at large but also in the Church itself. At our Annual Council (as it was then called) in 2015, I called upon every congregation to conduct an internal inventory, a self-assessment, and then to take up something to address the facts of racism, both the overt and the more subtle, in the congregation and in the local community. I envisioned ongoing efforts that would continue for years. Since then I have been impressed with the resolve and continuing commitments in many of our churches—often with transforming results. During the same period, however, I heard reports from some places that it was difficult to get people to accept that racism was, in fact, still such a pressing matter besetting the Church. The illusion of now living in a post-racial society has been growing some roots. But if Charlottesville taught us anything, it exposed just how critically needed our best efforts are to lead our culture and greater society in building up what Dr. Martin Luther King called the “beloved community.” That means living together in a close-knit mutuality and unity for all of God’s people, all races, ethnicities, and identities: White, Black, Hispanic/Latino, Asian, Native American, and LGBTQ (to name only the most prominent communities on the diversity spectrum within our Diocese of Virginia, not to mention *both* Democrat and Republican, Liberals, and Conservatives). I say again that such reconciliation must begin at home, but no less important in our day and age is to take our witness for the transformation of relationships beyond our own four walls and into our local communities. If the Church is right to stand up to bigotry and hatred then we must have the credibility that is built up by showing others the true way—what that “beloved community” looks like in real-life and how it is achieved. We learned from Charlottesville that when the Church shows up and takes a stand, people notice and are themselves strengthened to oppose any form of injustice or inhumanity. That is what people *expect* from the Church, even those who do not claim a church of their own or, I should say, especially those who do not have a church of their own. Today’s crises of racial, cultural, and religious divisions mean that we the Church have the opportunity to shape what is happening in our communities and to make a difference for the benefit of all. I am convinced that we can—and must—seize this moment.

Another moment the Church across the United States must face squarely is an internal matter, but it is of existential importance. Congregations are changing rapidly in terms of numbers, personal commitment and involvement, and with respect to the clergy who will—or won’t—be available to serve them. We see that these changes are just now beginning to affect us here in Virginia, and demographic studies show that the disturbing trends extend through the next twenty to thirty years. And what happens after that is anybody’s guess.

In my judgment, the Diocese of Virginia remains quite strong and healthy, generally speaking, both in terms of congregational viability and in the recruitment, education, and ordination of clergy. I note especially our numerous younger ordinands. What this means is that, more than most other dioceses, we could continue to conduct “business as usual” for the foreseeable future. But that begs the question: “Should we continue with institutional business as usual right now, when we know that we will indeed face hard times within the next generation?” I don’t mean to be an alarmist, but I do mean that these are issues and questions that really should be dealt with from a position of strength rather than one of necessity.

Even though we remain a strong diocese, over this year we have been experiencing an unusually high number of congregations in transition, with respect to clergy leadership and/or budgetary sufficiency. Even more transitions are in store as “Baby Boomer” priests begin to retire in greater numbers. All of this means that the ways in which we, as diocesan leadership and staff, support our congregations is changing as well. We are trying to be creative and flexible in how we work with all of our congregations. We also make a point of coming to understand special circumstances which might call for exceptional processes. All of this is particularly true regarding our smaller churches, some of whom are finding that it is becoming difficult, if not impossible, to call and sustain a full-time priest. It is my intention as bishop—and my direction—that in light of these new realities we are coming to face more frequently,

we must focus primarily on the *missional* aspect of the community of faith. The traditional matters of institutional concern—calling and supporting full-time, resident clergy, buildings and grounds, etc.—then become secondary questions, issues that must go to the support of the mission and ministry of all the baptized. While I am deeply sympathetic to congregations that are undergoing profound change in their ways of life and ministry, I am convinced that this primary focus on mission is the most faithful course, rather than trying to find ways to prop-up fading models from the past years.

But let me be clear: such a “missional” focus must, in my view, provide adequately for every congregation’s ministry of worship. This is not the same question as to whether or not a congregation can afford its own priest. But it is a question of the rites and sacraments of the Church being available to our communicants. And it is likely more and more to become also a question of identifying and training laypersons to lead appropriate services of worship.

We do not confuse the Christian life of worship with those aforementioned “institutional concerns” that in some cases may become second-tier. No, worship is the very “DNA” of the Christian life; it is how we are formed and nurtured in right relationship with God and one another. I maintain that worship is “missional,” being the heartbeat of how Christians are called and equipped to go about mission faithfully in the first place. Otherwise, congregations are little distinct from a social-services agency, and the Church of Jesus Christ is surely different than that; indeed, we are *more* than that.

One way that our diocese will not continue “business as usual” concerns the fair compensation of *all* of our clergy. Specifically, we have noted that there is a significant disparity in compensation that is based primarily on gender. We cannot run away from the plain facts: female clergy are paid less than male counterparts in similar positions of responsibility. I am grateful for the work of the Pay Equity Task Force, which has been documenting this problem. I look forward to the ongoing work that is seeking solutions that balance the financial realities of our congregations with the ethical requirement for just principles in how compensation is calculated for women. Moreover, it is also evident that women do not enjoy the same level of competitive access to more prominent—and higher paying—roles of responsibility. It seems to me that the exceptions here only serve to prove the rule. And so I am committed to continue working with all search processes to ensure that women, both ordained and lay, are given truly equal opportunity for such positions of leadership in the Church.

Stewardship in numerous places across the diocese has been seeing something of a revitalization over the past couple of years, thanks to the popularity of the workshops conducted by Julie Simonton, Director of Congregational Development and Stewardship. Also spurring this renewal of interest has been the remarkable enthusiasm for Julie’s coordinated, diocesan-wide stewardship campaigns, “Walk in Love,” last year’s theme, and this year’s “All Hearts Open” program. Of special note is the fact that the “All Hearts Open” materials are being used not only by congregations throughout our diocese but also in several dioceses in other parts of the nation. Reports have raved about how well-received these campaigns have been and so it would be logical to hope that this success would translate into meaningful increases in proportionate giving from our households and thus in actual dollars pledged to support the budgets of our congregations. With that hope in mind, I have sent a letter to each of our churches—and especially those not meeting the guidelines of our “Virginia Plan for Proportionate Giving”—asking for an increase in the amount of 2.5% over the dollar amount of their pledge last year to the diocesan budget. This is a modest request, only \$25 for every \$1,000 currently pledged to the diocese, and so it is my hope that certainly most churches will be able to afford this increase which, given our large pool of contributing congregations, will make a very big difference in our diocesan budget’s ability to increase funding for vital ministries that make our life together as a diocese stronger.

This is the first time in my eight years as your diocesan bishop that I have made such an asking, so this was an “unusual” thing to do—to make such a specific ask—but the time is ripe because of the unique opportunities and challenges that are now before us. To begin with, many of you will remember that

raising the bar for every one of our college campus ministries is a dear priority of mine. Currently, we have only one full-time campus ministry chaplain (at James Madison University), so there is certainly much to give to support our ministries and programming at the other schools. I have an ambitious vision of the Diocese of Virginia employing a full-time college Chaplain at every one of the universities where, thanks to the commitment and generosity of the local congregations, we now offer part-time ministries. This area of ministry is absolutely crucial to the life of our Church, not only now but also to meet the challenges of “Baby Boomer” decline in our churches over the next generation. In my estimation, campus ministry is the single most important investment we can make right now.

Further developing the life and ministry of our mission congregations is another priority. Remember, these churches are largely dependent on the diocesan budget. They are a major ministry of every one of us together. I worry that we support them only enough for them to “survive.” But it is our responsibility that they should *thrive*. I want our mission churches to become more missional, to increase the scope and effectiveness of their ministries so that they make a bigger difference in their local communities. It is in having such an increased impact that they will be able to grow numerically and thus realize more life for the Gospel of Jesus.

We must also have increased funding for our diocesan budget so that I am able to compensate our dedicated and accomplished diocesan staff more adequately, more fairly, more effectively. Compared to other dioceses and to the non-profit sector we are significantly underpaying our employees, and our current budget doesn't even allow for a simple cost-of-living raise in compensation. This is a very serious issue for me in my responsibility to recruit and keep talented and accomplished staff members. As I speak, I very much fear that we will be losing key staffers to a better-paying market.

Given the fact that we are sorely understaffed as things are now, we cannot realize more cash to go around by cutting staff; there simply is no more staff to cut if we are to continue to operate in the ways a diocese of our very large size requires. I urgently ask you to provide the resources to pay our staff fair wages. I can attest that we cannot pay them what they are worth, so at the least we should be able to pay them what they can accept.

Moving now to one of the real marquee topics of this Convention, with the impending retirement of Assistant Bishop Ted Gulick at the year's end, I announced some time ago that I am calling for the election of a second bishop suffragan. That resolution is filed as R-4 on our agenda, and so this matter will come up for discussion following this address. Perhaps, also, you have had the opportunity to read my letter which outlines the case for electing a third full-time bishop in the most recent *Virginia Episcopalian* magazine.

The bottom-line is that this diocese, like other dioceses of comparable size, not only needs a third bishop but also needs that bishop to be full-time. I know that many of you were surprised to learn that Bishop Ted, who I appointed in 2011, was supposed to serve in a part-time capacity. His remarkable ministry has been anything but part-time! As things quickly proved, the need was considerably more than strictly part-time hours allowed. For all of these years, Bishop Ted has been working very much overtime every week.

With the advice of the Standing Committee, I decided that if we were to have a full-time third bishop it is better to elect that person rather than to appoint another assistant bishop. An appointed assistant bishop must, by canonical definition, already be a bishop who is either willing to work after formal retirement (as Bishop Ted has done) or who will transfer as an active bishop from one's current ministry. The vast majority of bishops who are willing to accept a call as an assistant have already retired, and therefore wish to work part-time for part-time compensation. At any given time, there are very few active bishops who would be willing to work full-time as an assistant, and so our field of options would be very limited.

Thus, electing another bishop suffragan is clearly the better option, all the more so since I will be specifying from the beginning of the search process the particular areas and responsibilities of ministries

that our third bishop will undertake. So, we will be able to elect a person from a set of nominees who all feel called to those ministries. This will help to ensure the selection of a new bishop who would be the best match for our specified needs, including the responsibilities for our Northern Virginia office, as with Bishop Gulick. It is also important to consider that an elected bishop has more of a mandate, reflecting the will of the diocese in a way that an assistant, being appointed by the diocesan bishop, cannot fully do.

Of course, we will have to cover for the vacancy that will exist upon Bishop Ted's retirement until the new suffragan is elected and ordained to the episcopate, no more than eighteen months. Here is the right opportunity to appoint an assistant bishop, who would take up that ministry as soon as possible in 2018, and serve only until the new suffragan is in place, most likely sometime during the first-half of 2019. I have already been discussing such a possibility with two retired bishops, and there are other possibilities as well.

But, how can we afford a second bishop suffragan? Having just made the case that we are not adequately paying our current staff, surely this is a question that must be answered here. I put this question to our treasurer, Ted Smith, and his conclusion is that we will be able to afford a third full-time bishop with our current resources: Specifically, from Bishop Gulick's current salary, reduced administrative overhead, and savings we are realizing from a recent realignment in our current staffing structure. Primary in this realignment is the merging of the Mission and Outreach office (formerly headed by Buck Blanchard, who resigned last month to move to Colorado) with our Office for Intercultural Ministries, which has been directed over the past two years by Aisha Huertas. Aisha will now lead the new Office of Mission, Outreach, and Intercultural Ministries. She will be working with twenty-year staff veteran Mary Anne Bryant, who has for many years been the ace assistant to Buck Blanchard. This combined office will become one of the "hands-on" responsibilities of either the newly elected bishop suffragan or Bishop Suffragan Susan Goff. This new structure will result in significant savings which will be allocated toward support of the third bishop's compensation.

Treasurer Ted Smith, Chief of Staff Ed Jones, and I are confident that these combined resources will adequately support the new bishop, while having only a neutral impact on money available for staff compensation. According to our best estimates and projections, we have a solid and responsible pathway to bring a second suffragan on board.

I am calling for the election of a second suffragan because I strongly believe that this addition will greatly enrich our diocesan ministry. The need is obviously there (as has been amply demonstrated in this diocese since the mid-1990's) and the added capacity of a third full-time bishop will build strength on strength. A second bishop suffragan will certainly be a strong benefit to our whole staffing structure because the stability inherent in an elected suffragan will help the whole staff to be more consistently cohesive. Moreover, a second suffragan will provide the time and room to continue to move the ministry of the episcopate closer still to our congregations in more meaningful and more knowing support of both our clergy and laity. The timing for such an election is exactly right, being very much in step with the very well-received promise of our new schedule for the bishops' Sunday visitations to our churches. We will be able to live into that new model even more fully and successfully, particularly with mid-week evening visitations to congregations during their "off-year" for a Sunday visitation. We bishops are seeking to support your congregations more and more personally and fulsomely, and I have no doubt that electing a second bishop suffragan will prove to be a major step in that progress.

Finally, I conclude with my deepest thanksgiving, respect and affection for our beloved assistant bishop, The Rt. Rev. Edwin F. Gulick, "Bishop Ted." As he will continue his ministry until the year's end, there is good time available for our more personal and specific expressions of gratitude, but we would surely be remiss if we didn't show our appreciation here in this Convention. As Bishop Susan and I have written in the most recent *Virginia Episcopalian*, we have indeed been richly blessed in having Bishop Ted as such a close colleague and great friend.



Of course, we would count Shrine Mont as a particular beneficiary of Bishop Ted's boundless energy and commitment, but I shy away from trying to point out all of the many ways that Bishop Ted Gulick has served the Diocese of Virginia with great distinction. And I know from so many of you, through your various stories and smiling memories of Bishop Ted's ministries and presence, that there must be thousands upon thousands of examples of what a gift he has been to all people who have crossed paths with him. Fortunately for us, Bishop Ted won't be going away as he retires to his farm, and after some months of rest and reorientation he will still be serving from time to time in a few of his signature ministries, including pastoral care and holy conversation at his homestead, working with clergy and vestries in congregational life, and the occasional church visitation. If we all had champagne right now, I'd ask us to raise our glasses in a toast of tribute to our most faithful assistant bishop, but since we don't I'll simply ask us to raise our hearts and hands instead. Thank you and God bless you, Bishop Ted Gulick!

And we also express our great thanks and affection to Barbara Gulick for her uniquely loving role in sharing Bishop Ted with us in this diocese. Barbara has been selfless in supporting Bishop Ted's wide-ranging ministry, and has herself been a most gracious hostess for the many guests who have spent time at the Gulick's farm. Thank you so very much, Barbara! Thank you for the gift that you are to the Diocese of Virginia. Now may you enjoy "real" retirement together with Ted.

My last word is one of thanks to all of you: thanks for your time and effort here at today's Convention, and thanks for your commitment to your church congregation. You are making a real difference by being part of the life and ministry of our iconic diocese. Thanks for the many ways you bless me in my ministry as your bishop. And so I say, God bless each one of you, and may God continue to bless the Diocese of Virginia.

#### **R-4: Resolution for the Calling of an Additional Bishop Suffragan**

*The full text of R-4 can be found on page 127.*

THE RT. REV. SHANNON S. JOHNSTON: At this time, I call on Parliamentarian J.P. Causey for the suspension of the Rules of Order so that we might consider Resolution four for the calling of an additional Bishop Suffragan.

MR. J.P. CAUSEY (ST. JOHN'S, WEST POINT): I move that we suspend the rules and adopt a special order of business. The special order of business being to recognize the Chair of the Resolutions Committee, for the Committee's Report on R-4, have discussion on R-4, if any, and vote on R-4. This does require a two-thirds vote.

BISHOP JOHNSTON: I'll entertain a motion to suspend the Rules of Order and it's seconded, I heard. All in favor, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Alright. For the special order of business to come forward at this time; is there a motion? Moved and seconded. All in favor, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Good. We've done that. Phoebe Roaf. Thank you.

THE VERY REV. PHOEBE ROAF (ST. PHILIP'S, RICHMOND): Bishop Johnston, Bishop Goff, Bishop Gulick, members of Convention. We are now going to receive the recommendation of the Resolutions Committee. We move adoption of Substituted R-4 based upon our open Resolutions Committee



hearing this morning. The text that you received prior to coming today, there was an additional resolved clause added and we are hoping that Julia can pull that up on the screen. Thank you. We're now showing in red the clause that was added this morning which addresses the Bishop's remarks about also having the position of Assistant Bishop. We're now open. Would you like me to read it?

**Resolved**, that in accordance with Canon III.12.5 at the request of the Bishop and subject to receiving the consent of the Standing Committee to make such a request, this Convention approves the creation of the position of Assistant Bishop, and authorizes the Bishop, with the consent of the Standing Committee, to appoint a Bishop for the position under such conditions as the Bishop may determine.

BISHOP JOHNSTON: All right, being presented by the Resolutions Committee, it does not need to be seconded. We are open for discussion, questions and clarifications. Microphone one.

THE REV. JO BELSER (CHURCH OF THE RESURRECTION, ALEXANDRIA, AND STANDING COMMITTEE PRESIDENT): I speak in support of this whole resolution including the additional resolve. I wish we on the Standing Committee would have thought of it because, it seems to me that we're going to, as you said in your remarks, need an assistant bishop for the interim period to get us from where we are now until we, God-willing, elect a second suffragan bishop.

BISHOP JOHNSTON: Thank you. Microphone three.

MS. HELEN SPENCE (ST. CHRISTOPHER'S, SPRINGFIELD, AND STANDING COMMITTEE SECRETARY): I also stand in support of this resolution as it is amended. We will need a bridge assistant bishop. I totally agree with Bishop Shannon, that we need to elect and buy into having a third full-time bishop in this Diocese, and so I support this resolution.

BISHOP JOHNSTON: Thank you. All right, I heard "Call the question."

BISHOP JOHNSTON: The report stands as it is presented.

MR. CAUSEY: Right. You're voting on the complete report which includes the second and the third resolved.

BISHOP JOHNSTON: Let me just call on microphone two, then, for just a second. Thank you.

THE REV. LOUISE "WEEZIE" BLANCHARD (ST. MARY'S, GOOCHLAND): The questions that I've received from people in our congregation have to do with, number one, the expense of this, but also, how it relates to the people in our pews. We're always getting the question at St. Mary's, what does the Diocese do for us? The most important thing is how it relates to the ministries that affect our people – children's ministries, mission, the things that affect laypeople.

So, the questions that we're hearing is, "Wait a minute, another full-time, lifetime appointee and yet there's a problem with adequately compensating the staff that's there now?" I'm sure there's a good answer, but I think we might need some more discussion about the effect and how this new bishop will indeed enhance those ministries for all the people of the Diocese.

BISHOP JOHNSTON: Thank you. Microphone one.

MR. CHARLES BULLOCK (ST. GEORGE'S, FREDERICKSBURG): My question is – and based on your talk, you were talking about a process that might be 18 months or so to just get a new elected bishop. We're talking about a year from now in the resolution. I just wonder if that's sufficient time and if maybe we should just drop the date altogether from there?

BISHOP JOHNSTON: That's sufficient time to what?

MR. BULLOCK: To properly vet, get the nominees and then vote one year from now.

BISHOP JOHNSTON: You'll hear about that just coming up shortly. Thank you. Microphone 2.

THE REV. RICHARD FICHTER, JR. (ST. JOHN'S, KING GEORGE): I wish to speak against the resolution as presented. I am concerned with the life of this Diocese and where we are at, at various levels. I believe that it is unwise to consider this position given that the minimum age for a bishop is 30, retirement age is 72. Meaning whoever is elected has the potential of serving a 42-year tenure that the Diocese must pay for, regardless of what that individual may or may not be like and how that individual may or may not be congruent with the current bishops. I suggest if we need a full-time third bishop we could use two part-time bishops. Thank you.

BISHOP JOHNSTON: Microphone one.

THE REV. DANIEL VÉLEZ-RIVERA (ST. GABRIEL'S/SAN GABRIEL, LEESBURG): I speak in full support of this resolution. I believe that this resolution is modeling to congregations and clergy what we need to do. We need to have more people support us, in this case, three bishops doing the work of five bishops. It's usually the case. I think the three bishops can attest to that. Many times in our congregations it's one clergy sometimes paid a quarter-time, half-time or full-time doing the work of two clergy, two clergy doing the work of three clergy, three clergy doing the work of four. And so let us remember that Christ had disciples to do the work. We need those disciples to do the work. Thank you.

BISHOP JOHNSTON: Thank you. Microphone one.

THE REV. DR. MARY THORPE (DIOCESAN STAFF): I would like to address the issue of how an additional suffragan bishop either supports or does not support staff work. It is invisible to most of the people in this room how closely diocesan staff, who are usually the people who work with you in your parishes, rely upon the wisdom, the guidance, the experience and the creativity of our bishops. And, our bishops have a very heavy schedule. Having three full-time bishops available who bring their unique gifts is a boon to diocesan staff. If we have a question, if we have a wondering, if we have a doubt, being able to have a bishop available when their schedules are so insanely packed, is a tremendous gift to us. Stability in the episcopate and the availability of the episcopate benefits you because it benefits the front line diocesan staff that work with you. And all of those of you who have been in transition over the past few years, know how much I benefit from the wisdom of our bishops. I support this as presented. Thank you.

BISHOP JOHNSTON: Thank you. Again, microphone one.

MS. BETSY ANDERSON (ST. ALBANS', ANNANDALE, STANDING COMMITTEE MEMBER): I would like to speak in support of this resolution. I think that we all are in an age where we have extremely busy, complex lives, and in order to make a real difference we require a level of strategic leadership, and that strategic leadership can only be enhanced by the election of someone as opposed to the appointment of someone that would be done with the full consent of this conference. That is why I'm in support of this resolution. Thank you.

BISHOP JOHNSTON: Thank you. Approaching microphone two.

MR. CHRIS CONRAD (ST. ANDREW'S, BURKE): I stand in support of the resolution. If you divide the number of churches in the Diocese by the number of bishops available, the ratio seems to me to be reasonable at three, even four, even five. The second point as Chair of the Finance Committee or

the Budget Committee, I would just tell you that I am comfortable that in 2018, there are sufficient resources, and extending it to 2019, to handle the proposed personnel changes that are in the resolution.

I can't speak for 40 years from now, but at the moment, it appears to me that the resources can cover that without cutting other missions of the Diocese.

BISHOP JOHNSTON: Thank you. Microphone three.

THE REV. CATHERINE CAMPBELL (LA IGLESIA DE CRISTO REY AND SAN JOSÉ, ARLINGTON): During the Bishop's Pastoral Address, he expressed tremendous support for campus ministry. Wouldn't it be wonderful to have a bishop that could be able to go to each one of those campus ministries on a regular basis? That could be done if we have another suffragan bishop to really support that booming young generation that's coming up. So I am deeply in favor of a new suffragan bishop. Thank you.

BISHOP JOHNSTON: Thank you. Again, microphone three.

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

BISHOP JOHNSTON: Question is moved. Thank you. Does that require a second J.P.? It is seconded. The question is moved and seconded. We're closing the debate. All in favor of the motion to close debate, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed.

MEMBERS OF CONVENTION: No.

BISHOP JOHNSTON: The ayes have it. We vote on R-4 as it's presented to you from the Committee. All in favor, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed?

MEMBERS OF CONVENTION: No.

BISHOP JOHNSTON: The ayes have it. R-4 passes as proposed by the Committee. Thank you very much, Phoebe.

## **Results of Ballot One and Ballot Two**

THE RT. REV. SHANNON S. JOHNSTON: I have an announcement on an election about the clergy order of Standing Committee. The following person was elected on the first ballot as clergy members of the Standing Committee: The Very Rev. Phoebe Roaf.

One position in the clergy order for the Standing Committee remains to be filled. On the remaining ballot in your registration packet, please use your number two pencil to fill in an oval on the first line of your ballot. If you're voting for David Niemeyer, Niemeyer is number one. If you're voting for the Rev. Alex Riffée, fill in oval number two. Mark your ballots and hold them up so they can be collected.

## Address of the Rt. Rev. Todd Ousley

THE RT. REV. SHANNON S. JOHNSTON: It's time to move ahead with the agenda. It is my great pleasure to introduce to you this morning Bishop Todd Ousley who was named in April as the Bishop for the Office of Pastoral Development, which is a member of the Presiding Bishop's staff and taking on that important position which includes the oversight of bishop searches and elections all over the Episcopal Church. Bishop Todd Ousley succeeds Bishop Clay Matthews, who will undoubtedly be remembered by many, many of you for his splendid service in this Diocese. Bishop Ousley has a second Virginia connection as well. He's one of Canon Pat Wingo's very best friends.

Before being named to his current position, Bishop Ousley served as the Bishop of Eastern Michigan since 2007. We are so very fortunate to have with us today the bishop who serves as chaplain to bishops and their families, who is the pastoral point person for and with the Presiding Bishop. He is the best person in the church to help us map our way forward in the search and the election of a second bishop suffragan or a full-time assistant bishop, whichever the case may be. Welcome to the Diocese of Virginia, Bishop Todd.

THE RT. REV. TODD OUSLEY: Bishop Shannon, Bishop Susan and Bishop Ted, it's a pleasure to be here today. Thank you for your introduction and for the warm greeting. I also extend greetings to this Convention of the Diocese of Virginia on behalf of the Presiding Bishop who is in prayer for you and with you today as you deliberate, and continues to be in prayer for you as you respond prophetically with justice in the aftermath of Charlottesville. Thank you very much for your response and for your wonderful words, Bishop.

I want to say a word before I talk a bit about the process of electing a bishop suffragan. I'd like to say a word or two about the conversation that you had prior to coming forward to speak. While you did that in a legislative environment, I think it's very impressive how you were able to make room for a variety of voices that not only expressed thoughts and concerns today but have expressed those thoughts and concerns in the weeks leading up to this Convention. What I heard in the conversation is a recognition regardless of which direction you would like to see in the creation of a new bishop position in this Diocese. What I've heard is that you're taking very seriously this particular moment in the history of the church and recognizing that, along with your Bishop, you understand you cannot do business as usual. That you must think creatively. You must be imaginative and you must be willing to embrace possibilities that sometimes take you outside the conventional lines or outside the box that we have placed ourselves in as a church.

These are particularly challenging times in terms of identifying persons to be elected as bishop, and even more significantly to find persons to fill either a short-term or a longer-term gap between the retirement of one and the emergence of another to serve in the Diocese. I commend you for that discussion and hope that you will continue that discussion, not only about the episcopal leadership, but also about lay and clerical leadership within your churches. My primary job here today is to provide you with some information about the broad brushstrokes of what an election for a suffragan entails.

I would like to begin though, by saying a word or two about the timeline and the budget and its adequacy. I've only known Treasurer Ted, as I have come to understand he's referred as opposed to Bishop Ted, I suppose. I'm confident that he's done the work of finding the places within the budget that can help you to adequately fund a second suffragan in this Diocese.

More importantly, I want to address the issue about the timeline. Is there sufficient time between now and the next Convention in November to do the kind of proper vetting and prayerful discernment about who is to be elected as the second suffragan in this Diocese? A few years ago, the answer would have been no, there is not enough time. What we have discovered in recent years – and I would say

really very significantly over the last five years – is that if we use technology to its fullest, if we more appropriately and more deeply engage the giftedness of the diocesan staff and we break down some of the artificial firewalls between the bishop’s office, the diocesan staff and other gifted persons in keeping them intentionally out of the process, they were actually able to do a better job in a shorter period of time. We’re also making some adjustments in terms of recommendations of best practices for elections that have us do some of the significant vetting of potential nominees earlier in the process so that we avoid some of those unexpected glitches that occur later on that can delay the election or cause us to inadequately continue the vetting. I’m confident that it will be a busy job for those who are appointed to the Search & Nominating Committee and to the Transition Committee, but it is one that can be done well, can be done efficiently and can be done faithfully for this Diocese in the allotted time.

The election of a bishop is always a collaborative process between the Bishop, the Standing Committee, Diocesan Council, Executive Council, those with responsibility for budget and governance within the Diocese. When we are electing a diocesan bishop or a coadjutor, there really is a separation of the diocesan bishop from the process. In other words, we don’t want the diocesan bishop meddling too much with that process when we’re looking for the next one. When we are electing a suffragan – the suffragan occupies a particularly unique niche within the episcopate. That is, the person is fully a bishop with all of the rights and responsibilities and authority that come with that office, but also is charged to work collaboratively within the vision of the diocesan. It becomes very important that the diocesan has some particular responsibilities, and that includes articulating a vision or a case statement for why you need a suffragan bishop – in this case, a second suffragan – recognizing what are the specific responsibilities and giftedness that the Diocese needs at this time to round out the episcopal team that serves with and starts with you and for you.

We want to make sure that the Bishop has a significant role to play that is balanced with our polity, that understands that the Standing Committee provides not only a consultative role but also a balance in ecclesiastical authority. In this case, the Bishop is calling for the election, you have affirmed this after the Standing Committee has consulted with the Bishop, and now we will have a time when the Standing Committee and the Bishop work together for the appointment of the persons to this Search & Nominating Committee and to the Transition Committee. It’s not solely a Standing Committee responsibility, but rather a shared responsibility.

Also, unlike the election of a diocesan or coadjutor, in the election of a bishop suffragan, the Bishop of the Diocese has an opportunity to see the names of those that are moving forward in the process through the Search & Nominating Committee’s work, and to exercise, as it were, a veto over some of those names. That is typically done because there is some information that the Bishop has received that would indicate that that person would not be the best choice at this particular moment in your life as a Diocese, or that there is something in the person’s background that would indicate that they ought not be elected a bishop perhaps, and that is information that maybe only the Bishop or a handful of persons know. It’s a trust issue between Standing Committee and the Bishop on that veto authority because what we want is an episcopate made up of multiple individuals who bring their different gifts but have the ability to work together under the leadership of the diocesan.

What will happen shortly after the adjournment of this Convention is that the Bishop and the Standing Committee working together will appoint persons to both a Search & Nominating Committee and a Transition Committee. That should take place in fairly short order so that we retain adequate time for the election process to unfold. Simultaneously, the Standing Committee and the Bishop will be assessing possible candidates to be a consultant in the process. Consultants in the episcopal election work out of my office. They are persons from around the church, lay and clergy, who have been trained and have experience in these kinds of transitions. I have identified persons as possibilities for that role here in Virginia, and those decisions will be made here in the Diocese. It is not my own appointment.

That person will then do the work of training and preparing and walking alongside the Search & Nominating Committee and the Transition Committee in order for you to be able to have an election by next November. It may be a little bit more information than you want to know but please, indulge me. This is my world and my life and I would just like to talk about it for a moment.

The way we develop a calendar is we have a few key dates that are essential in developing that calendar. One would be November 4, 2017: Today. We know we can move forward now. Then, we want to know, when is the election to take place? We know that is in November of 2018. We've got a beginning and about a two-thirds point piece in there. Then, we have a date that is somewhere between four and six months generally after the election, when we anticipate the ordination and consecration of the next bishop suffragan. In order to get that date, there are three things that have to be considered. What does the diocesan calendar look like? Where are we going to do this? Are they available and affordable? Then, the final question is, what does the Presiding Bishop's calendar look like? We begin to ask those questions and we begin to zero in on a date for the consecration and who is going to be the bishop doing that.

The Presiding Bishop is committed to being present for as many of the ordinations and consecrations as possible, but as you might imagine, his schedule is immense and there are moments when he needs to invite the president of the province or some other bishop to act as the chief consecrator in his stead. It's been made clear to me that this Diocese is going to want the Presiding Bishop and I will do everything in my power to assist the powers that be to make that possible for you, in collaboration with you and your own particular needs.

Once we get those dates in mind, today's date, the Electing Convention and the availability of the Presiding Bishop, then we can begin to back up and look at things like, when are the walkabouts going to occur? Or the walkabout, depending on what model you use. When is that happening? Typically, two weeks before the election. Then, we look at when do petition process nominees get vetted and what's the date for assembling that that's adequate before a walkabout schedule which is typically no less than a month before the walkabout?

As you see, it just keeps going backwards. In the first pass, probably what we're going to do is find that, once we do all that scheduling, we're going to wish that today was the middle of July. Then, we're going to look back at the schedule and see where the places are that we can cut. What we know is that by utilization of video conferencing, by utilization of digital submission of materials, by effective training of Search & Nominating and Transition Committees, we can compress the time and actually enhance the vetting process rather than diminish it in any sort of way. I'm very confident that this Diocese is going to be able to do what it needs to do both faithfully and efficiently.

Do it with a keen eye toward your stewardship and be able to call forth the person – with the guidance of the Holy Spirit – who is called to be the next bishop suffragan of this Diocese. Bishop, do you want me to entertain any questions or is that opening us to absolute chaos?

BISHOP JOHNSTON: I think our chaos factor is reasonably low so, if there are questions that could be addressed, it'd be a good way to take advantage of your being able to be with us.

BISHOP OUSLEY: Alright, if we've got any questions, I'm happy to respond to those. If you'd come to one of the microphones. Yes, microphone two.

THE VERY REV. HILLARY WEST (EPIPHANY, OAK HILL): At the Dean's Meeting, we've been having several conversations – and with our region as well – about what a job description might look like for the suffragan bishop. How would that be composed and who would have the input in making that job description?

BISHOP OUSLEY: My assumption is that when you read the full text of the Bishop's address that you will see a bit more information about the particular responsibilities. Is that fair, Bishop?

BISHOP JOHNSTON: We haven't published it. I did not include the details of that because we're still working on the full text of the job description as it stands, but we do anticipate making something of that available when that's more complete and it's at a good time.

BISHOP OUSLEY: Given every observation that I have made about how this process has unfolded to this point, I think you can have confidence that Bishop Shannon is in consultation with the current Bishops, with diocesan staff and other elected leadership and key voices within the Diocese to help give some shape to how that will be configured.

Ms. WEST: Thank you.

MR. CHARLES BULLOCK (ST. GEORGE'S, FREDERICKSBURG): My question is, is it conceivable that, say, an Assistant Bishop from another diocese could be our nominee and therefore, not have to go through the consecration process?

BISHOP OUSLEY: It reminds me of my days as a diocesan when I would pray for that church that could afford a halftime rector, that there be someone with health insurance for life as a state retiree or a military retiree who had roots in Michigan, who wanted to live in flyover country where there are more elk than there are people. Yes, it's possible that there could be either a diocesan or a suffragan in another diocese, that rare animal who's an assistant somewhere that could be on the ballot for you and that does provide some savings for you and helps with the length of the process.

THE REV. JOHN SHELITO (ST. GEORGE'S, ARLINGTON): I was curious if you could speak to what you've seen in terms of healthy processes or best practices for us as a Diocese or specifically, for the Search Committee when they are formed and are doing their work with us?

BISHOP OUSLEY: There are a number of things that I can say about that. Let me just quickly go through some of the highlights. One is that in the selection of persons to be on the Search & Nominating Committee and the Transition Committee, that there'd be attention given first to particular giftedness. In broad brush strokes, for Search & Nominating Committee, you need people of discernment who know how to do good discerning work. On a Transition Committee, they need to be organized and connected and able to accomplish multiple tasks in a short period of time.

Beyond that, it's looking at the particular dynamics of a Diocese – your makeup, where your points of tension are – and trying to balance those pieces. That's going to be around male, female, clergy, lay, persons of color and those of us without much color. Doing all of those kinds of pieces, rather than saying, "We need one from this quadrant, one from this quadrant, one here and one there." You're balancing all of those pieces with the primary focus on selection by giftedness for the task that's at hand. That's one piece in terms of health and role within the Diocese.

The other is, certainly, that you imbue this whole process with prayer, that you invite the whole Diocese to be in prayerful discernment and prayerful support for the process. The other healthy pieces are for us to be willing to ask the tough questions of the potential nominees to do the kind of in-depth vetting background checking, psychiatric and medical examinations, that help us to avoid some of the problems that we have experienced in recent years within the episcopate around the country.

We have put into place new recommendations and best practices, and those have been shared with the Standing Committee to allow them to do the best job and to enable the best job possible for them. The other is, I think, these are necessarily political processes and there are a few different ways that we can



engage in politics. I would encourage us to recognize that politics at its best is about discernment. It's about recognizing where there is power and where there is not and engaging all of the voices into the process. Another way of saying that is, do not look to Washington for your example.

Are there any other questions? With that, I'm going to step aside by saying thank you very much for your hospitality and allowing me to be here. I will be praying for you and walking with you over the course of the next roughly 18 months as we look forward to seeing who the next bishop suffragan for this Diocese will be. I think it's time for Bishop Susan.

## Report of the Bishop Suffragan

THE RT. REV. SHANNON S. JOHNSTON: Right. I call on the Rt. Rev. Susan Goff for her report.

THE RT. REV. SUSAN E. GOFF: Good morning. I'm aware that for a lot of us it's been a long sit, so take I take the great risk of inviting us to simply stand in place. Maybe reach and stretch a little bit. Before you sit down, sing with me.

Open my heart,  
Open my heart,  
Open my heart,  
Open my heart,  
Open my heart,  
Open my heart.

Please be seated.

“To you all hearts are open,” we pray at the beginning of the Eucharist service. To God, each heart is an open book. That's why God, who reads our hearts, invites us on a journey of opening more and more – as individuals and as congregations – to the wonders of God's love. We have seen God's love breaking in and breaking hearts open in our very midst, right here in the Diocese of Virginia, since we last met in Convention in January.

We have seen God's love open hearts in our mission congregations. In the Diocese of Virginia, a mission congregation is one that receives financial support through the diocesan budget. Diocesan financial aid, supplemented by a close relationship with the Committee on Congregational Missions, is the only defining characteristic of a mission, as distinct from a congregation with parish status. This is a change, a change we made six years ago in light of changing realities in congregational life. Our custom used to be that parish status was possible only for congregations that had services every Sunday without exception and that were served by a full time rector. That was our custom, not our canons. We changed our custom to allow parishes to explore the full range of options for their future ministry, without an automatic change in their status. The bottom line is, if you receive financial aid on an ongoing basis through the diocesan budget, you are a mission congregation. If you haven't received financial aid in three years or more, you are not a mission. A couple of congregations are now in the midst of that transition from mission to parish status. If you are uncertain about your congregation's status, talk with me or with any member of CCM. CCM members, would you please stand so that delegates will know whom they should seek out.

One of our faithful mission congregations that has experienced an opening of their heart this year is Holy Cross Korean Church, which worships in the chapel at Truro in Fairfax. Holy Cross has been a mission congregation of the Diocese since its founding. In recent years, the congregation, like many others, wondered about its long-term viability. So they began to think creatively and openly, and to consider



new possibilities. To make a long story short, Holy Cross has found renewed vitality by combining with the Rockville, Maryland, Christ Episcopal Church Korean congregation. The two congregations have become one, not only across congregational lines, but across diocesan lines. They show us that what might seem like dividing lines mean very little when hearts are open. They show us that joining together is not a sign of weakness or failure, but a strategy of hope, resilience and promise.

The revitalized Holy Cross began regular worship in Virginia last month under the leadership of their new Vicar, the Rev. Athanasius Choi, who came to the US as a missionary from Korea and who previously served the Rockville congregation. In this time when the Church is changing rapidly, right before our eyes, and when many congregations are wondering about their future viability, Holy Cross is an example of creative, open, risky thinking. And of faithful, bold action. May none of us be afraid to think outside the box, and not only that, but to kick the box aside in order to live and proclaim the Gospel of Jesus Christ. Please join me in offering congratulations to Holy Cross as they begin this new chapter in their story.

We have also seen God breaking in and breaking hearts open in our Latino congregations as they live on the front lines of uncertain and shifting immigration policies. Our brother and sister Episcopalians who are immigrants live in fear these days, in a society that seems to be becoming more and more fear based. They live their lives cautiously, sometimes choosing not to drive even with a driver's license, for fear of being arrested and deported. We as a Diocese have experienced the threatened deportation of young people who came to this country as infants and children, and who have for some years been protected by DACA, Deferred Action for Childhood Arrivals. Some of our young DREAMERS have voluntarily left this country rather than live in fear of deportation.

Yes, this is a political issue in our nation. Yes, this has become a partisan issue. But we can't ignore it or avoid it or say that political issues have no place in our churches, because these are our youth. These are young people that we priests and bishops of this Diocese have baptized and confirmed. These are our children. We as Christians are responsible for them as we are responsible for one another. We are our brother's keeper, our sister's keeper. *Pensamos en y oramos por los DREAMERS, porque son nuestros hijos y hijas. Son hijos y hijas verdaderos de esta diócesis.*

Because of that, while there is fear among our Latino Episcopal brothers and sisters, there is great resilience as well; there are frequent outbreaks of resurrection life, particularly but not exclusively among young people. Latino youth from San Gabriel took part in the acolyte festival at the Washington National Cathedral this year. A young adult woman chairs the search committee at San Marcos. Pro bono lawyers from our communities provided free orientation to young DREAMERS to help them reapply for DACA status, and dominant culture congregations provided scholarships to cover DACA reapplication fees. God is breaking hearts open around our Diocese in response to the pain and the resilience of young Latino Episcopalians and their families.

Thank you to all of you who have given your time, your energy, your money, to love in concrete ways our most vulnerable immigrant brothers and sisters. *Gracias a todos que han dado tiempo, energía y dinero para amar de maneras concretas, nuestros hermanos y hermanas que son inmigrantes vulnerables. For we are forever connected as one family, one body of Christ, in the waters of Baptism. Somos juntos, unidos para siempre, en la familia de Dios por las aguas del bautismo.*

We have seen God break in and open hearts regarding the inclusion of transgender students in our Church Schools and camps. When we began this work two years ago, it seemed like an issue that was far off on some distant horizon; we suspected it would become more real for us, but not for a good long while. But by the time we gathered school chaplains and nurses and teachers for training on transgender matters in December of last year, there were openly transgender students in each one of our six Church Schools. We bishops developed a set of guiding principles for the inclusion

of transgender youth in our church schools and summer camps. Among other things, the principles declare that “we will provide a safe environment in our schools and camps for transgender persons, for those who support them, and for those who do not understand our commitment to these principles.” We realize full well that to some, this commitment represents a strange, new world. For transgender students and their families, however, this is their current reality as they know and live it. So we open our hearts in love as we support young people in navigating the territory of gender identity and gender expression.

God breaks in and breaks hearts wide open for the sake of God’s love. Sometimes, God does even more because sometimes more drastic action is needed. That’s when God comes along and does open heart surgery. This is surgery that breaks the ribs and cuts the heart wide open – in order to heal it, to increase its functioning and to expand its capacity. When God opens hearts in that way, it hurts. And it changes everything.

God performed open heart surgery on me when I visited the Diocese of Christ the King in South Africa in February. I wrote about that in an article about my sabbatical in the summer edition of the *Virginia Episcopalian*. Just when my heart was beginning to settle into its new shape after that heart-opening experience, God performed open heart surgery in me again. This time it was in the northern reaches of Alaska where the bishops of The Episcopal Church met earlier this fall.

The centerpiece of the gathering for me was a trip on a tiny propeller plane to a small village above the Arctic Circle. I was part of the group that went to Venetie, a relatively large community of 200 on the banks of the Chandalar River. We heard from elders about how their lifestyle and their economy have changed in recent years as weather patterns have shifted. The permafrost, the thick layer of ice beneath the ground, is melting and that is causing rivers to flood in some areas, to recede in others. And it is causing lakes to disappear. The shifting waters, caused by the shifting weather, result in altered migration patterns of the animals and fish on which the subsistence livelihood of the people depends.

We heard story after story, each one offered without animosity toward those of us whose untempered addiction to fossil fuels is fueling the problem. Where the community had every right to blame us, we received warm hospitality. Where people had every cause to be bitter, we saw resilience. We were invited to go down to the river to pray for God’s blessing on the river, on the community, on the boats, on the fish, on the children. We were welcomed as honored guests and given gifts of the best the community had to offer.

We saw the dots laid out in Venetie, the dots of race and environment and economics, of greed and resilience and dramatic change. God has been working in me since the trip to connect the dots – and those connecting lines have sometimes felt like the cuts of a scalpel. God is continuing to open my heart in ways that hurt, but that I choose to trust are holy and good and right.

God opens our hearts, sometimes with what feels like open heart surgery, in order to break us open to God, to other people and to the wonders of God’s creation. Allowing ourselves to be open reshapes our hearts. And it reshapes the world. I pray that we as a Diocese will continue to let God open our hearts, to let God crack us wide open for the sake of the world. It will hurt, as every breaking in our bodies always does, but there will be healing and blessing and wild surprises beyond our imagining on the other side.

Thank you. And God bless us all.

## Resolutions

THE RT. REV. SHANNON S. JOHNSTON: We're now back in session. I hope you had a good lunch and maybe some interesting conversations, formal or informal. As I said, we had a very good morning. Looking forward to a good afternoon, and I'm looking forward also this afternoon if we can stay on time. It may be a little bit tighter because of the number of resolutions that we have. We've got scheduled for 3:30 as the closing Eucharist so I'll be pushing things a little bit, except in the times where the resolutions need to have a little space to breath. Let me call on the Very Rev. Phoebe Roaf, St. Philip's, Richmond, Chair for the Report of the Committee on Resolutions.

THE VERY REV. PHOEBE ROAF (ST. PHILIP'S, RICHMOND): Thank you. To Bishops Johnston, Goff and Gulick, members of the Convention, I'm here to present the recommendations of the Resolutions Committee for all of the resolutions, with the exception of R-4a, which we've already voted on. May I please ask all of the members of the Committee to stand and be acknowledged for all of their hard work? Thank you.

### **R-1a: Combatting Wage Theft**

*The full text of R-1a can be found on page 122.*

MS. ROAF: We're going to go in chronological order, beginning with Resolution R-1a: Combatting Wage Theft. One general point of clarification: In all of the resolutions, with the exception of R-4, the Committee made the decision to move the "whereas" clauses to the background section. The rationale being that what Convention is going to vote on are the resolve clauses and so there's no need to debate the merits of what is in a "whereas" clause because that actually won't be part of the resolution. We wanted to focus your time and attention on the things that we're actually voting on. Just briefly, the changes made by the Committee were done to be a little bit more specific about what we're asking congregations, clergy and vestries to do in this area. Is there anyone to speak to resolution R-1a?

MR. J.P. CAUSEY (ST. JOHN'S, WEST POINT, AND CHANCELLOR): If you note, the Resolutions Committee added a resolve tasking me to provide contract forms. As you describe this legislation, when you go back to your parish, please do not be bashful about encouraging skilled pro bono attorneys who have some experience in this area. I would really like some help.

MS. ROAF: Thank you.

BISHOP JOHNSTON: All right. R-1a is before you. It's being presented by the Committee. All of these *en masse* just come before you from the Committee straightaway. Okay, microphone two.

THE REV. CATHERINE CAMPBELL (LA IGLESIA DE CRISTO REY AND SAN JOSÉ, ARLINGTON): Members of my congregation, some of them who have been undocumented, have been victims of wage theft. They have been in positions in which they have worked hard and long, and at the end of the time or at the end of the day, they have not been paid and even been threatened to be reported to immigration or just flatly told, "We can get somebody else to replace you." I urge you to understand that there are people behind this resolution that are really, really suffering and so I encourage and support this resolution.

BISHOP JOHNSTON: Thank you. Approaching microphone three.

MR. TOM BAKER (ST. JAMES'S, RICHMOND): No particular comments on the resolution itself. I certainly support it, but as an old English major, if you look at the first paragraphs of "that wage theft in our time not only includes failure" I think we should put the word "to pay basic wages in full" in there.

BISHOP JOHNSTON: The Chair would like clarification. Are you an Old English major or a chronologically challenged English major?

MR. BAKER: Both.

BISHOP JOHNSTON: All right. Do I hear the question called? I hear the call of the question. Any other? Okay, going, going, gone. All in favor of R-1a as submitted, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

**R-2a: Way of Light Liturgy**

*The full text of R-2a can be found on page 125.*

MS. ROAF: Thank you. We now move to substituted R-2a, because during our open Committee meeting this morning we now have substitute language. I will read the paragraph that has changed, it's a second resolve. "The House of," whatever House it is "concurring, that the 79th General Convention direct that the 'The Way of Light' Liturgy, the form below be included in the next revised edition of *The Book of Occasional Services*."

BISHOP JOHNSTON: Thank you. R-2a is before you concerning the "Way of Light Liturgy" and its recommendation to the General Convention to be included in the BOS. Microphone one. Good to see you.

THE REV. DR. DONALD D. BINDER (POHICK, LORTON): Obviously standing in support of this resolution. The impetus behind it was, in looking at our official liturgy we have absolutely nothing there for the most joyous season of the Church, the Easter Season. On researching this, I discovered that the Roman Catholic Church, for nearly 20 years, has had such a service: the Way of Light Liturgy. What I simply did was I took that and I made an Episcopal version of it using clerics and other prayers from our *Book of Common Prayer* and from passages of Scripture.

We've used it within our region in some of our parishes, we've talked about it within clericus. It was used at our Spring Conference this past year on the diocesan level. This will give us the ability to, during this joyous time of the church, have a resource for the larger church. I would ask your support for this resolution. Since you all have advanced copies within your packets, I would encourage you also, when next Easter season rolls around, to make use of that within your own parishes. Thank you.

BISHOP JOHNSTON: Thank you. Approaching microphone two.

THE REV. ROSEMARY BEALES (ST. STEPHEN'S AND ST. AGNES SCHOOL AND ST. PAUL'S, ALEXANDRIA): I support the resolution, but I would like to make an observation, for those who choose to use it, that some recognition be given to the role of Mary Magdalene before Peter and John run to the tomb. Peter and John could not have run to the tomb unless Mary Magdalene came and told them what had happened at the tomb. Thank you.

MR. BINDER: May I speak again. In the interest of ecumenism, I simply follow the form used within the Roman Catholic Church and that was in no way to diminish the role of Mary Magdalene within that whole story.

BISHOP JOHNSTON: Alright. Anybody want to come and shut that down? All right. Calling the question without objection. All in favor of R-2a as it has been submitted to you with the substituted language, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done. Thank you.

**R-3: Family Leave for Church Employees**

*The full text of R-3 can be found on page 126.*

MS. ROAF: The Committee now moves for adoption of R-3: Family Leave for Church Employees. There have been no changes to this.

BISHOP JOHNSTON: Thank you. R-3 Family Leave for Church Employees. Is their discussion or questions? Approaching microphone two.

THE REV. CASS BAILEY (TRINITY, CHARLOTTESVILLE): I wonder what this resolution might mean in light of the recent Church Pension Fund Report about the state of the fund. They responded to a series of questions by subcommittee of General Convention. A couple things that I learned from reading that report was: one, the disparity or the difference between what the 18% assessment covers versus what the actual cost of the programs that they provide. That there's a significant gap there and that they do not anticipate being able to fund any additional benefits unless something changes in terms of on the income side. The second thing that I learned was that that gap is really made up mostly from investment performance, which is not a good strategy going forward. I just wonder what this might mean for their sense that they can't do anything else at this point, unless something changes.

BISHOP JOHNSTON: Thank you. Microphone one.

MR. RUSS RANDLE (CHRIST CHURCH, ALEXANDRIA): I'm one of the authors of the resolution. By way of background, this responded to the last Convention's call for action on family leave. It was thought that the most productive approach to trying to address this, was to get the Church Pension Group to see if there was a way to assist, particularly smaller parishes, in providing some kind of paid benefit for it. This calls for the study, which you see. I did not want us trying to practice insurance law by large Committee in this fashion. In terms of investment returns and so forth, right now, the Church Pension Group is roughly \$12 billion in assets. The pension obligations are pretty well-funded, and there has been at least some expansion of benefits.

As I mentioned in the General Convention briefing, there will likely be a good bit of action with respect to the Church Pension Group at this General Convention. I don't want to hold out false hope. This is not going to be a panacea on family leave. For one thing, insurance will cover disability and give some income if appropriately structured if there's a medical condition: childbirth or complications. The other times when we want family leave – adoption, care for a sick spouse or relative – that's not an insurance issue in the conventional sense. There's a lot of hard work to be done here. This is a first cut at that effort, and the whole issue of what the Church Pension Group can afford or not is something that's going to be very much in play at the next Convention.

BISHOP JOHNSTON: Thank you. Any further discussion? Approaching microphone three.

UNNAMED MEMBER OF CONVENTION: Members of the Convention. I just returned from our Credo Conference. The Church Pension is going to implement some essential new things for the benefits of the clergy and families effective January 1, 2018.

BISHOP JOHNSTON: Thank you. Seeing no one else at the microphones, I call the question without objection. All in favor of R-3 as submitted by the Resolutions Committee say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

**R-5: Implementation of Title III, CANON 1**

*The full text of R-5 can be found on page 129.*

Ms. ROAF: Thank you. The Committee moves adoption of resolution R-5: Implementation of Title III, Canon 1, which has to do with the ministry of all baptized persons.

BISHOP JOHNSTON: R-5 is before you. Is there discussion or questions? Seeing none, I'll call the question without objection. All in favor of R-5 as submitted please signify by saying, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

**R-6a: Improved Public Transportation in Central Virginia**

*The full text of R-6a can be found on page 130.*

Ms. ROAF: Thank you. The Committee moves for adoption of R-6a: Improved Public Transportation in Central Virginia. I think the main alteration that the Committee made to what was submitted was to reference a summary of the RVA Transit Vision Plan. Initially, it was unclear about whether the full plan could be attached and we were hesitant to have people vote on a complete plan that they had not reviewed.

BISHOP JOHNSTON: Thank you. R-6a before you. Microphone two.

THE REV. BEN CAMPBELL (ST. PAUL'S, RICHMOND): You should have this picture. Looks like the metro, doesn't it? This is the plan the state recommends for Metropolitan Richmond for Public Transportation. Right now, only 62 square miles of a 1,200-mile metropolitan city are covered by public transportation. That's 5%. 90% of the jobs are inaccessible via public transportation. This includes most entry-level jobs. None of the community colleges are accessible by public transportation. That is a direct artifact of the segregationist planning of Virginia, which isolated the city of Richmond as a separate district and allows the surrounding counties to reject having public transportation. It is an egregious error. You're sitting in what is now downtown Metropolitan Richmond, that's Short Pump. 50 years ago, if you've been low income, which would mean in Virginia you're probably African-American, you could at least go to Miller & Rhoads and Thalhimer's and buy something. Today, if you're low-income and you don't own a car, you can't. Thank you.

BISHOP JOHNSTON: Thank you. Seeing no one else with the microphone. I call the question without objection. All in favor of R-6a as submitted by the Committee, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done. I note in particular, the final resolve of R-6a requests me to take action and I certainly intend to do so.

**R-7a: Support for the 2015 Paris Climate Accord and Energy Efficiency Improvements**

*The full text of R-7a can be found on page 132.*

Ms. ROAF: The Committee moves for adoption of R-7a: Support for the 2015 Paris Climate Accord and Energy Efficiency Improvements. I believe the member of the Committee who did the resolution is now present to address them.

UNNAMED MEMBER OF THE CREATION CARE TASK FORCE: Well, Lorne Field should be here. He's the Chair of the Task Force on Creation Care. He is a co-author of this resolution as well, but he couldn't

make it this afternoon. I think what piqued his interest and the interest of the Task Force was that the Presiding Bishop waded into the issue. We've got the bishops involved in the immigration issues and white supremacist violence and so forth. Here he is trying to give it a theological perspective that we're not only concerned about local environmental issues, and we should be, but that the whole earth comes in to the stewardship of creation. The atmosphere, the oceans – all of which are overheated – causing disruptions, and we've seen plenty of storms recently. Then we have the HVAC, which talks about the obligation to protect the fragile Earth, our island home. He's coming out, and obviously, from a very different perspective. Also, I don't see it up there, but the second resolve clause has to do with very practical things we could do as local parishes. I like the first one especially, which has to do with "Let's make ourselves smart" on the science and physics of climate change and the hydrological cycle. I noted that Bishop Susan's description of the bishops visits to Alaska that one of the points in the statement issued by the bishops up there was that we should really focus on education and get ourselves informed of what climate change is all about. Thank you.

BISHOP JOHNSTON: Thank you. Any further questions? Discussion? Seeing no one else approaching the microphones, I'll call the question without objection. All in favor of R-7a as submitted to you by the Committee, please signify by saying, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

### **R-8a: The Inclusion of Transgender Youth in Our Churches, Schools, and Camps**

*The full text of R-8a can be found on page 134.*

MS. ROAF: The Committee recommends a move for adoption of R-8a: The Inclusion of Transgender Youth in our Churches, Schools and Camps. The changes made by the Committee were just done so that it would be in the proper form to be submitted to General Convention next summer.

BISHOP JOHNSTON: Thank you. Microphone two.

THE REV. CONNOR NEWLUN (ST. PAUL'S, HANOVER): I have a point of information.

BISHOP JOHNSTON: Certainly speak.

MR. NEWLUN: Are the guidelines open to amendment at this point? The guidelines, rather than the resolve clause?

BISHOP JOHNSTON: Ask the parliamentarian about that. The guidelines, are they open for amendment? Yes.

MR. CAUSEY: Because they are part of the resolution, they would be open to amendment. However, if we amend them, we need to change the reference because the guidelines came from another source and are just reproduced here. If you are going to change the guidelines, we can't say that they are what their source was, what these guiding principles are. They would be only this Annual Convention of the Diocese of Virginia's guidelines as opposed to supporting guidelines which came from a national source.

BISHOP JOHNSTON: Alright. Do you wish is to speak to that?

MR. NEWLUN: Yes, sir. I'd like to propose an amendment to the guidelines then, to strike the word "children."

BISHOP JOHNSTON: Strike the word “children?” You mean in the, “That we believe that all people are created in the image of God and that all people are beloved children of God?”

MR. NEWLUN: Yes, sir.

BISHOP JOHNSTON: Take out the word children so it reads “that all people are beloved of God.”

MR. NEWLUN: Yes, sir.

BISHOP JOHNSTON: Okay. Would you like to speak to the purpose of that amendment?

MR. NEWLUN: I would. My understanding is that the Episcopal Church does not teach all people are children of God, but that people born again by water and the Spirit are children of God. I don't find it fair to ask the clergy of this church to vote for an amendment or a resolution that contradicts the Prayer Book.

BISHOP JOHNSTON: Okay. We have an amendment open for discussion now. Thank you, Connor. Is there a discussion or questions, clarifications about the amendment? Thank you. I did not yet hear a second. It is seconded. Thank you very much. Are there questions? Is there a discussion? Approaching microphone three.

THE REV. SVEN VANBAARS (ABINGDON, GLOUCESTER): Could the proposer of the amendment tell us where in the Prayer Book he is referencing so he can clarify that theological point of our doctrine?

MR. NEWLUN: I believe in the liturgy of the Holy Baptism, we accept the newly baptized into the household of God implying certainly that they are now children of God.

BISHOP JOHNSTON: Thank you. Microphone one.

MS. REBECCA SHANNON (CHRIST CHURCH, ALEXANDRIA, AND YOUTH DELEGATE, REGION IV): I'm not clergy, of course, so I can't argue about the biblical.

MR. NEWLUN: We honor all of you.

BISHOP JOHNSTON: I think you have support to do so if you wish.

MS. SHANNON: All right. I think “children of God” is a good thing to say. First of all, it's very common in the Christian faith to say children of God. It's something that I have heard when talking about specific passages of the Bible. I can't give exact examples off top my head, but I think “children of God” is a good phrase to have in there. That's what a lot of Christians, I think, say in every conversation about this topic, is that we are all children of God and so we all deserve to have that right and to have the love of Christ.

MR. NEWLUN: Thank you.

BISHOP JOHNSTON: Thank you.

BISHOP JOHNSTON: Please let me remind you that no demonstrations during debate please. All right. Did I see two or one first? Two is first, I understand.

MS. CINDY McLAUGHLIN (ST. BARNABAS, ANNANDALE, AND EXECUTIVE BOARD MEMBER): Just a comment that I feel like all people are children of God regardless of whether they are baptized or not.



BISHOP JOHNSTON: Thank you. Microphone one.

THE REV. LUCIA LLOYD (ST. STEPHEN'S, HEATHSVILLE): I wanted to add that the liturgy that we use for baptism does use language of adoption as well as welcome into the household of God, and you can be a child of God even before that baptism, that adoption, that welcome takes place. And in fact one of the things that we are celebrating in baptism is the prevenient love of Christ, that we are all loved by God from even before we are conceived and that we are children of God right from the very beginning. We don't have to wait until the church celebrates that with our baptism for it to be true. I'm very comfortable in affirming that all of us are children of God right from the very beginning.

BISHOP JOHNSTON: Thank you. Microphone two.

THE REV. NICHOLAS FORTI (THE FORK CHURCH, DOSWELL): I just wanted to clarify that Father Connor's point is not that by removing the word "children" we are saying that these folks who are not baptized are not beloved of God, it will still read beloved of God. God loves them with that prevenient grace. His point is simply to call us back to what scripture says in Galatians 3 and in Romans, where it says that we are adopted, joint heirs with Christ, through baptism. It's simply a theological point about our language, but it's an important point, and not at all to say that those who are not baptized are not loved or beloved of God, but to be clear about our theological language that it is through water and the Spirit that we become joint heirs with Christ. Thank you.

BISHOP JOHNSTON: Thank you. Microphone one.

THE REV. AMANDA KNOUSE (EMMANUEL, DELAPLANE): The Epistle for All Saints' happens to be 1 John 3:1-3, "See what love the Father has given us that we should be called children of God and that is what we are."

BISHOP JOHNSTON: Thank you. Microphone two.

THE REV. WEBSTER GIBSON (CHRIST CHURCH, WINCHESTER): Being one who also has many friends in Jewish and Muslim traditions who all understand ourselves to come from the same God: If all of us are made in God's image and expressions of that, "children of God" is important and appropriate to always hold on to as our theological understanding of who we are that make up the body of Christ. Invited into by baptism, yes, but that makes us the body of Christ. Creation is bigger than just the Christian community, so "children" is definitely important to keep in this kind of conversation. Thank you.

BISHOP JOHNSTON: Is there anyone else approaching the microphone to speak to the amendment?

MEMBERS OF CONVENTION: Call the question.

BISHOP JOHNSTON: I will call the question on the amendment, without objection. Calling the question on the proposed amendment so that it would read, "We believe that all people are created in the image of God and that all people are beloved of God," striking children, because this is true, et cetera. All in favor of the amendment, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed?

MEMBERS OF CONVENTION: No.

BISHOP JOHNSTON: The amendment fails. We are back to discussing the original R-8a.

MEMBERS OF CONVENTION: Call the question.

BISHOP JOHNSTON: Call the question? Without objection, I shall do so. All in favor of R-8a as proposed and submitted by the Committee, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

**R-9a: Support for the Triangle of Hope**

*The full text of R-9a can be found on page 136.*

MS. ROAF: The Committee moves for adoption of R-9a: Support for the Triangle of Hope. The revisions made by the Resolutions Committee were done to try to suggest some concrete steps that we can use to measure several years from now whether we have, in fact, been achieving these goals.

BISHOP JOHNSTON: Thank you. Microphone one, please.

THE REV. CAYCE RAMEY (ALL SAINTS SHARON CHAPEL, ALEXANDRIA): I, along with the Rev. Rock Higgins, am your diocesan representative to the Triangle of Hope Covenantal Community. I stand in support of this resolution. We were called by our Bishop and in partnership with two other bishops, the Archbishop of West Africa and the Bishop of Liverpool, from a joint statement from Kenya in June – let me reiterate that. A joint statement by the Archbishop of West Africa, a bishop of Liverpool, England, and our own Bishop, possibly one of the few functioning Anglican-Communion-broad relationships now – to take ownership in our Conventions and Synods of this covenantal community, of this relationship. It has been in process for 15 years or more and it stands ready to take those next steps as long as we own it and support it.

I appreciate the Committee's work and the need to move things around. I would ask that you please take your first step in owning the relationship in the Triangle of Hope by reading the "whereas" clauses that have been put down at the bottom of the resolution. Our context, our history is the work of this relationship and if we cannot read and work through even this small sliver of a summary of some of our history, then we're not ready for the rest of the resolves. So I ask you to please support this with your vote and by reading the context, and then by working in partnership to see this relationship go forward. Thank you.

BISHOP JOHNSTON: Thank you. Seeing no one else approaching the microphones, I will call the question. Do we have one? Thank you.

MR. TOM BAKER (ST. JAMES'S, RICHMOND): On page 32, I did read the background, second paragraph, "We view this history with great pain and penance before Go, the God who wills of Christ to bring freedom and justice for all." I suggest we change "Go" to "God." Thank you. Just a typo.

BISHOP JOHNSTON: It's a typo. That can be corrected. Thank you. Yes, microphone one.

MR. RAMEY: That particular typographical error has, while not been corrected in the printed packet that some of you like me have may have downloaded previously, was corrected this morning at the Commission hearing. Thank you.

BISHOP JOHNSTON: Thank you. Seeing no one else approaching the mics, I will call the question without objection. All in favor of R-9a with the typo corrected, say, "Aye."

MEMBERS: Aye.

BISHOP JOHNSTON: Any opposed? Done.

### **R-10a: Support for Our Bishops' Statement on Charlottesville Violence**

*The full text of R-10a can be found on page 138.*

Ms. ROAF: The Committee moves for adoption of substituted R-10a: Support for our Bishop's Statement on Charlottesville Violence. In the paragraph that we revised this morning, we added "anti-Semitic, anti-Islamic, misogynist and homophobic violence" to the list of other sorts of violence that was observed at Charlottesville.

MR. JACK SCHICK (ST. PETER'S, ARLINGTON): I was asked by Region III, who sponsored this resolution, to speak to it. Our point here in this resolution is not simply to reiterate what the bishops have already said most dramatically and most courageously in Charlottesville, but to make the point that we all need to embrace this statement and that this would then become a statement of the entire Convention, which represents the whole Diocese. That's the point of the first resolve. The second resolve, as the Bishop has already laid out, is an action program for things we could do in our own parishes to advance the cause of peaceful protest against white supremacists.

As Phoebe has just mentioned, the Committee did add a third paragraph because I gather that in Charlottesville men in military fatigues, armed, showed up, and I read that the Charlottesville police didn't know what to make of them. Were they from the National Guard? Or who were they? This third resolve asked the Attorney General of the State of Virginia to regulate our militias in this state.

BISHOP JOHNSTON: Thank you, microphone three.

THE REV. BARBARA MARQUES (ST. JOHN'S, WEST POINT): This morning some things were added to this that were very important, from the guiding of the Holy Spirit, to include about this resolution. But as I thought about it during lunch, I realized the by adding these specific groups who might be the victims of hate crimes, et cetera, that then we just had this general word of "racism," which is an overriding term but it doesn't talk specifically about our brothers and sisters of color or indigenous people who are victims of racism. I just think that perhaps we might flush out the word racism a tad by saying that racism against people of color including indigenous peoples of this nation.

Ms. ROAF: So if I'm hearing you right, the first "racist," the word before anti-Semitic, you're asking us to expand?

Ms. MARQUES: Correct. To expand that language to say racist against whom.

BISHOP JOHNSTON: You're proposing an amendment?

Ms. MARQUES: Yes, sir.

BISHOP JOHNSTON: Is it seconded? I did hear a second. Would you propose the amendment as you'd like it to read?

Ms. MARQUES: Yes, sir. Contend with racist actions against our brothers and sisters of color to include the indigenous people of our country.

BISHOP JOHNSTON: Thank you. All right. Is there discussion about the amendment as proposed? The amendment has been seconded. It is up for discussion. Approaching microphone two.

THE REV. DANIEL ROBAYO (EMMANUEL, HARRISONBURG): It's a clarification question if we're speaking about – I'm all for the sentiment expressed, but I'm pondering the question, were those who were present in Charlottesville that they observed that part of this specific language that was used – unrepeatable language as the Bishop said – did that include sentiments against Native American brothers and sisters, since this resolution's specifically about that?

BISHOP JOHNSTON: Not that I heard. What I heard I just reported from my own specific experience, but there was plenty of it to go around. Microphone one, thank you.

THE REV. TOM SIMMONS (ST. PETER'S, PURCELLVILLE): Is it outside the scope of this resolution to add "advocacy of violence from left wing revolutionary groups that were present that day" as well?

BISHOP JOHNSTON: That would be something to be taken up outside of discussion of the amendment, so you can bring that back. Discussing the amendment. Microphone three.

MS. MILDRED ROBINSON (ST. PAUL'S MEMORIAL, CHARLOTTESVILLE): Speaking to use of racist actions. You'll forgive me, but I when I think race, I think African Americans first. First I think the term "racist" is pretty all inclusive. It's assuming that you want to expand upon it and give us some context. I cannot imagine such language being used without mentioning first and prominently African Americans, because that does embody the very history of race in this country.

BISHOP JOHNSTON: Thank you. Back to microphone three. You're speaking to the amendment.

MS. MARQUES: I just wanted to say that as I sat down I realized that what Mildred said was the case. I think we have to wait to include African Americans as well or to just say "actions against our brothers and sisters of color" and leave it at that. But that's another amendment.

BISHOP JOHNSTON: You're wanting to amend the amendment?

MR. VANBAARS: If I may offer an amendment to the amendment. I think that's within order. Within the amendment, "actions against our brothers and sisters of African descent and Native American descent" is my amendment to the amendment.

BISHOP JOHNSTON: That is in order. Clarify that for our note taker there please.

MR. VANBAARS: Again, striking the words "of color," Native American descent to clarify what do we mean by "indigenous," and then striking the words "indigenous people of our country." Further going, that phrase "actions to dissent" needs set off in parentheses. Just grammatically it needs to be set off differently than the comma phrases that are coming from.

BISHOP JOHNSTON: All right we're discussing the amendment to the amendment, and we're getting a lot of interest here.

MR. VANBAARS: A grammarian looking at the series of items and commas, that phrase being set off by commas gets confused with the series of things. So to set that phrase actions with the comma with the parentheses before action and then parentheses after descent, so that racist and anti-Semitic are first and second in that sequence of things we're listing.

BISHOP JOHNSTON: All right. Let me remind you, obviously I'm a Johnny-come-lately on this one, but if you've got substantive amendments to offer, we need you to offer those in writing to the scribe so that we can do that. I think we've got it what you've got there, but that's good to remind ourselves from here on. Microphone two.

MR. BOB FAITHFUL (ST. JOHN'S, CENTREVILLE): First of all I want to thank the Bishop for the powerful statement he made earlier today. I think that these amendments, while well intentioned, take away from that power. I think the statement "racist" is what it means. Those of us that are people of color kind of know what a racist is.

The other additions I think are appropriate. I have a daughter who's gay; I have friends who fit on all those other categories. I think those people are maligned and they're specifically in there. But I would strongly object to either the amendment or the amendments of the amendment because I think racism basically wraps it up. It's been very powerful message, is a powerful resolution as it is.

BISHOP JOHNSTON: Thank you. Microphone three.

MS. HELEN SPENCE (ST. CHRISTOPHER'S, SPRINGFIELD): I have no objection to the amendment or the amendment to the amendment. But I feel like if we get so specific, then we're going to be leaving somebody out somewhere along the way. At the moment I'm looking at that and thinking we're leaving out our Hispanic brothers and sisters, or our Latino brothers and sisters. I agree with Bob. I think we just need to stick with "racist" and go on from there. Thank you.

BISHOP JOHNSTON: All right. Microphone one.

MR. BILL MONTGOMERY (ST. PETER'S, ARLINGTON): I just want to endorse what was just said and add that the more specific we try to get, the more we risk leaving someone out, including Hispanics, Asian, Pacific Islanders, all of whom I've observed prejudice against. One alternative, if anybody wants to go back to another member, would be simply to include a comment such as "any hateful and prejudicial violence," which might be more generic to cover anyone it might leave out.

BISHOP JOHNSTON: Thank you. Microphone two.

THE REV. CATHERINE CAMPBELL (LA IGLESIA DE CRISTO REY AND SAN JOSÉ, ARLINGTON): Racist is racist, and it is against our brothers and sisters of color, and that it does include a large spectrum of different ethnicities and cultures. I vote against the amendment and the amendment to the amendment because I think "racist" is enough. If I were to include anything, I would include what was just said, is "any hateful rhetoric against our brothers and sisters that live in this country." I vote against the amendment to the amendment and the amendment.

BISHOP JOHNSTON: All right. Thank you. Microphone one.

MR. MICHAEL JONES (GRACE, ALEXANDRIA): I agree with most of what was said in the last few comments. I think "racist" is clear enough. The way racist is defined here, it's limiting and leaves out other groups that I think most people would agree should be included. I would leave racist and take out what's listed parenthetically. Thank you.

BISHOP JOHNSTON: Thank you. I hear calling the question on the amendment to the amendment. We're voting to end discussion on the amendments to the amendment. Are we clear? That's the parenthetical. All in favor of ending discussion, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? The ayes have it.

We are back to the amendment original. We have discussion about that unless we want to call the question. Calling the question on Barbara's original amendment, which says, do we have that text up?

It has been overwritten. Barbara, you may want to help them out about what you had said, how that amendment stood, since it's been over written.

Ms. MARQUES: Having heard all the discussion, my point in this was not that we perhaps need to think of some groups that we don't often think of. I'm willing to withdraw the amendment considering that we've discussed it. But I would like to say also that those people who are victims of racism know what it is that those of us who are perpetrators of racism often don't.

BISHOP JOHNSTON: Thank you. All right, I think I'm going to exercise a bit of discretion in latitude with the Chair. If she wants to withdraw that amendment, we could go back to the original as proposed by the Committee.

Ms. ROAF: Yes.

BISHOP JOHNSTON: Is there an objection to that?

MEMBERS OF CONVENTION: No.

BISHOP JOHNSTON: Thank you. Okay. Yes, microphone one.

UNNAMED MEMBER OF CONVENTION TWO: Point of order, Bishop. I think we voted to close off discussion on the amendment to the amendment but we didn't actually vote that amendment to the amendment out. Is that correct? We need to take that vote and have this done properly.

BISHOP JOHNSTON: Okay. All right. Thank you. It's easy to get caught in the rabbit hole. That's for good order's sake, we'll take a vote on the amendment to the amendment when we close discussion. All in favor of the amendment towards the amendment, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: All opposed.

MEMBERS OF CONVENTION: No.

BISHOP JOHNSTON: Thank you, we close the loop on that. We are back to the original resolution as submitted. Calling the question without objection, all in favor of the resolution as submitted by the Committee, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

### **R-11a: Diocese and Congregations Address the Drug Crisis in America**

*The full text of R-11a can be found on page 139.*

Ms. ROAF: The Committee moves adoption of substituted R-11, hopefully you have received a copy, Diocesan Congregations Address the Drug Crisis in America. If you can scroll up, Julia, there was one change that the Committee made this morning, to add the Episcopal Province III Opioid Pandemic Response Task Force to the list of organizations that the Diocese of Virginia is asked to be in partnership with.

BISHOP JOHNSTON: Thank you. Approaching microphone three.

MS. CADY SOUKUP (TRINITY, WASHINGTON, AND REGION XIII PRESIDENT): This resolution came from a program that Karl Colder, Special Agent in Charge, gave to our region on the opioid epidemic. He is in charge of four states: District of Columbia, Virginia, Maryland and West Virginia. His presentation was so compassionate and opened our hearts so wide that this resolution came out of it. I speak strongly in support of this resolution. Thank you.

BISHOP JOHNSTON: Thank you. Microphone one, I saw first.

THE REV. DEACON BARBARA AMBROSE (ST. ANDREW'S, RICHMOND): I'm the diocesan Representative to the Province III Opioid Task Force. I stand in strong support of this resolution. There are many reasons that the church should be involved in this crisis. The one that I want to mention, the Bishop this morning, in his pastoral address, talked about the importance of college students and young people to the life and future of our church. Each year, more college students report abusing opioids and the death of overdose is increasing each year in this population. If we are going to be effective in our outreach to college students and other young people, we need to understand this crisis that they are facing and that is impacting their lives. Thank you.

BISHOP JOHNSTON: Thank you. Microphone two.

MR. STEVE CLIFFORD (CHRIST CHURCH, SPOTSYLVANIA, AND EXECUTIVE BOARD MEMBER): I want to say that in general, I am very, very much in favor of this. I have personally witnessed what opioid abuse does and how it affects people. It has affected me in a very, very, real way, and I'm very glad to see that we are addressing this.

I do have a pretty big concern though about the third resolve. The first two resolves, I think, stand on their own. I think the fourth resolve stands on its own, but the third one asks the Diocese and every congregation to acknowledge its spiritual, moral and ethical responsibility to provide these things. We are being asked to provide prevention programs, access to provisional organizations and educational resources. I understand that those are aspirational things that would be wonderful for us to do, but if we put this in the resolution itself, we are saying that we are going to have to make some decisions about ministries in our own parishes and within the Diocese itself. Are these things that are going to displace other ministries with our resources and our time and our money? I would suggest that perhaps this resolution could still accomplish what we need if we were to eliminate that resolve entirely. Therefore, I am proposing an amendment to eliminate the third resolve from this resolution.

BISHOP JOHNSTON: I'm sorry, that's out of order. You can't speak to an amendment and then propose it. But its noted and perhaps it will come back around that way. Microphone one.

MR. GRAHAM DARCY (ST. MARY'S, COLONIAL BEACH, AND YOUTH DELEGATE REGION I): I would just like to speak in full support of this resolution. I personally have friends who suffer from substance abuse, specifically opioid abuse. Just last night, I had to have a phone conversation with a friend to convince him to stop taking hydrocodone pills, and to not take a hydrocodone pill and spend his night passed out on his bed. The thing that I have realized, coming into contact with these people and being so close friends with them, is that they don't have anywhere to go. They're afraid to go to adults and say, "Hey, help me. I have a problem. I have depression, anxiety." They self-medicate. I think it's our responsibility, as a community of God, as a loving community, to provide for these people and to help them to overcome their problems in ways that don't involve substance abuse and opioid abuse, especially. I would just like to speak in full support of this resolution, and especially to point three where it states that we will provide prevention programs and recovery programs. Thank you.

BISHOP JOHNSTON: Thank you. Microphone three.

THE REV. WILLIAM PEYTON (ST. PAUL'S MEMORIAL, CHARLOTTESVILLE): First, I want to thank all of those who are responsible for bringing this to our attention and raising this important issue in this forum. I do want to echo the concerns of the gentleman who spoke here. I don't think it's realistic for us to suggest that every congregation in the Diocese of Virginia is equipped or prepared to provide prevention programs for youths and adults. I would suggest that, even if we think that is a good idea, I don't think it's realistic. I don't think that all of our congregations are well equipped to do that. The few that are might be encouraged to consider how they might be called to do that. I think that language is narrow, and I am grateful for the work that's going into raising this, but I'm weary of this body resolving to do things that many of us actually don't intend to do.

BISHOP JOHNSTON: Thank you. Microphone two.

MS. DEBBIE CARTER (ST. JOHN'S, ARLINGTON): We're a small congregation, and I don't think we could do this. I would support an amendment or suggest an amendment that we change the word "provide" to "support," which we could provide information about this, maybe donate to some of these programs. We could support the issue, not provide this material.

BISHOP JOHNSTON: That amendment is in order. Is it seconded? It is seconded. We're discussing the amendment now. Would you like to speak to it any further?

MS. CARTER: No, but thank you.

BISHOP JOHNSTON: Okay. All right. Microphone three.

MR. KEITH WEBB (ABINGDON, GLOUCESTER): I was going to make the exact same suggestion. I speak in support of changing the word from "provide" to "support."

BISHOP JOHNSTON: Okay. Microphone two.

MS. ANNE HENRY (TRINITY, MANASSAS): I am a school counselor, and whether it's provide or support, perhaps some of these things could be done in collaboration with school systems and with community programs, and that's the way that this can be done in every single church.

BISHOP JOHNSTON: Thank you. Microphone three.

MS. McLAUGHLIN: I would like to speak in support of this, having been supported by a Region III church as I went into recovery. Now as a Region VII church, I feel it's very important. It's certainly been to me.

BISHOP JOHNSTON: Thank you. Anyone else to speak to the amendment striking "provide" replacing with the word "support?" I heard call the question. Is it seconded? All right, I'll call the question. All in favor of ending debate, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Now, we vote on the amendment itself. All in favor of the amendment say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

MS. ROAF: That's the amendment, now we've got to vote on the resolution.



BISHOP JOHNSTON: That's right, the amendment is done. Now we're back to the resolution as amended. Yes, microphone two.

THE REV. CARA ROCKHILL (HOLY COMFORTER, VIENNA): I am all for it, this resolution, but just would like to point out that it singles out three drugs; pain relievers, heroin and synthetic opioids, which disproportionately impact white communities over communities of color.

BISHOP JOHNSTON: Thank you. Microphone three.

THE REV. ELAINE ELLIS THOMAS (ST. PAUL'S MEMORIAL, CHARLOTTESVILLE): I fully support this amendment. My family is personally impacted by this opioid epidemic. Many of us have been wondering, particularly with the realignment of regions, what the regions are actually for. I think this would be an excellent opportunity for the regions to operate and support these kinds of programs.

BISHOP JOHNSTON: Thank you. Approaching microphone two.

MS. ALLISON OTTO (ST. GEORGE'S, ARLINGTON): Would it be in order to suggest a further amendment, not to that one, a different one?

BISHOP JOHNSTON: Yes, an amendment is in order since she's not spoken to it first.

MS. OTTO: I would like to propose an amendment to number four on that list, that we change it to "individuals who suffer from and who's loved ones suffer from addiction." Currently we're only singling out the family members, not the actual sufferers.

BISHOP JOHNSTON: Thank you. Does that read the way you have intended?

MS. OTTO: Yes.

BISHOP JOHNSTON: Alright. We are discussing the amendment. Are there any to discuss the amendment? Approaching microphone one.

THE REV. JAMES CIRILLO (GRACE, CASANOVA): I think that's an excellent idea because, of course, it leaves out the group it's really directed to otherwise.

BISHOP JOHNSTON: Thank you. Anyone else? Then we'll call the vote on the amendment. All in favor say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done. Back to the amended version of R-11. Microphone three.

MS. SUSAN BLAND (ST. PAUL'S, RICHMOND, AND REGION IX PRESIDENT): Is this a particular amendment or is this as the amended the overall?

BISHOP JOHNSTON: It's as amended.

MS. BLAND: I'm President of the current Region IX until *sine die*, and having said that, I support this amendment. The new regions as proposed are geographical only and I would highly recommend that as we seek to consider how to bring the Spirit to both support and provide, that we do not have to use our power in a geographic way. Missional Regions are exactly the way to approach opioid addiction. If there are churches that have this in their hearts, they can move forward to provide. If there are

churches that need help, they can turn to those churches that provide and seek ways to support. That can be done in terms of systemic racism in transportation and that can be done against what has come out of the Charlottesville August 12 moment and on and on. So I support this particular resolution as amended and would welcome all those who would provide and support all of these resolutions in a missional away.

BISHOP JOHNSTON: Thank you. Call the question and I heard it multiple times, I'm assuming it's seconded. So, all in favor of ending debate, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Debate is ended. We'll vote on R-11 as amended. All in favor say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

### **Courtesy Resolutions**

*The full text of the courtesy resolutions can be found on page 141.*

THE VERY REV. PHOEBE ROAF: Thank you Bishop. We now move to the three courtesy resolutions. On the first one, the Committee asked that we have a better sense of the ministry of the Rev. Linda Hawkins and so you should have received in the supplemental package additional whereas clauses to give a feel for the scope of her ministry.

THE RT. REV. SHANNON S. JOHNSTON: Thank you. Microphone three.

MS. CINDY McLAUGHLIN (St. BARNABAS, ANNANDALE): I know you guys have got to be tired of me by now but I'd just like to say, as a member of St. Barnabas, Linda Wofford Hawkins was a very special person. And so we would just like to make sure that all our thanks go out to her in all of her future endeavors, and I assume that a copy of the resolution will be sent to her. Thank you.

BISHOP JOHNSTON: Anyone else to speak to CR-1a? Calling the question without objection, all in favor of CR-1a, the Rev. Linda Wofford Hawkins, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

MS. ROAF: The Committee moves for the adoption of courtesy resolution two for David W. Donaldson.

BISHOP JOHNSTON: Thank you, is there anyone to speak to CR-2? Calling the question without objection. All in favor say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done.

MS. ROAF: And last on our agenda, but certainly not least in our hearts, the Committee moves for the adoption of substituted CR-3a, Charles "Buck" Blanchard. We did add a whereas clause reflecting

the scope of his work in Sudan and South Sudan, and we also did make a typographical clarification in the earlier draft.

BISHOP JOHNSTON: Thank you, CR-3a, approaching microphone three.

THE REV. SVEN VANBAARS (ABINGDON, GLOUCESTER): I move passage of this resolution by acclamation. Enthusiastic acclamation.

BISHOP JOHNSTON: That would be in order. Alright. All in favor? We're going to approve in acclamation.

Let the record show that was done enthusiastically by acclamation. Does that finish your report?

Ms. ROAF: We have a person who's come to the mic.

THE REV. JENKS HOBSON: Might I ask for a point of personal privilege, sir?

BISHOP JOHNSTON: You certainly can.

MR. HOBSON: As a long time czar of the Resolutions Committee, I thought we've made some wonderful progress by asking you all not to do whereas's. We lost ground this year. As has been said, they take up time. I'm a preacher, I do words. "Whereas I woke up this morning feeling great." You could put so much in there and then we'll have to talk about it. I really challenge Mr. Ramey's idea that if we put it down below in the background, it won't be read. I encourage this Convention, as we move toward our next full Convention when we don't have quite the best excuse to guard the time, don't put whereas's in. They're great in courtesy resolutions. There are certain resolutions where they belong, the rest of the time they get in the way. Please write resolutions as the Resolutions Committee has worked on them this year. Thank you.

Ms. ROAF: Bishop, I ask the Resolutions Committee be dismissed.

BISHOP JOHNSTON: All right. You are dismissed with our gratitude. Our gratitude and our admiration, I might add. Thank you. Very good work.

## **Report of the Committee on Related Organizations**

THE RT. REV. SHANNON S. JOHNSTON: I call on the Rev. Bernie Schroeder, St. Thomas, McLean, Chair of the Committee on Related Organizations for a report of the Committee.

THE REV. BERNIE SCHROEDER (ST. THOMAS, MCLEAN): Bishop Johnston, Bishop Gulick, Bishop Goff, Mr. Secretary and members of the Council. The Committee on Related Organizations has met to review and now present the slates of nominees to be approved for later election by their respective boards. For the Board of Virginia Diocesan Homes, we reviewed and approved the nominations of:

Mrs. Mary Holly Bigelow  
Mr. H. Stetson Tinkham  
Mr. Robert Woods

They have all put their names forward and have backgrounds that would be valuable assets to the operation of the Virginian Diocesan Homes.

For the Diocesan Missionary Society, there is one name brought forward for consideration. He is Mr. Russell Lockey. Mr. Lockey has a background in law and real estate and has expressed a strong desire to contribute to the Diocese through their work on the Diocesan Missionary Society board.

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

BISHOP JOHNSTON: All in favor of approving the slates as presented to you by the Committee for Related Organizations, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done. Thank you. The Committee on Related Organizations is dismissed with our gratitude.

## **Report of the Standing Committee and Disciplinary Board Nominations**

THE RT. REV. SHANNON S. JOHNSTON: Okay. I call on the Rev. Jo Belser, Church of the Resurrection in Alexandria and President of the Standing Committee, to give the Standing Committee report, and then she will present the slate for the Disciplinary Board.

THE REV. JO BELSER (CHURCH OF THE RESURRECTION, ALEXANDRIA, AND STANDING COMMITTEE PRESIDENT): Thank you Bishop. Bishops, members and guests of Convention: I stand before you today, the outgoing President of the Standing Committee of our Diocese. This is no big deal. Happens every year. The outgoing Standing Committee president stands before you most years, and tells you the very same thing. We tell you that canonically we're responsible for being a council of advice for our Bishop, which is ironic because our Bishop needs so little advice, in my opinion. He's truly a person of prayer and a discerning leader. He believes in and practices collaborative leadership. In my experience, especially this past year, I've learned we can trust our Bishop to be both collaborative and transparent.

Canonically, the majority of Standing Committees must consent to the episcopal elections held between General Conventions, and whenever a Diocese wants to hold an election for a bishop suffragan. This year we consented to the Diocese of West Texas electing a bishop suffragan and to the elections of seven bishops in various dioceses of our church.

Standing Committees are gatekeepers, so to speak, for the church concerning people seeking ordination. You can hear it in the wording of Canon 3.8.7 C or D for ordination of priests or deacons respectively, which say we must certify that "the canonical requirements for ordination have been met and that there is no sufficient objection on medical, psychological, moral or spiritual grounds." Do you believe all that? Then we recommend a person to the bishop before he or she can be ordained. The Standing Committee also must certify that an ordinand has met all the requirements and filed all the paperwork. We take this work seriously and prayerfully. There were 10 people who were ordained to the transitional diaconate in June who will be, God-willing, ordained priests on December 9, possibly with one or more others, with whom your Standing Committee held candidacy interviews.

They also have begun interviewing next year's potential transitional and vocational deacon candidates. This is quite a scheduling challenge. We're very fortunate that Ed Keithly and Vicky Bickel of the Bishop's staff are so adept in their duties that they make these tasks seem easy. We are delighted that, thanks to the Bishop's staff, the ordination process has continued to become more formation-focused rather than gate-keeping tasked, to the extent that the canons allow.

The Standing Committee has other duties and I wanted to give you a peek at those, even though the hour's late. We get to consider whether to give diocesan assent, along with our bishops, to the very hard work of a whole bunch of other people. This year we approved the Bishop's appointment, with just a little bit of discussion, of the regional deans. We approved the Bishop's creation, with a lot of discussion, of the Institute for Peace and Reconciliation at Truro Church in Fairfax. Joyfully so, I might add. We consented to the requests of four priests to undertake secular work in addition to their clergy work because their income from the church was insufficient to sustain them and their families. We approved the expansion of a capital campaign at St. James in Warrenton to increase the capacity of its school, a school which the people in Warrenton voted the best in the city and whose new ties with the church are increasing the vitality of both school and the church congregation. We approved the implementation of the work of a task force that revised the new regional structure within our Diocese. We approved requests from Church of the Resurrection in Alexandria and from St. Paul's on-the-Hill in Winchester to redevelop their property, subject to the concurrence of the Bishop on the deals presented for use of the land for various affordable housing projects. At this Convention, as you know, we proposed and you've agreed to the election of a second bishop suffragan for our Diocese. It might be a good time to be leaving the Standing Committee.

Finally, with our member the Rev. Elaine Ellis Thomas and our bishops helping to lead the clergy presence in the face of racism in Charlottesville, I'm pleased to report that we as Standing Committee responded with our presence and our prayers. People ask us all the time what the Standing Committee stands for. This year, we can respond with this. We literally stand for Christ against hatred and fear.

Amid all this work, the Standing Committee gave great thanks for the work we did not have to do this year that would have been among our duties. We did not have to function as the ecclesiastical authority of our Diocese in the absence, illness, death, retirement or resignation of our Bishop. You can clap on that one. We did not have to get involved in any of the disciplinary actions that are playing themselves out in this era of the downsizing of God's church. It's a lot of work, good work, I might add.

I'd be remiss if I didn't name the great people whom God activated to serve on the Standing Committee this past year. In the year one class:

Ms. Betsy Anderson, St. Alban's, Annandale  
The Rev. Grant Ambrose, Ware, Gloucester  
Mr. Brad Davenport, Grace & Holy Trinity, Richmond; Our nominee as next year's  
Standing Committee Secretary  
The Rev. Carol Hancock, St. John's, Centreville

In the year two class:

The Rev. Randy Alexander, Immanuel Church-on-the-Hill, Alexandria; President of the  
Committee on Priesthood  
Ms. Helen Spence, St. Christopher's, Springfield; President of Region VII, this year's  
Standing Committee Secretary and our nominee to be next year's Standing Committee  
President. Please pray for her.  
The Rev. Elaine Ellis Thomas, St. Paul's Memorial, Charlottesville  
Mr. Steve Wachenfeld, Grace, Keswick; Member of the Regional Re-Visioning Task  
Force. He will be continuing along with the members that you elected today.

In the outgoing class:

Yours truly, Church of the Resurrection, Alexandria  
Mr. Roger Inger, St. Paul's on-the-Hill, Winchester

The Rev. Herbert Jones, Church of Our Saviour, Montpelier  
Mr. Bill Pennell, St. Mary's, Whitechapel

Truly a gifted group. Bishop, as you mentioned, I need, with your permission, to present the nominees for election to the diocesan Disciplinary Board.

BISHOP JOHNSTON: Please.

Ms. BELSER: 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 persons, is the canonical body of record for 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 in November 2020.

The Standing Committee nominates:

Ms. Peggy Miller  
The Rev. Melissa Hollerith  
The Rev. Alwin Reiners, Jr.

to serve on the Disciplinary Board for a three-year term ending at the 226th Annual Convention in 2020. Also, due to the resignation on September 20 of this year, of the Rev. Jeffrey Packard who accepted a call as Rector in the Diocese of Central Pennsylvania, a new member must be elected to serve the remainder of his unexpired term, which ends at Convention in 2018.

The Standing Committee nominates the Rev. Bollin M. Millner, Jr. to fill this term.

BISHOP JOHNSTON: Thank you. This will be a voice vote. I call for a motion to elect the slate presented by the Standing Committee. All in favor, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Done. Thank you very much, Jo.

## Episcopal Appointments and Elections

THE RT. REV. SHANNON S. JOHNSTON: Moving to the episcopal appointments. I'm going to start with the Deans of the regions for 2018, effective at the conclusion of this 223rd Annual Convention. So starting with these deans:

Arlington Region: The Very Rev. Andrew Merrow, St. Mary's, Arlington  
Alexandria Region: The Very Rev. Chuck McCoart, Emmanuel, Alexandria  
Central Richmond Region: The Very Rev. Abbott Bailey, St. Andrew's, 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  
Harrisonburg Region: the Very Rev. Cathy Tibbetts, Christ Church, Luray  
Leesburg Region: The Very Rev. John Sheehan, Church of Our Redeemer, Aldie  
Middle Peninsula Region: The Very Rev. Gary Barker, Kingston Parish, Mathews  
North Fairfax Region: The Very Rev. Hillary West, Epiphany, Oak Hill

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  
West Richmond Region: The Very Rev. Shirley Smith Graham, Christ Church, Glen Allen  
Winchester Region: The Very Rev. Webster Gibson, Christ Church, Winchester

So there are the Deans. Let's hear it for the Deans.

We have some very good meetings and some very good advice comes from them, and I'm very grateful to the deans who serve very faithfully in terms of communication and convening the clerici and working on programs, so we're very grateful for how they function in the region and in the Diocese with my office.

Commission on Ministry appointments. I remind the Convention that per diocesan Canon 22, section 1 (b), the Bishop may annually appoint not more than 10 members for one-year terms, subject to confirmation by Convention. My one year appointments:

The Rev. Randy Alexander, Immanuel Church-on-the-Hill, Alexandria  
The Rev. Deacon Holly Hanback, St. Gabriel's/San Gabriel, Leesburg  
The Rev. Megan Limburg, St. Mary's, White Chapel, and Trinity, Lancaster  
The Rev. Dr. Craig Philips, St. Peter's, Arlington

Members of the Commission continuing in previously elected term:

The Rev. Barbara "Bambi" Willis  
Mr. Thomas Han, Christ Church, Alexandria  
Ms. Elizabeth Ward, Christ Church, Alexandria

I nominate the following to serve three-year terms ending in 2020 at the 226th Annual Convention:

Dr. Craig Anderson, Holy Comforter, Richmond  
The Rev. Chris Miller, Immanuel Old Church, Mechanicsville  
The Rev. Robin Razzino, St. Clement, Alexandria

Having made those announcements, I now call for a motion to elect the slate for the Commission on Ministry. It's a voice vote. Moved and seconded. Thank you. All in favor of the slate presented for the Commission on Ministry, say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? Okay.

## **Report of the Regional Re-Visioning Task Force**

THE RT. REV. SHANNON S. JOHNSTON: Now, I call on Ms. Diane Miller, St. Timothy's, Herndon, for the final report of the Regional Re-Visioning Task Force.

MS. DIANE MILLER (ST. TIMOTHY'S, HERNDON): Well that sounds so final. Good afternoon. I'm Diane Miller. I am the Executive Board representative from Region V, soon to be Northern Fairfax

Region, and I have the pleasure of co-chairing, with the Very Rev. Rob Banse of Trinity, Upperville, the Region Re-Visioning Task Force for the last two plus years. Unfortunately, Father Rob is dealing with a health issue right now and so is unable to join us today, but this is our final report.

We've done an awful lot since the last report to all of you in January. We were excited to have met with the councils of all 15 regions to gather their insight on issues and feedback through those wonderful conversations with each council. We did three revisions to the original drafting of the parish alignment and region boundaries. We wanted to make sure we had the broadest support of all of the stakeholders in the Diocese.

We've developed a concept of the communities of ministry. I think you heard Susan Bland speak to that. This is, if you will, a group of people in our Diocese that are passionate about a certain ministry, maybe opioid addiction, maybe homelessness, and regardless of the geographic boundary of the region they're in, they could form together to use their leverage, their resources, their assets, their passion to make an even bigger impact in their community. So we've started defining that and you'll see some further information on our communities of ministry.

We've created a region transition guide to help our 16 new or revised regions go through that transition process. We were not about to tell anyone how they should be doing their jobs, but we made a list of things that they took into consideration as they were forming their new region, and it went all the way from their elections and bylaws to the disposition of their financial assets and designated funds. So it was just to help that process move along.

We've prepared a comprehensive package of information and presented our recommendation to the Standing Committee at their June meeting, and we were grateful that they accepted our recommendations and Bishop Shannon went to work and appointed new deans for the revised and new regions. Those are all in place. Then, the Secretary of the Diocese provided guidance about the Executive Board representation for the new and the revised regions. In September, we met with all the region deans and presidents to see how things were going, to address any issues and to share best practices. A number of the regions were well underway and re-forming themselves and they had a lot of progress to share.

Our Task Force has been designing a region portal concept, a resource of information that would be on the diocesan website. I'm really happy to tell you that this year we partnered with the diocesan Director of Communications, Nancy Chafin, who's amazing. She helped bring that concept into reality. You see up here the home page on the region portal. It's called the Regional Ministry Resource Center. It has everything you always wanted to know and more about regions. We have tabs across there that are impossible to see, but one is called "about regions," and has the map. You click on it. It drills down and gives you a link to every one of the parishes in that region. All of your parishes will be able to have a link to your own parish site. We're encouraging each region to also form a home page. We put stories submitted by the regions, so they can share examples of how God is working to service their communities and the people in their region. We have communities of ministry, there's a drop-down menu, so any parishes interested in participating can pool their resources together and address a particular concern by joining forces. I might say that Northern Fairfax Region, under the leadership of Joni Langevoort, has already started a substance abuse program. We also have a tool kit with resources in it that will assist region councils, lay and clergy, delegates, parish's investors and others who wish to know more about region news, what's happening in the world of regional ministry. We have a tab for events so that you can participate in the events and activities within any of the regions.

Last one, a final note from our Task Force. These new regions, and even the ones that didn't change except got a name instead of a number, have really been invigorated about the possibilities and the opportunities ahead of them for how they can do better ministry within their communities and



leverage the resources that they have to do even more. We're grateful for your prayers and your continued support, and we have enjoyed engaging with the clergy and the leadership. They've been so instrumental in our Task Force's success.

Bishop Ted has always been an advocate for region ministries, and his support, especially to region presidents, is really going to be missed. We really do view Bishop Ted as the patron saint of regions. Thank you very much.

We all very much appreciate the opportunity to serve. If I could have the Task Force members stand up to be recognized. They worked very hard for over two years to bring this to fruition. Thank you very much.

BISHOP JOHNSTON: Thank you so much, Diane. Wonderful work. Very diligent, very faithful and truly committed. We're tremendously grateful to you, and to your whole group, the whole Task Force.

## Report of the Treasurer

THE RT. REV. SHANNON S. JOHNSTON: Okay, calling on Ted Smith, the Treasurer of the Diocese, for his report.

MR. TED SMITH: Thank you, Bishop Johnston. Bishops, distinguished guests, ladies and gentlemen of Annual Convention: Good afternoon. I'm Ted Smith, your diocesan Treasurer. I realize that Chris and I are standing in between you and Bishop Ted's homily; I'll try to keep things brief.

First, a word about CPG, who celebrates 100 years of service to the Episcopal Church this year, having paid out \$6 billion in benefits to the clergy and their dependents over those 100 years. They remain on sound financial footing with total net assets, as Russ Randle mentioned earlier today, of \$12.3 billion. With an investment goal of 4.5% plus inflation, which over the last 10 years translates to 6.2% annually, CPG has achieved an annual return over those last 10 years of 6.4%. In addition to preserving the value of the dollar and keeping up with their spending, they've grown the amount of assets in their keep.

Clergy will have received information from CPG detailing revisions to the clergy pension plan, which was mentioned at the microphone earlier. These will go into effect January 1, 2018. We had our CPG representative come to the Spring Conference this year and present those changes, and I will present them further at Treasurer's conferences this spring. Of more immediate impact, in December, CPG will announce any cost of living increase for 2018. Also effective January 1 is an increase of \$1,050, to \$38,250 for the amount of Episcopal Church-related income that retired clergy may earn in a 12-month period.

Turning to our income statements, the audited financial statements for 2016 are posted on the Finance & Management page of the diocesan website. Should you need a sleep aid, you can read our audit. You will see there, a deficit of \$17,520 for 2016 that translates to 0.3% of the 2016 budget. As of October 31, we're in the season where we have received just under 75% of our budgeted income and have spent a little more than 75% of our budgeted expenditures. This is strictly a timing event and it's typical of the cycle of our income and spending. We'll receive about 9% of our income probably this week in the form of our investment-income distributions. We also get a significant amount of parish pledges at 4:59 p.m. on December 31 each year. We're in good shape on our operating income statement.

The Budget Committee of the Executive Board has prepared an initial budget for 2018. Mr. Chris Conrad of St. Andrew's Church in Burke is Chair of this Committee. The budget was adopted using an estimated parish pledging number, since we now meet in advance of the parish pledge submissions. The Budget Committee decided at that time to adopt a budget of \$5,010,000.

I'm pleased to report that despite the smaller size of this budget, budget areas long denied increases were fully funded and our personnel costs anticipate funding a third bishop. How, you may ask? Four things. First, the asking rate for diocesan pledging in support of General Convention has decreased from 19% in 2015 down to 15% for 2018 going forward, depending on what happens at General Convention next year. This amount combined with what we have from Bishop Gulick's salary, a decreased request in a significant budget area which is CCM, and the combination of the world mission work, which we've commemorated that Buck is leaving us. What we plan to do is to combine that work into an expanded staff role for Aisha Huertas and bring some of that work into the Episcopal portfolio, so we'll be realizing a savings there. In addition to that, we're going to be doing some careful management of our in-house overhead, utilities, office supplies, everything. We've got a considerable amount of savings and we've applied this in the areas that we've heard about earlier today. Should pledging be more or less robust than forecast, the Executive Board has the ability to revise the budget at a future meeting.

Chris will now present a balanced budget, and I thank him and the entire Budget Committee for their diligence in this important role. The bishop outlined the Rules of Order for this process. In order for a budget item to be spoken to from the floor, it must have been addressed at the open hearing earlier today. When Chris presents the budget, we will display a list of the budget categories on screen, and there are two, eligible to be spoken to. Each listing will be presented in order of where they fall in the budget, either income or expense. If you wish to change one of the eligible line items with the stated amendment in funding, the Rules of Order 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 look forward to serving you as your Treasurer in 2018. Thank you.

## Report of the Committee on Budget

THE RT. REV. SHANNON S. JOHNSTON: Mr. Chris Conrad of St. Andrew's, Burke, Chair of the Committee on Budget for the report of the Committee on the Budget. Thank you.

MR. CHRIS CONRAD (ST. ANDREW'S, BURKE): Yes sir. I'm also the Executive Board representative for Region VII, until today I guess. After today I think it's the Region Somewhat East by Northeast of Clifton – or something like that. I'm here to present the draft budget which Ted just pretty much summarized. In light of the fact that I'm your penultimate presenter today, I'll be brief. I want to thank the members of the Budget Committee, if you would just please stand. These are people that are not afraid of numbers, which is why they're on the Budget Committee. I also want to thank Ted Smith, your Treasurer. You have a real asset. He stays a step ahead and he certainly made our job easy.

The budget summary is not posted, but it is in your packet. It was presented as a packet and it was not revised in the revised packet, so everyone has access to it. It's about six pages of summary, and so we didn't put it up.

As Ted said, there were only two topics addressed in the open hearing. GraceInside, which is the prison ministry, and the college ministries were the only two budget lines that were addressed and therefore the only two lines eligible for discussion in the plenary. I would like to point out that in keeping with the Bishop's priorities expressed this morning, the college ministries received a significant increase over last year.

On behalf of the Budget Committee, which has unanimously consented, I move to adopt the draft budget as published as the budget of the Diocese of Virginia for 2018.

BISHOP JOHNSTON: Thank you. A motion made by the Committee needs no second, so we are open for questions and discussion about the budget that has been presented to you.

No questions or discussion? Hearing none I call the question without objection. All in favor of approving the budget that has been submitted by the Committee on the Budget from the Executive Board, please say, "Aye."

MEMBERS OF CONVENTION: Aye.

BISHOP JOHNSTON: Any opposed? My heavens.

## A Message of Thanks to Bishop Gulick

THE RT. REV. SHANNON S. JOHNSTON: If anything should have the last word at a Diocesan Convention for the Diocese of Virginia this year, this would most certainly be it. We got that part of it right. This gets the last word. I want to begin by offering my very deepest thanksgiving, my respect and my personal affection for our beloved Assistant Bishop, the Rt. Rev. Edwin F. Gulick, Bishop Ted. As he will continue his ministry until the year's end, there is still good time available for more personal and specific expressions of gratitude. Wouldn't we be sorely remiss if we didn't show our appreciation here at this Convention?

As Bishop Susan and I have written in the most recent *Virginia Episcopalian* magazine, we have indeed been richly blessed in having Bishop Ted as such a close colleague and a great friend. Now, of course, we could count Shrine Mont as a particular beneficiary of Bishop Ted's boundless energy and commitment, and you've heard that the regions say so as well.

I shy away from trying to point out all of the many ways that Ted Gulick has served the Diocese of Virginia with great distinction. I know from so many of you, through your various stories and your smiling memories of Bishop Ted's ministries and presence, that there must be thousands upon thousands of examples of what a gift he has been to all people who have crossed paths with him. Fortunately for us, Bishop Ted won't be going away as he retires to his farm, and after some months of rest and reorientation, he will still be serving from time to time in a few of his signature ministries, including pastoral care and holy conversation at his homestead, working with clergy and vestries, congregational life and witness, and in the occasional church visitation.

If we all had champagne right now, I'd ask us to raise our glasses in a toast of a tribute to our most faithful Assistant Bishop, but since we don't have champagne to lift, I'll simply ask us to raise our hearts and hands instead. God bless you and thank you, Ted Gulick.

Also, we express our great thanks and affection to Barbara Gulick for her uniquely loving role in sharing Bishop Ted with us in this Diocese. Barbara has been selfless in supporting Bishop Ted's wide-ranging ministry and has herself been a most gracious hostess for the many guests who have spent time at the Gulick's farm. Thank you very much, Barbara, for all that you are as a gift to the Diocese of Virginia. Now, you can enjoy real retirement together. Thank you.

I call on Chris Miller of Immanuel Church in Mechanicsville.

THE REV. CHRIS MILLER (IMMANUEL OLD CHURCH, MECHANICSVILLE): Thank you, Bishop Shannon. You didn't know I was going to speak today, did you? Bishop Ted has been texting me all week about how anxious he's been about these couple of minutes. I will affirm that my heart is open after we sang with Bishop Susan, so I will promise to play nice.

Our text this afternoon is from the thirty-seventh verse of the eighteenth chapter of the Gospel of John. Pilate asked him, “So, you are a king?” Jesus answered, “You say that I am a king. For this, I was born, and for this, I came into the world to testify to the truth.”

Bishop Ted, in your vocation, as has already been mentioned by Bishop Shannon, you host countless clergy and lay leaders at your farm for pastoral care, for general getting-to-knowing of your flock and just providing a listening ear when it's been needed. You attend to, and often lead, a service of Holy Eucharist weekly followed by fellowship and Bible Study at St. James' Episcopal Church in Warrenton. You baptized, confirmed, received, married and buried countless Christians. You are so experienced at the particular work of confirmation that you have created, what I would call, your own expansion of the confirmation liturgy. It's within the Prayer Book rules. You are a trusted colleague to your fellow bishops in the Diocese of Virginia, to your bishops in the wider church and to your ecumenical partners around this wonderful church.

You have two highly evident passions. You will drive to Orkney Springs at the drop of a hat, any time, any day, any reason. You were formed by the likes of the Rev. Churchill Gibson on that beloved mountain, and so, you pay it forward at Shrine Mont. You will patiently listen to young adults share their life's journey. You will affirm them as beloved children of God. You don't hesitate to lift young people up to the particular vocation of ordained ministry. I know this from experience, as do so many other ordained active episcopal priests. In fact, just the other day, you came up in conversation with a friend of mine who lives far off in Massachusetts. He said he met someone who knew you and her recollection of you was that 20 years ago, you tried to get her to go to seminary. Didn't work that time but it has worked often.

You are an amazing witness to the love and redemption that Jesus offered to all of us on the cross. You have often told me that in 44 years of ordained ministry, you've always felt that for this, you were born. Today we affirm with a mixture of rejoicing and sadness that for this, serving as Assistant Bishop of Virginia, you were born. Perhaps, one of your greatest gifts is your ability to preach, as we will see again later today. Just last month you told a room full of clergy new to calls in the Diocese, how important it is to tell stories when preaching. So, we have a story.

It was June of 2015 when Bishop Ted and I finally arranged our busy schedules to get a hike in the Shenandoah Mountains on our calendars. I drove from DC to Catlett and we met at his beloved farm. We got the essentials: A hat, sunscreen, snacks, Barbara set us up with some water bottles. We were ready to go. Bishop Ted, the constant planner, had planned the night before to fill his gas tank of his truck so we could just get going as soon as I got there. We got in that bright red F-150, that I'm sure has accompanied him on many visits, and we headed down his gravel driveway.

We made that right turn on to Bastable Mill Road, headed towards beautiful St. Stephen's, Catlett, just a mile down the road and the engine quits. Bishop Ted carefully pulled the truck to the side of the road as best he could. After a few failed attempts to restart the engine, Bishop Ted – slightly embarrassed, and probably even more frustrated – put in a call to his handy cousin. His many cousins across the state of Virginia, I think, there are names of family members in more diocesan churches than not. This was Cousin Billy, I believe. Cousin Billy was willing to offer help but he couldn't get there right away. We started walking that mile back to the farm.

Just like any walk or hike with Bishop Ted, there are constant stops where he just starts telling you something you need to know that moment. We stopped and we saw one of Bishop Ted's neighbors, a farmer. Now, for full disclosure, this exchange has absolutely nothing to do with getting the truck back on the road. It seems fitting for a Bishop Ted's story. Bishop Ted immediately recognized what the farmer was doing. He looked at me and said, “Do you want to see how cows are made?”

Now, I come from maybe a prim and proper upbringing in places like St. John's, McLean, and the city boy in me was a bit hesitant, but I said, “Sure, why not?” The farmer brought me into this cramped barn

full of huge cows. I was immediately concerned for my life. He brought me right up to one of these cows and within moments, I witnessed my first and only, to this day, artificial insemination of a cow.

Here's the point. The truck broke down minutes into what was supposed to be a relaxed, joy-filled day. It could have been the hopes and dreams of a priest entering a new call only to find more skeletons in the closet than expected – that's not me, by the way – or a seasoned priest hitting a rut, not quite knowing what is next in his or her call. Bishop Ted has been there for us. In those breakdown moments of ministry, where the only thing we really know to do is to start walking back home.

Bishop Ted, while you don't breed cows, your service as Assistant Bishop of Virginia, has bred so much love for Jesus that our primary topic of this Convention has been, "How do we replace him with a full-time bishop?" You give your whole heart to everything you do. Most especially, you are a pastor's pastor. I know I speak for many when I say we will miss your daily presence.

Don't ask me how I know this, but over-functioning clergy who never quite know how to say no, often have support behind them. For Bishop Ted, that support is Barbara. Barbara has faithfully served our Diocese through her own ministry, currently serving as a Teacher of Religion at St. James' School in Warrenton. Barbara, as Bishop Shannon mentioned, has played host to countless meals at their farm in Catlett, whether or not Ted had asked Barbara beforehand. Barbara is likely the main source of Bishop Ted's gifted preaching. In fact, her critique is worthy of the title Professor of Homiletics. Barbara, we know that you have not only supported Ted but you have also shared Ted, and we thank you for that.

One hope I have is that Bishop Ted will learn the ability to say no in this second attempt at retirement. Bishop Ted, you began your service to the Diocese of Virginia as a teenager, or maybe even younger than that, playing the organ at your beloved St. Stephen's Church in Catlett. It is fitting then, to mention music as we celebrate the formal conclusion of your service to the Diocese of Virginia. Near the cross, near the cross, be my glory ever, till my ransom soul shall find peace beyond the river. Those are the words of a hymn you sang to us at a renewal of ordination vows service a few years ago.

Bishop Ted, may you and each of us stay near the cross, near the cross, until out of all this darkness that we're experiencing in this world, we all find peace beyond the river. Bishop Ted, we love you and we thank you.

## Closing Remarks

THE RT. REV. SUSAN E. GOFF: I am not going to add another story because I'm in denial. The counselor that the three of us bishops see together once a month says, "If you know it, then it's really not denial." But I hear no retirement, I see no retirement, I think no retirement. Instead of another story, I have an invitation, and that is, anyone who has been a camper at Shrine Mont Camps, please come forward and gather with me up here. Former campers of Shrine Mont Camps, staff, counselors, nurses, directors, assistant directors, people who have had any role whatsoever over the summers at Shrine Mont Camps. People who have sent their children to Shrine Mont Camps, please come forward.

Bishop Ted, I ask you to come forward and will you, my dear brother in Christ, lead us in the shouting prayer?

THE RT. REV. EDWIN F. "TED" GULICK: I don't even know if I can remember it.

BISHOP GOFF: It's up there.

BISHOP GULICK: God loves the world.

MEMBERS OF CONVENTION: God loves the world.

BISHOP GULICK: God loves us.

MEMBERS OF CONVENTION: God loves us.

BISHOP GULICK: God loves you.

MEMBERS OF CONVENTION: God loves you.

BISHOP GULICK: I love you.

MEMBERS OF CONVENTION: I love you.

BISHOP GULICK: God loves me.

MEMBERS OF CONVENTION: God loves me.

BISHOP GULICK: I love me.

MEMBERS OF CONVENTION: I love me.

BISHOP GULICK: Thanks, be to God.

MEMBERS OF CONVENTION: Thanks, be to God.

BISHOP GULICK: Amen.

MEMBERS OF CONVENTION: Amen.

THE RT. REV. SHANNON S. JOHNSTON: In many ways, this has been an historic time. It's been a wonderful day. We've had the historic decision to seek to call a second suffragan. We have noted a historic ministry among us, and we have ended exactly on time. 3:20, we ended, and it says right here in my script, 10-minute break to set up for Eucharist.

I will adjourn us for a 10-minute break while we set up for the Eucharist with: Let us go forth into the world, rejoicing in the power of the Spirit.

MEMBERS OF CONVENTION: Thanks be to God.

*Convention adjourned and returned for Eucharist at 3:30 p.m.*

## **Bishop Gulick's Sermon at Closing Eucharist**

THE RT. REV. EDWIN F. "TED" GULICK: Come, Holy Spirit, come. Come as fire and burn. Come as wind and calm. Come as light revealed. Convince, convict, convert us until we are wholly yours, through Christ our Lord. Amen.

I do, obviously, have to say a profound thank you after that tribute. I'm overwhelmed, somewhat stunned, but I also feel like I've been awakened and the corpse now gets to speak. Let me preach.

I have apologies to Grace Church, The Plains, and to St. Paul's, King George, because some of you that are from those congregations may have heard this parable before. I used it at a Celebration of New Ministry recently. It's a modern parable; Jesus didn't write it. I think of it as the parable of the way the church can, at its worst, break God's heart. It goes like this.

Once upon a time, a hard-working farmer who lived in a small town heard that the circus was coming to his town. Now, when he was growing up, the memory of going to the circus was the defining memory of his childhood. He was so excited when he saw the poster, he gave his son a \$5 bill and said, "Get on your bike, get to town as quick as you can. The circus is coming today." His son rode off. He rode his bicycle into town and down the main street of his hometown was an amazing sight. Suddenly, there was this guy walking down the street that seemed to be swallowing fire. A costumed woman was standing astride two horses, one leg on one horse, one on the other. She never lost her balance and she was going down the main street of his town. Acrobats were cavorting and contorting. Cages on wheels were going down Main Street with the most exotic animals; tigers and lions just passing before his eyes. It was spectacular; and then came that last clown, and he threw some candy his way. It was the most amazing event of his life.

He got on his bike and he pedaled home and he said, "Dad, it was wonderful." His father said, "Well, what about the gal on the flying trapeze? Did they have a lion trainer who could manage that beast with just the flick of a whip? Did you see those tigers going through those circles of fire? Wasn't it hard to concentrate with all that was going on in each of the three rings? It's so exciting under that big tent." Then the boy said, "What's the big tent? What is a trapeze? What circle of fire? What's the big top?" Then, much to the father's pain, he realized that his son had made it to the parade but had missed the circus.

That's the story. That's the parable; and now here comes the text.

"Who are these robed in white? Where have they come from? Who are these Christians? Who are they? Where do they come from?" And they answer, "They are those who have come out of the great ordeal." Saint John is dreaming a vision of church and he's describing the saints. Here we are again in the Octave of All Saints, and the question still looms – doesn't it constantly? – Who are they? Who are we? Who are we really? The saints, the baptized ones who have lived their new identity in Christ so completely and with such constant authenticity, that they remain faithful. They claim Jesus, even in the face of their death. They claimed the crucified and resurrected shepherd who now knows, remembers and comforts them beyond their own death. That's who they were.

Who are we? Who are we in 2017? In the words of the parable, those clothed in white surely made it to the parade, on this All Saints' Octave. Of course, we must and we do bathe in the hope that we were bathed in in our baptism. We are also though, I think, stretched. Stretched by the question, who are they? Who are these saints now? And what evidence do we have that they are remaining faithful? That they have moved from the parade? God knows we Episcopalians are excellent at the parade. We give the best parade imaginable, the brass cross, the candles, the gorgeous vestments. But do we get to the circus?

I ask that first and foremost of myself. Every sermon is preached first to the preacher. I was thinking about that line – one of the things I used to do in my life was take groups of parishioners to a nursing home, and I sat down at the piano and played all those Baptist hymns. "Are you washed? Are you washed, in the blood, in the blood, in the soul cleansing blood of the lamb?" Well, are you? Another way of asking that question, which comes from the blood of the cross is, "Is your life crucial?" Is my life crucial? Are we living cruciform crucial lives? Is it obvious, when everybody observing us asks that inevitable All Saints' Day question, "Who are these? Who are we gathered in this church, this afternoon, having just done diocesan business? Who are we?"



Are we living a cruciform, clear, intentional and sacrificial life? Do we believe that the most crucial part of our identity is our sainthood? Do we understand that the reason the Episcopal Church exists is to make saints for the Jesus movement in the now of our world and all of its complexities? Is it obvious to those who ask the question of us, “Who are these?” What the answer is? That’s the haunting question of All Saints’, at least for me. This Church, this Diocese has one overarching task, and that is to make disciples who, when our lives, our actions are observed, one single identity prevails. We are by grace and the Spirit’s power, saints of Jesus Christ. That’s it. We exist as Church to make observable iconic saints. In that sense, we are all about identity Christianity. When the question, “Who are these?” Is asked in 2017, the answer is, “These folks are the Jesus movement in our time. They are prisoners of hope because they so trust in the cross as the death point of the incarnation. They trust in the cross because God in Jesus with nail-pierced hands is not removed from human pain but feels its piercing truth in Jesus’ very being.” We live crucial cross-formed lives, because nobody knows the sorrows I feel, nobody knows, but Jesus. And like Jesus, we must be prisoners of hope because that tomb was profoundly empty and the resurrection from death to life is the central reality of the universe on which all our hope depends. That is the gospel, and that is the gospel that has been trusted to us to re-present to this divided world In our now, capital In.

Shannon and I didn’t compare our talks, but the Holy Spirit has obviously been working on us since August the twelfth. On August the twelfth, in Charlottesville, there were two groups, and so I believe the inevitable question surfaced, “Who are these?” Who are these, draped in Nazi and Confederate flags, chanting the one chant I can say without being – It’s horrifying, but not too vulgar for preaching – “Blood and soil. Blood and soil.” There is another group. Another group singing “This little light of mine, I’m going to let it shine.” Two groups there.

Our Presiding Bishop, in a sermon he preached several weeks after Charlottesville when he made a pastoral visit to this Diocese, answered the identity question regarding the first group by making an astounding and insightful observation. Michael Curry stood among us in Charlottesville and said, “I know that first group. I’ve met them, but when I met them, they had black skin and they were members of gangs, drug gangs, and they were looking for something to give meaning to their lives and something to belong to.” I thought that was an astounding comparison, and I thought it was an on-target observation.

The group on the front steps of the Methodist Church. That group was composed of crucial Christians, and some sisters and brothers who were Jews and Muslims, and just good people who bear the very image and likeness of God through their creation by God. It’s amazing what goes through your mind. I don’t think I have ever been so clear that I was standing in the midst of the saints. I have never felt more clear that I was standing in the midst of the saints, even as I had the most ridiculous and absurd thoughts running through my head, because a lot of those people were locked and loaded, and bullets tend to fly. I thought, “Well, let’s see. I’m almost 70, I’m standing next to Shannon. He’s on the Standing Liturgical Commission. I will be fast tracked to *Holy Women, Holy Men.*”

When the call came to leave the nave of the Methodist Church to make a witness on the front steps, I was in tears to be present with those whose identity is in Jesus, their identity as folks still wearing the right robes of their baptism, were willing to make a crucial witness in a crisis moment. And as Heather found out that day, they witnessed a significant mortal risk. I’ve never felt more privileged to be a baptized person. I have never been more privileged to take a very behind-the-scenes supportive role to the clergy in Charlottesville and to stand with bishops and priests that had driven three hours earlier that day just to be present.

It felt crucial in the very basic sense of that word. There was power, power, wonder working power in the blood of the lamb, and in the trust that that lamb, who is also our shepherd, extended to us to re-present him in that hell. I had never realized that part of what it means to be baptized is to recapitulate a frequently un-thought-of part of our creed. That sometimes, we the baptized are trusted by the shepherd to descend with him into hell, because that is precisely where we were. I’d never



thought that the divine descent into hell was an invitation to be shared for the community of the baptized who know that every aspect of our being is held by Easter arms that are stronger than sin and stronger than death. And the trust that Jesus shared with each of us was overwhelming to me that day. It was beyond what the word privilege can convey. It changed me.

And now I'm going to go to meddling, so sit tight. It has made me so exquisitely aware of what is crucial and what is so trivial. It's been difficult in some ways to be a bishop sent to Charlottesville in this way. Now, I'm becoming sort of like C.S. Lewis when he wrote the *Screwtape Letters*, and I have been pondering the personification of evil in a personal force, which is not where I have lived most of my theological life. But if I were Satan, at this crucial time in our nation's life where we need the church to re-present Jesus in clear and vital ways as a matter of our spiritual life and death, the first thing I would do if I were Satan, trying to divide the Episcopal Church, is to have them talk about Robert E. Lee. When people are dying in Puerto Rico because they still can't get any pure drinking water, let's have the church think about Robert E. Lee. When we are on the brink of a potential nuclear war on the Korean Peninsula let's talk about plaques or how we felt about what the vestry did to the former rector.

You see a squirrel going over there? There is so much that isn't crucial. When it's time for the saints to rise up, saints of God have done with lesser things, give heart and soul and mind and strength to descend with Jesus into the hell of this world to bring it hope. That's what saints do. That's who saints are. That's what it means to be washed, to be claimed, to be owned, to be defined, by him who is resurrection and him who is our life at all times, in all circumstances and in all things. We can do that or we can have an endless divisive conversation about the General.

After August the twelfth, I'm noticing like I've never noticed it before, the sacrifice that people make for their church and for the gospel. I'm also noticing like I have never noticed before, the distractions that seem, after the twelfth of August, to me, unbearably trivial. So, if there's any temptation, I think, that faces our particular part of the Jesus movement is, we do such a darn good job with the parade, we sometimes can be tempted to think that's all there is. Then there are other moments when we realize that proclaiming the gospel of God's wide embrace from the hardwood of his son's cross. And then, by risky presence, that challenges anyone who would rob any person made in God's image of their divine dignity, of their deserved respect, and of the divine status of a humanity in God's very image, must be stood against. Not because of who we are, but because of whose we are. We're possessed, we're owned and we are so trusted.

That crisis day in Charlottesville was a clarifying and refining fire for me and for everybody that was there. I am determined to invite the Church to be more concerned about the crucial and to deliberately askew the trivial. Pope Francis spoke two weeks ago to Europe, and he was so careful. He didn't speak to the Catholics in Europe, he spoke to the Christians in Europe, and he said, "Our political conflicts where people protest and they scream and they yell without offering a constructive project, is the moment where Christians must step in and remind us that the world is made up of people – not institutions and not statistics."

"Who are these?" They're reminders of a different way. "Who are these who wear the white robes of their baptism?" They're the ones who know themselves to be buried with Christ in his death, who know they are raised with Christ by strong Easter arms that cannot ever let us go. And they live that hope by acting as if their own one precious life is crucial to the world.

In the name of the Father, and of the Son, and of the Holy Spirit. Amen.

## **Episcopal Blessing and Adjournment**

*Following the post communion prayer, Bishop Johnston delivered the Episcopal blessing.*

THE RT. REV. SHANNON S. JOHNSTON: May the angels of God watch over you. May the love of God enfold you. May the ever Blessed Virgin Mary and all the saints in heaven and on earth pray with you and for you through the grace of Jesus Christ our Lord, and the blessing of God Almighty, Father, Son, and Holy Spirit be upon you now and remain with you for ever.

MEMBERS OF CONVENTION: Amen.

DEACON: Let us go forth into the world rejoicing in the power of the Spirit.

MEMBERS OF CONVENTION: Thanks be to God. Hallelujah. Hallelujah.

BISHOP JOHNSTON: I declare this 223<sup>rd</sup> Annual Convention of the Diocese of Virginia adjourned. *Sine die.*

# Resolutions

## Resolutions

### R-1 Resolution Concerning Wage Theft

*As submitted.*

**Whereas**, the Bible commands employers to “pay [workers] their wages each day before sunset, because they are poor and are counting on it;” (Deuteronomy 24:15); and

**Whereas**, the Bible also warns: “Woe to him who builds his house by unrighteousness, and his upper rooms by injustice, who makes his neighbor serve him for nothing and does not give him his wages” (Jeremiah 22:13); and

**Whereas**, our Lord, Jesus Christ, preached compassion and commitment for the poor; and

**Whereas**, working people are entitled to all of the wages they have earned; and

**Whereas**, wage enforcement policies express the moral values of the public, including our valuation of honest work and honest pay; and

**Whereas**, our national church has recognized the importance of wage enforcement policies, when it joined other faith groups in issuing a statement in 2009 to the U.S Congress saying, “As communities of faith, in devotion to our common religious traditions of justice and compassion, we are concerned that wage theft is harming the most vulnerable in our society, drawing working people deeper into poverty through dishonest employment practices that the Department of Labor has not been able to address adequately;” and

**Whereas**, some employers seek to minimize labor costs, by withholding wages from workers or committing payroll fraud; and

**Whereas**, wage theft occurs when workers are not paid all their wages, denied minimum wage or overtime pay they are due, or are not paid at all for the work they perform or their tips are stolen or they are called independent contractors when they are really employees; and

**Whereas**, wage theft is a common problem for many low-wage workers and some middle-income workers particularly in sectors like agriculture, landscaping, restaurants, retail, hotels, construction, car wash and janitorial/cleaning services; and

**Whereas**, Virginia has a crisis of wage theft, very weak laws protecting workers against wage theft and only a handful of state staff enforcing the wage theft laws; and

**Whereas**, in their events, congregations, ministries, organizations and institutions of the Virginia Episcopal Church have significant purchasing power in sectors that are rife with wage theft such as construction, hotels, restaurants and catering firms;

**Whereas**, individual Episcopalians and their employers regularly intersect with sectors that are rife with wage theft, such as construction, restaurants, retail stores, janitorial services and car washes;

**Therefore, be it resolved** that the Virginia Episcopal Church invites and encourages all Episcopal congregations, organizations, ministries and institutions – including the seminary – to address issues of wage theft biblically, theologically and ethically; and

**Be it further resolved** that all members of the Virginia Episcopal Church are encouraged to support state legislation that strengthens enforcement against wage theft and protects workers from wage theft.

**Be it further resolved** that all members of the Virginia Episcopal Church consider ways that they might unknowingly participate in wage theft by purchasing goods or services produced or provided by workers who are cheated of their wages.

**Be it further resolved** that the members of the Virginia Episcopal Church are encouraged to support movements that address wage theft and cooperate with workers, employers, labor unions, worker centers and organizations that are working to secure greater justice in this area; and

**Finally, be it resolved** that all congregations, ministries, organizations and institutions of the Virginia Episcopal Church will diligently strive to see that the businesses and/or individuals with whom they contract are ethically treated and justly paid.

SUBMITTED BY THE REV. FLETCHER LOWE.

### **R-1a Combatting Wage Theft (Amended by Resolutions Committee)**

*As adopted.*

**Resolved**, by the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia, recognizing that wage theft is repeatedly condemned by the Prophets and remains a serious modern problem victimizing the poor and particularly undocumented workers, so that wage theft in our time not only includes failure to pay basic wages in full, but also that failure to pay overtime, agreed upon benefits, and employer shares of taxes; and be it further

**Resolved**, that the congregations, clergy, vestries and laity of this Diocese are urged to:

- (a) Pay their employees promptly, in full, according to the terms of their employment agreements and as if federal, state and local minimum wage, overtime and similar requirements applied;
- (b) Clearly and expressly recognize the valuable contributions made through volunteer labor in service to the church at all levels, in-kind contributions that few congregations and diocesan organizations could afford to pay for;
- (c) Require contractors working on church business and for us in our secular occupations to certify compliance with applicable federal Fair Labor Standards Act, state and local labor law requirements (including minimum wage, overtime pay, and benefit requirements) and to certify full and timely payment of employee wages, benefits, and tax withholding obligations;
- (d) Refuse to patronize vendors, establishments and contractors who decline to certify compliance or who are reliably reported to fail to pay their workers the full and timely wages and benefits owed;
- (e) Support additional appropriations at the local, state, and federal level to fund increased enforcement actions under existing law to combat the theft of wages by unscrupulous employers, as well as to support enactment of additional legal protections to assure workers are timely paid the full wages and benefits they are promised; and be it further

**Resolved,** That the Diocesan Chancellor, relying upon volunteer pro bono counsel, is requested to provide appropriate contract forms for use by congregations to seek appropriate certifications from their vendors and contractors.

SUBMITTED BY THE REV. FLETCHER LOWE.

**Rationale:**

This rationale is taken from the original resolution and its “whereas” clauses with minor revisions as set forth below:

Whereas, the Bible commands employers to “pay [workers] their wages each day before sunset, because they are poor and are counting on it;” (Deuteronomy 24:15); and

Whereas, the Bible also warns: “Woe to him who builds his house by unrighteousness, and his upper rooms by injustice, who makes his neighbor serve him for nothing and does not give him his wages” (Jeremiah 22:13); and

Whereas, our Lord, Jesus Christ, preached compassion and commitment for the poor; and

Whereas, working people are entitled to all of the wages they have earned; and

Whereas, wage enforcement policies express the moral values of the public, including our valuation of honest work and honest pay; and

Whereas, the General Convention of The Episcopal Church has recognized the importance of wage enforcement policies, when it joined other faith groups in issuing a statement in 2009 to the U.S Congress saying, “As communities of faith, in devotion to our common religious traditions of justice and compassion, we are concerned that wage theft is harming the most vulnerable in our society, drawing working people deeper into poverty through dishonest employment practices that the Department of Labor has not been able to address adequately;” and

Whereas, some employers seek to minimize labor costs, by withholding wages from workers or committing payroll fraud; and

Whereas, wage theft occurs when workers are not paid all their wages, denied minimum wage or overtime pay they are due, or are not paid at all for the work they perform or their tips are stolen or they are called independent contractors when they are really employees; and

Whereas, wage theft is a common problem for many low-wage workers and some middle-income workers particularly in sectors like agriculture, landscaping, restaurants, retail, hotels, construction, car wash and janitorial/cleaning services; and

Whereas, Virginia has a crisis of wage theft, very weak laws protecting workers against wage theft and only a handful of state staff enforcing the wage theft laws.

## **R-2 Resolution Calling for the Inclusion of “The Way of Light” (*Via Lucis*) Liturgy in the Next Edition of *The Book of Occasional Services***

*As submitted.*

**Whereas**, in December, 2001, the Vatican officially endorsed the liturgy, “The Way of Light” (*Via Lucis*), which incorporates fourteen stations of post-resurrection appearances, culminating in the account of the outpouring of the Holy Spirit on Pentecost; and

**Whereas**, the said endorsement stated that “the *Via Lucis*...can effectively convey a living understanding to the faithful of the second moment of the Paschal event, namely the Lord’s Resurrection” (*Directory on Popular Piety and the Liturgy*, 153); and

**Whereas**, no comparable liturgy of The Episcopal Church is or has been available for liturgical use by congregations in any of its official publications; and

**Whereas**, one of the clergy of Region VI in the Diocese of Virginia has crafted an Episcopal version of this liturgy, retaining the outline of the fourteen stations in the Roman Catholic edition, but exclusively incorporating collects and scriptural texts from *The Book of Common Prayer* and the NRSV translation of the Bible; and

**Whereas**, at the Bishop’s Spring Conference for Lay Professionals, Clergy and Spouses in May of 2017, members of that Conference participated in a spiritually meaningful enactment of this liturgy; and

**Whereas**, the clergy of Region VI of this Diocese have reviewed and discussed this liturgy (available for download at <https://www.dropbox.com/s/z5zpa26k8qzf30x/The%20Way%20of%20Light.pdf?dl=0>) and in several instances made use of it within their congregations; now, therefore be it

**Resolved**, that the Diocese of Virginia present the above-referenced text of an Episcopal version of “The Way of Light” to the 79<sup>th</sup> General Convention of The Episcopal Church for consideration of its inclusion in the next edition of *The Book of Occasional Services*.

SUBMITTED BY THE CLERICUS OF REGION VI OF THE DIOCESE OF VIRGINIA.

## **R-2a Way of Light Liturgy (Amended by Resolutions Committee)**

*As adopted.*

**Resolved**, by the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia, that the following resolution be presented to the 79<sup>th</sup> General Convention:

**Resolved**, the House of \_\_\_\_\_ concurring, That the 79<sup>th</sup> General Convention direct that “The Way of Light” Liturgy, in the form below included in the next revised edition of The Book of Occasional Services.

SUBMITTED BY THE CLERICUS OF REGION VI OF THE DIOCESE OF VIRGINIA.

### **Rationale:**

**Notes from Resolutions Committee:** Based on reports from General Convention Deputies, including two who have served in the past on the Committee which has jurisdiction over the approval of new liturgies, it is believed unlikely that the Committee will approve ANY new liturgy, no matter how

meritorious, without a careful and rigorous review, something that the compressed schedule of General Convention, and heavy workload make very unlikely to happen. Given this reality and the apparent absence of consultation with the Standing Commission on Liturgy and Music, the Committee recommends that this be put forward as a resolution requiring study by SCLM in the upcoming triennium so that the liturgy, with any appropriate revisions, can be presented for approval at the 2021 General Convention in Baltimore. The Resolution Committee's proposed substitute does so.

The rationale for the original resolution, together with a link to the liturgy referred to, is set forth below.

**Explanation:** The Episcopal Church has no approved liturgy for celebrating a living understanding to the faithful of the second moment of the Pascal event, namely the Lord's Resurrection. This proposed liturgy, based on the outline of the fourteen stations of post-resurrection appearances, exclusively incorporates collects and scriptural texts from *The Book of Common Prayer* and the New Revised Standard Version translation of *The Holy Bible*.

**Whereas**, in December, 2001, the Vatican officially endorsed the liturgy, "The Way of Light" (Via Lucis), which incorporates fourteen stations of post-resurrection appearances, culminating in the account of the outpouring of the Holy Spirit on Pentecost; and

**Whereas**, the said endorsement stated that "the *Via Lucis*... can effectively convey a living understanding to the faithful of the second moment of the Paschal event, namely the Lord's Resurrection" (*Directory on Popular Piety and the Liturgy*, 153); and

**Whereas**, no comparable liturgy of The Episcopal Church is or has been available for liturgical use by congregations in any of its official publications; and

**Whereas**, one of the clergy of Region VI in the Diocese of Virginia has crafted an Episcopal version of this liturgy, retaining the outline of the fourteen stations in the Roman Catholic edition, but exclusively incorporating collects and scriptural texts from *The Book of Common Prayer* and the NRSV translation of the Bible; and

**Whereas**, at the Bishop's Spring Conference for Lay Professionals, Clergy and Spouses in May of 2017, members of that Conference participated in a spiritually meaningful enactment of this liturgy; and

**Whereas**, the clergy of Region VI of this Diocese have reviewed and discussed this liturgy (available to view at <https://www.dropbox.com/s/z5zpa26k8qzf30x/The%20Way%20of%20Light.pdf?dl=0>) and in several instances made use of it within their congregations.

### R-3 Family Leave for Church Employees

*As submitted and as adopted.*

**Resolved**, by the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia that the following resolution be presented to the 79<sup>th</sup> General Convention for consideration:

#### **Family Leave Study and Possible Expansion by the Church Pension Group**

**Resolved**, the House of \_\_\_\_\_ concurring, that the 79<sup>th</sup> General Convention urge the Church Pension Group, acting consistently with its fiduciary obligations and with applicable insurance law, to act through appropriate means, including possible provision of an additional benefit through the Denominational Health Plan, to expand the availability of paid family leave for clergy and lay



employees. The objective of such family leave benefit is to increase the paid time off available to new mothers for recovery from childbirth and for bonding with the newborn, and to provide for paid leave for covered members of a household to address the adoption of a child, for spousal leave when a new-born or newly adopted child is brought into a covered household, and for paid leave when a covered member of a household is obliged to care for a sick or dying child, parent, or other close relative by blood or marriage, and be it further,

**Resolved**, that the Church Pension Group report to the Executive Council of The Episcopal Church by January 1, 2020, the detailed results of its analysis, including any efforts it has made and any efforts it is planning to make in order to expand paid family leave provided through the Denominational Health Plan or other means; and be it further,

**Resolved**, the Church Pension Group shall make a follow-up detailed report to Executive Council about implementation of any such efforts by January 1, 2021.

SUBMITTED BY THE DIOCESE OF VIRGINIA DEPUTATION TO THE 79TH GENERAL CONVENTION.

**Rationale:**

Clergy and covered lay employees in The Episcopal Church have the same kinds of family obligations as people working in secular jobs. Unlike some large secular employers, which have generous paid family leave policies, many small churches are financially unable to provide for much or any paid family leave. The inability of many churches to provide such help is particularly an impediment to deploying able younger clergy and lay employees who face these family obligations and whose energy and vision are critical to growing the church and connecting with younger people. These issues are also generally an impediment to the movement of clergy, as the absence of such a safety net makes people more reluctant to move away from places able to provide such help, or where long relationships in a community may substitute for such church help.

Accordingly, to the extent permissible with sound financial planning and with the obligations of applicable insurance law, this resolution urges the Church Pension Group to analyze, and to the extent feasible, to expand the availability of such family leave.

The resolution specifically distinguishes the issue of leave for mothers who have delivered children, where current disability insurance products provide for some paid time off, and other issues such as spousal leave, leave to address adoption of a child, and family leave to address care of a sick or dying child, spouse, or other close relative. In the latter cases, disability insurance does not ordinarily address the funding of paid time off, suggesting the need to explore other potential insurance programs to do so. Finally, the resolution requests detailed reports on such expansion efforts, recognizing that there are complex legal, financial, and actuarial issues to address in any such expansion.

**R-4 Call for Election of Additional Bishop Suffragan**

*As submitted.*

**Whereas**, the Right Reverend Shannon Sherwood Johnston, Bishop of Virginia, has called for the election of an additional Bishop Suffragan; and

**Whereas**, Bishop Johnston has referred this call for an election of a Bishop Suffragan to the Standing Committee of the Diocese, which has concurred with the Bishop's request; therefore be it

**Resolved**, that the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia, in response to the request of the Bishop of Virginia, hereby expresses its desire to carry out the request of the Bishop by the election of an additional Bishop Suffragan; and be it further

**Resolved**, that such election shall take place at the 224<sup>th</sup> Annual Convention to be held on November 1-3, 2018, at the Downtown Marriott Hotel, Richmond, Virginia, or at a regular or special diocesan convention as soon as possible thereafter, such schedule to be determined by the Bishop and the Standing Committee; and be it further

**Resolved**, that the Standing Committee proceed to obtain the consents of a majority of the Bishops having jurisdiction and of the several Standing Committees to the holding of such an election; and be it further

**Resolved**, that the Bishop in consultation with the Standing Committee appoint Nominating and Transition Committees for the election of an additional Bishop Suffragan of the Diocese of Virginia; and be it further

**Resolved**, that the 223<sup>rd</sup> Annual Convention calls upon the Bishop and the Standing Committee to prescribe such rules and procedures as may be deemed necessary for the election of an additional Bishop Suffragan according to Canon III.11.1(a) of the Episcopal Church.

SUBMITTED BY THE REV. JO BELSER, PRESIDENT OF THE STANDING COMMITTEE, ON BEHALF OF THE MEMBERS OF THE STANDING COMMITTEE.

#### **Background:**

CANON 11: Of the Ordination of Bishops. Sec. 1 (a) Discernment of vocation to be a Bishop occurs through a process of election in accordance with the rules prescribed by the Convention of the Diocese and pursuant to the provisions of the Constitution and Canons of this Church. With respect to the election of a Bishop Suffragan, the Diocese shall establish a nominating process either by Canon or by the adoption of rules and procedure for the election of the Bishop Suffragan at a regular or special Diocesan Convention with sufficient time preceding the election of the Bishop Suffragan.

#### **R-4a Call for Election of Additional Bishop Suffragan (Amended by the Resolutions Committee)**

*As adopted.*

**Whereas**, the Right Reverend Shannon Sherwood Johnston, Bishop of Virginia, has called for the election of an additional Bishop Suffragan; and

**Whereas**, Bishop Johnston has referred this call for an election of a Bishop Suffragan to the Standing Committee of the Diocese, which has concurred with the Bishop's request; therefore be it

**Resolved**, that the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia, in response to the request of the Bishop of Virginia, hereby expresses its desire to carry out the request of the Bishop by the election of an additional Bishop Suffragan; and be it further

**Resolved**, that such election shall take place at the 224<sup>th</sup> Annual Convention to be held on November 1-3, 2018, at the Downtown Marriott Hotel, Richmond, Virginia, or at a regular or special diocesan convention as soon as possible thereafter, such schedule to be determined by the Bishop and the Standing Committee; and be it further

**Resolved**, that the Standing Committee proceed to obtain the consents of a majority of the Bishops having jurisdiction and of the several Standing Committees to the holding of such an election; and be it further

**Resolved**, that the Bishop in consultation with the Standing Committee appoint Nominating and Transition Committees for the election of an additional Bishop Suffragan of the Diocese of Virginia; and be it further

**Resolved**, that the 223<sup>rd</sup> Annual Convention calls upon the Bishop and the Standing Committee to prescribe such rules and procedures as may be deemed necessary for the election of an additional Bishop Suffragan according to Canon III.11.1(a) of the Episcopal Church.

**Resolved**, that in accordance with Canon III.12.5 at the request of the Bishop and subject to receiving the consent of the Standing Committee to make such a request, this Convention approves the creation of the position of Assistant Bishop, and authorizes the Bishop, with the consent of the Standing Committee, to appoint a Bishop for the position under such conditions as the Bishop may determine.

SUBMITTED BY THE REV. JO BELSER, PRESIDENT OF THE STANDING COMMITTEE, ON BEHALF OF THE MEMBERS OF THE STANDING COMMITTEE.

## **R-5 Implementation of Title III, CANON 1**

*As submitted and as adopted.*

**Resolved**, that this 223<sup>rd</sup> Annual Convention of the Episcopal Diocese of Virginia approves the following resolution for submission to the 79<sup>th</sup> General Convention of The Episcopal Church:

**Resolved**, the House of \_\_\_\_\_ concurring, that the 79<sup>th</sup> General Convention, in recognition of the Jesus Movement and the calling of all the baptized in their daily life and work, appoint a task force to study the implementation of

### **Title III, CANON 1: Of the Ministry of All Baptized Persons which reads:**

**Sec. 1.** Each Diocese shall make provision for the affirmation and development of the ministry of all baptized persons, including: **(a)** Assistance in understanding that all baptized persons are called to minister in Christ's name, to identify their gifts with the help of the Church and to serve Christ's mission at all times and in all places. **(b)** Assistance in understanding that all baptized persons are called to sustain their ministries through commitment to life-long Christian formation; and be it further

**Resolved** that such task force be appointed by the Presiding Officers jointly and that a report be given to the 80<sup>th</sup> General Convention with its recommendations for the implementation of Canon III.1 in all parishes, dioceses, provinces, and the wider church, focusing on full engagement of all the Baptized in their ministries beyond Sunday in their daily life, work, and leisure.

### **Rationale:**

Canon III.1 has been underutilized. For example, few dioceses have a Commission on Lay Ministry or its equivalent that focuses on empowering all the Baptized in their daily life. This resolution seeks to provide a remedy. The Canon calls on The Episcopal Church to "equip the saints for ministry" (Ephesians 4). Adopted in 2003, it provides the skeleton that now needs to be enlivened. In the Catechism under The Ministry (BCP 855) the first order of ministry is *lay persons*. They represent the 99 % of The Episcopal Church. The Baptismal Covenant (BCP 304-5) is the "job description" for all

the baptized in their respective orders. This task force's work is to recommend processes so that the church can affirm the calling of all the baptized, especially its lay persons, and empower them in all the areas of their ministry in work, home, community, and wider world as well as in the Church.

SUBMITTED BY: THE REV. FLETCHER LOWE, THE REV. DEACON DAVID CURTIS, THE REV. SUE EAVES, THE REV. CANON ROBERT HETHERINGTON, THE REV. DR. HILARY SMITH AND MR. J.P. CAUSEY JR., CHANCELLOR.

## **R-6 Improved Public Transportation in Central Virginia**

*As submitted.*

**Whereas**, metropolitan Richmond is a single economic entity comprising nine major political jurisdictions and more than one million people; and

**Whereas**, the Episcopal Diocese of Virginia has responsibility under God for envisioning health and justice for all of God's people within this area; and

**Whereas**, nearly 300 clergy in metropolitan Richmond have stated their conviction that we should now step forward in solidarity, telling the world that we intend to be the Capital City of Reconciliation; and

**Whereas**, we believe that God wants our people to live in mutual prosperity, in constructive relationships, in educated diversity, in justice, and in hope for the future; and

**Whereas**, the historic divisions established to maintain economic and racial segregation within metropolitan Richmond still operate decisively through the absence of full-service public transportation, making many jobs and community colleges inaccessible to many of our most needy citizens; and

**Whereas**, we know that Metropolitan Richmond is currently ranked in the bottom ten percent of American metro areas in public transportation, and can move to the top ten percent by building the four rapid transit lines, which have been identified by the Richmond Transit Vision Plan, Richmond Hill, the Metro Clergy for Rapid Transit, and RVA Rapid Transit;

**Therefore, be it resolved**, that the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia calls on the political and economic leaders of our differing jurisdictions to unite in creating as quickly as possible a first-class public transportation system for the entire metropolitan region, based on the RVA Transit Vision Plan proposed in 2017 by the Virginia Department of Rail and Public Transportation; and

**Further resolved**, that a summary of the RVA Transit Vision Plan be circulated to all the congregations of the Episcopal Church in the Diocese of Virginia; and

**Further resolved**, that the 223<sup>rd</sup> Annual Convention forward this resolution to the leaders of all Christian judicatories in Central Richmond, and leaders of other religious communities in this region, and to the Convention of the Diocese of Southern Virginia, which has responsibility for Central Virginia south of the James River; and

**Further resolved**, that the diocesan office be requested to convene a meeting of representatives of those religious bodies to seek common cause in this most fundamental establishment of communication through public transportation for all God's people in RVA and Central Virginia.

SUBMITTED BY MS. SUSAN BLAND ON BEHALF OF REGION IX AND ADDITIONAL SPONSORS: THE REV. ABBOTT BAILEY, THE REV. MOLLY BOSSCHER, THE REV. BEN CAMPBELL, THE REV. SUE EAVES, THE REV. CARMEN GERMINO, THE REV. SHIRLEY SMITH GRAHAM, THE REV. APRIL GREENWOOD, THE REV. LAURA INSCOE, THE REV. GARY JONES, THE REV. FLETCHER LOWE, THE REV. CLAUDIA MERRITT, THE REV. BO MILLNER, THE REV. PENNY NASH, THE REV. BILL SACHS, THE REV. HILARY STREEVER, THE REV. AMELIE WILMER, AND THE REV. SARAH-SCOTT WINGO.

## **R-6a Improved Public Transportation in Central Virginia**

*As adopted.*

**Resolved**, by the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia, that Convention recognizes that the absence of a public transportation system serving critical transportation arteries in suburban Richmond and central Virginia results from decisions in the 1960s and 1970s intended to perpetuate patterns of segregation, and that such decisions have had the demonstrable effect of limiting the educational and employment opportunities of Richmond residents, particularly the poorest residents and people of color, by cutting them off from most employers in the area and from community colleges; and be it further

**Resolved**, that Convention calls on the political and economic leaders of the Richmond area and of Central Virginia to unite quickly in order to start and carry forward the hard work needed to provide a first class public transportation system for the entire Richmond area and Central Virginia, as a tangible way to dismantle this pernicious legacy of segregation, a legacy currently harming thousands of people by making it much harder to obtain well-paying employment and training at community colleges; and be it further

**Resolved**, that a summary of the RVA Transit Vision Plan be circulated to all the congregations in Richmond and Central Virginia as one example of such a transportation plan; and be it further

**Resolved**, that Secretary shall forward this resolution to the Diocese of Southern Virginia and its Convention, as well as to leaders of all Christian judicatories in Central Richmond, and to leaders of other religious communities in this region; and be it further,

**Resolved**, that the Bishop be requested to convene a meeting of representatives of those religious bodies to seek common cause in this most fundamental establishment of communication through public transportation for all God's people in RVA and Central Virginia.

SUBMITTED BY MS. SUSAN BLAND ON BEHALF OF REGION IX AND ADDITIONAL SPONSORS: THE REV. ABBOTT BAILEY, THE REV. MOLLY BOSSCHER, THE REV. BEN CAMPBELL, THE REV. SUE EAVES, THE REV. CARMEN GERMINO, THE REV. SHIRLEY SMITH GRAHAM, THE REV. APRIL GREENWOOD, THE REV. LAURA INSCOE, THE REV. GARY JONES, THE REV. FLETCHER LOWE, THE REV. CLAUDIA MERRITT, THE REV. BO MILLNER, THE REV. PENNY NASH, THE REV. BILL SACHS, THE REV. HILARY STREEVER, THE REV. AMELIE WILMER, AND THE REV. SARAH-SCOTT WINGO.

### **The whereas clauses of the original resolution are reproduced below for further background:**

**Whereas**, metropolitan Richmond is a single economic entity comprising nine major political jurisdictions and more than one million people; and

**Whereas**, the Episcopal Diocese of Virginia has responsibility under God for envisioning health and justice for all of God's people within this area; and

**Whereas**, nearly 300 clergy in metropolitan Richmond have stated their conviction that we should now step forward in solidarity, telling the world that we intend to be the Capital City of Reconciliation; and

**Whereas**, we believe that God wants our people to live in mutual prosperity, in constructive relationships, in educated diversity, in justice, and in hope for the future; and

**Whereas**, the historic divisions established to maintain economic and racial segregation within metropolitan Richmond still operate decisively through the absence of full-service public transportation, making many jobs and community colleges inaccessible to many of our most needy citizens; and

**Whereas**, we know that Metropolitan Richmond is currently ranked in the bottom ten percent of American metro areas in public transportation, and can move to the top ten percent by building the four rapid transit lines, which have been identified by the Richmond Transit Vision Plan, Richmond Hill, the Metro Clergy for Rapid Transit, and RVA Rapid Transit.

## **R-7 Support for the 2015 Paris Climate Accord and Energy Efficiency Improvements**

*As submitted.*

**Whereas** average temperatures worldwide have risen by more than two degrees Fahrenheit since the standardization of record keeping, causing sea level rise and presenting a threat to coastal populations, endangered species and marginalized economies; and

**Whereas** the scientific community is in worldwide agreement that human action, specifically the burning of fossil fuels for energy production and transportation, is a significant source of greenhouse gasses contributing to climate change; and

**Whereas** the Episcopal Church adopted the Genesis Covenant at the 76<sup>th</sup> General Convention in July 2009 accepting the challenge that all church facilities reduce their greenhouse gas emissions by 50% within ten years, and

**Whereas** the Diocese of Virginia accepted by resolution its duty of care for God's Creation at the 220<sup>th</sup> Annual Council in January 2015, thereby acknowledging its role in mitigating global warming; and

**Whereas** the United States and 194 other nations agreed by consensus at the 2015 Paris Climate Accord to take steps to reduce their greenhouse gas emissions; and

**Whereas** Presiding Bishop Michael B. Curry on June 1, 2017 reaffirmed the Episcopal Church's commitment to responsible climate action after the President of the United States announced plans to withdraw from the 2015 Paris Climate Accord; now therefore be it

**Resolved**, that the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia support the global effort of the 195 nations, which have volunteered by the 2015 Paris Climate Accord to reduce their greenhouse gas emissions with their own national measures as part of the global effort; and be it further

**Resolved**, that the convention support in particular local measures for energy efficiency in our parishes such as installation of solar panels and access to the green power grid in Virginia to power church facilities, and energy-efficient heating ventilation and air conditioning systems to heat and cool church facilities; and be it further

**Resolved**, that the Convention support enhanced climate change education, public awareness, and public access to information on the world's changing climate.

SUBMITTED BY THE CREATION CARE TASK FORCE (FORMERLY THE COMMISSION ON THE STEWARDSHIP OF CREATION).

**Background:**

Greenhouse gases – mainly carbon dioxide, methane, and nitrous oxide – have concentrated in the earth’s atmosphere which has produced a greenhouse effect, a trapping of those gases so that too much solar energy is blocked from returning to space. As a result, the average global surface temperature of the earth reached its highest level in 2016 since 1890, and July and August this year were the third hottest on record particularly felt in India, Iran, and the US. NOAA says the planet has warmed by 2 degrees Fahrenheit since 1890. The greenhouse effect has also prompted the temperature of the upper ocean layers to warm as coral reefs die off and the Arctic ice melt and runoff from the Greenland and Antarctic ice sheets increase. Sea levels are rising through thermal expansion, and greater evaporation from the oceans provides the atmosphere with excess energy, which produces violent storms and dumps heavy precipitation with coastal and inland flooding in varying locations across the globe.

The Episcopal Church has a long history of supporting measures to mitigate climate change. In 2009 the church adopted the Genesis Covenant at the 76th General Convention accepting the challenge to reduce Greenhouse Gasses at its facilities by 50% within ten years. The Diocese of Virginia passed a resolution at its 220th Annual Council accepting its duty of care for God’s Creation. That resolution acknowledged the diocese’s role in mitigating climate change. Presiding Bishop Michael B. Curry reaffirmed the Episcopal Church’s support for responsible climate action in a statement issued on June 1, 2017 after President Donald Trump announced his intention to withdraw the United States from the 2015 Paris Climate Accord.

The Paris Climate Accord is a voluntary agreement of 195 nations to reduce their greenhouse gas emissions. The agreement represents a universal effort to reduce emissions greenhouse gases and each country sets its own target level for emissions reductions and chooses its own path for reaching its emissions goals. A mandatory provision of the agreement requires each country to show progress toward its goals in 2018 and 2023 for peer review as a measure of transparency that goals are being met.

Churches in the Diocese of Virginia have been working toward reducing their greenhouse gas emissions. Several of our churches have roof-top solar panels, new thermal efficient windows, and thermostats that turn off during the day. Others have upgraded appliances and air conditioning units and installed Energy Star HVAC systems. Dominion Energy in Virginia makes a point of showcasing tools for household energy savings.

Many NGOs such as such as the Environmental Defense Fund, World Resources Institute, and World Wildlife Fund have publications on climate change. The Pope published an instructive encyclical in 2015, “Laudate Si, On Care for Our Common Home.” The most authoritative discussion is in the Fifth Assessment Report of the Intergovernmental Panel on Climate Change published in 2014 which has summary documents as well as in-depth chapters on the physics of climate change. The Harvard Project on Climate Agreements has a number of publications on the Paris Agreement and follow-up work on its implementation.

**R-7a Support for the 2015 Paris Climate Accord and Energy Efficiency Improvements**

*As adopted.*

**Resolved** that the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia support Presiding Bishop Michael Curry’s admonition for the Episcopal Church to continue to uphold the Paris accord as a global effort by 195 nations, which have volunteered to reduce their greenhouse gas emissions with their own national measures as part of the global effort to address climate change.

**Resolved** that the Convention in keeping with prior General Convention and our Annual Convention resolutions urge congregations and individuals in this Diocese to:

1. Carefully study the theological, scientific, and policy issues around sea level rise, increased atmospheric carbon dioxide levels, and economic impacts of climate change, particularly as such developments are adversely affecting poor people and vulnerable communities in Virginia and among our mission partners.
2. Participate as congregations, families, and individuals in regular emergency preparedness training and planning, including planning work with Episcopal Relief and Development, in order to reduce their vulnerability to weather-related crises such as hurricanes, flooding, drought, and wildfires,
3. Increase the proportion of renewable-sourced electricity for heating and cooling such as solar and geothermal to the extent available and consistent with prudent financial stewardship,
4. Improve the energy efficiency of buildings for which they are responsible, including steps to upgrade HVAC system efficiency and improve ventilation and insulation to the extent consistent with prudent financial stewardship.

### **Background:**

Presiding Bishop Michael Curry issued a statement on 1 June immediately following the White House announcement that the US intends to withdraw from the Paris accord by 2020. He urged the Episcopal Church to join the “we’re still in” movement of states, cities, corporations, non-governmental organizations, and faith communities because, in his teaching, caring for God’s creation by engaging climate change is not only good for the environment but also good for the health and welfare of our people. He drew upon precedence of General Convention’s adoption of the Genesis Covenant at the 76<sup>th</sup> General Convention in 2012 that accepted the challenge to reduce greenhouse gas emissions (carbon dioxide or methane) from General Convention facilities by 50 percent within 10 years.

In addition, our Diocese adopted R 15 at its 220<sup>th</sup> Annual Council in 2015 of “Accepting the Duty of Care for God’s Creation.” In late October 2017, Anglican Archbishops around the world signed an open letter to world leaders urging responsible climate action ahead of the next UN climate change conference opening on 6 November in Bonn, Germany.

The Task Force on Care of Creation believes it is important to keep a light shined on our duty of stewardship for God’s creation. The current political context characterizes environmental care as a partisan issue, but Bishop Curry rightly points out that it is the reason God put us here in the first place. This resolution aims to remind Christians to keep their eyes on their duty to care for creation in spite of changing political attitudes.

### **R-8 The Inclusion of Transgender Youth in our Churches, Schools, and Camps**

*As submitted.*

**Resolved**, that the 223<sup>rd</sup> Convention of the Diocese of Virginia affirm these guiding principles for the inclusion of transgender people in the parishes, missions, schools, and camps of this diocese; and be it further

**Resolved**, that the 223<sup>rd</sup> Convention submit a resolution to the 79<sup>th</sup> General Convention of The Episcopal Church encouraging adoption of these principles in all dioceses of the Episcopal Church.

SUBMITTED BY THE REV. DAVID STODDART AND THE REV. KATHLEEN STURGES.

### **Guiding Principles for the Inclusion of Transgender People in the Parishes, Missions, Schools, and Camps of the Diocese of Virginia**



We believe that all people are created in the image of God and that all people are beloved children of God. Because this is true,

1. We will protect the rights and respect the dignity of transgender persons, refusing to reject, judge, abuse, belittle or in any way dehumanize them.
2. We will engage the complex realities for transgender persons in our churches, schools, and camps, and not yield to the temptation to ignore those realities.
3. We will recognize and accept our responsibility to protect the privacy of transgender persons.
4. We will make decisions about transgender minors in our schools and camps in communication with their parents.
5. We will provide a safe environment for transgender persons, for those who support them, and for those who do not understand our commitment to these principles.
6. We will stay flexible in response to the complex and changing ramifications of this work by being open to relevant stories, to emerging information, and to the movement of the Holy Spirit.

### **R-8a The Inclusion of Transgender Youth in our Churches, Schools, and Camps (Amended by Resolutions Committee)**

*As adopted.*

**Resolved**, that the 223<sup>rd</sup> Convention of the Diocese of Virginia affirm these guiding principles for the inclusion of transgender people in the parishes, missions, schools, and camps of this diocese; and be it further

**Resolved**, that the 223<sup>rd</sup> Convention of The Diocese of Virginia submit the following resolution to the 79th General Convention of The Episcopal Church:

**Resolved**, the House of \_\_\_\_\_ concurring, that the 79<sup>th</sup> General Convention affirm the following guiding principles for the inclusion of transgender people and urge that the Dioceses of the Episcopal Church prayerfully consider adopting and implementing the following guiding principles for the inclusion of transgender people in their parishes, missions, schools and camps:

#### **Guiding Principles for the Inclusion of Transgender People in Dioceses, Parishes, Missions, Schools and Camps**

We believe that all people are created in the image of God and that all people are beloved children of God. Because this is true,

1. We will protect the rights and respect the dignity of transgender persons, refusing to reject, judge, abuse, belittle or in any way dehumanize them.
2. We will engage the complex realities for transgender persons in our churches, schools, and camps, and not yield to the temptation to ignore those realities.
3. We will recognize and accept our responsibility to protect the privacy of transgender persons.

4. We will make decisions about transgender minors in our schools and camps in communication with their parents.
5. We will provide a safe environment for transgender persons, for those who support them, and for those who do not understand our commitment to these principles.
6. We will stay flexible in response to the complex and changing ramifications of this work by being open to relevant stories, to emerging information, and to the movement of the Holy Spirit.

SUBMITTED BY THE REV. DAVID STODDART AND THE REV. KATHLEEN STURGES.

## **R-9 Support for the Triangle of Hope**

*As submitted.*

**Whereas**, the Diocese of Virginia has from its founding benefitted from and participated in the enslavement of human beings. Alexandria and Richmond were for decades the largest slave markets in the United States.

**Whereas**, the diocese of Liverpool supplied and outfitted 75% of the slaving vessels departing England.

**Whereas**, the diocese of Kumasi is the modern and historic seat of the Asante Kingdom which served as an important supplier of human captives to the over 40 slave trading castles of Ghana

**Whereas**, each one of our dioceses was directly involved in the dreadful Slave Triangle. We remember and acknowledge with sorrow that human beings were captured and enslaved for financial gain with no regard for their dignity and humanity. We view this history with great pain and in penitence before Go, the god who wills in Christ to bring freedom and justice for all.

**Whereas**, for more than 15 years our three dioceses have been working toward a true partnership of freedom and justice.

**Whereas**, still, there are more people are enslaved today than ever before in human history while the ongoing legacy of slavery continues in force through systems of White Supremacy and belief in racial superiority; and

**Whereas**, the Bishops of Kumasi (in Ghana), Virginia, and Liverpool have committed to the Triangle of Hope ministry partnership;

**Therefore, be it resolved** that we the Diocese of Virginia commit ourselves, through the Triangle of Hope, to live in covenantal community dedicated to transforming the long history, ongoing effects, and continuing presence of slavery in our world through repentance, reconciliation, and mission; be it further

**Resolved**, that Diocese of Virginia shall commit to sustained teaching and preaching on the freedom and dignity of all human beings in Christ; and be it further

**Resolved**, that Diocese of Virginia shall support financially and programmatically the Youth Pilgrimage between Liverpool and Virginia in its becoming a tripartite pilgrimage with Kumasi, building an online presence for the Triangle of Hope, establishing relationships of prayer with Liverpool and Kumasi and exploring exchange programs with Liverpool and Kumasi; and be it further

**Resolved**, that the Diocese of Virginia shall educate ourselves about our own histories and the ongoing impact of slavery, racism, and white supremacy; and be it further

**Resolved**, that Diocese of Virginia shall listen to our sisters and brothers who have experienced such impact when they share their wisdom and experience; and be it further

**Resolved**, that Diocese of Virginia shall engage theologically both the lived experience of our peoples and the biblical witness, trusting in the hope that what humanity has meant for evil, God can and will transform for good.

SUBMITTED BY THE REV. CAYCE RAMEY.

### **R-9a Support for the Triangle of Hope (Amended by Resolutions Committee)**

*As adopted.*

**Resolved** that we the Diocese of Virginia commit ourselves, through the Triangle of Hope, to live in covenantal community dedicated to transforming the long history, ongoing effects, and continuing presence of slavery in our world through repentance, reconciliation, and mission.

**Resolved** that we commit to sustained teaching and preaching on the freedom and dignity of all human beings in Christ.

**Resolved** that we shall support financially and programmatically

- The Youth Pilgrimage between Liverpool and Virginia in its becoming a tripartite pilgrimage with Kumasi.
- Building an online presence for the Triangle of Hope
- Establishing relationships of prayer with Liverpool and Kumasi
- Exploring exchange programs with Liverpool and Kumasi

**Resolved** that we shall educate ourselves about our own histories and the ongoing impact of slavery, racism, and White Supremacy.

**Resolved** that we shall listen to our sisters and brothers who have experienced such impact when they share their wisdom and experience.

**Resolved** that we shall engage theologically both the lived experience of our peoples and the biblical witness, trusting in the hope that what humanity has meant for evil, God can and will transform for good.

SUBMITTED BY THE REV. CAYCE RAMEY.

### **Background:**

The Diocese of Virginia has from its founding benefitted from and participated in the enslavement of human beings. Alexandria and Richmond were for decades two of the largest slave markets in the United States.<sup>1,2</sup>

The diocese of Liverpool was a major port for the transatlantic slave trade and by 1795 controlled over 80% of the British and over 40% of the entire European slave trade with over 5,000 slaving voyages started from Liverpool.

The diocese of Kumasi is the modern and historic seat of the Asante Kingdom which served as an important supplier of human captives<sup>3</sup> to the over 60<sup>4</sup> slave trading castles built in Ghana.

Each one of our dioceses was directly involved in the dreadful Slave Triangle. We remember and acknowledge with sorrow that human beings were captured and enslaved for financial gain with no regard for their dignity and humanity. We view this history with great pain and in penitence before God, the god who wills in Christ to bring freedom and justice for all.

For more than 15 years our three dioceses have been working toward a true partnership of freedom and justice.

Still, there are more people are enslaved today than ever before in human history<sup>5</sup> while the ongoing legacy of slavery continues in force through systems of White Supremacy and belief in racial superiority.

And since the Bishops of Kumasi (in Ghana), Virginia, and Liverpool have committed to the Triangle of Hope ministry partnership.

1 "Freedom House Museum". *The Smithsonian Associates*. Retrieved Oct 2017

2 Trammel, Jack (2012). *The Richmond Slave Trade: The Economic Backbone of the Old Dominion*. The History Press. ISBN 9781609494131.

3 From Manhyia Palace Museum curator during tour by Triangle of Hope planning team, Kumasi, Ghana, May 2017

4 Clair, William St. *Door of No Return: the History of Cape Coast Castle and the Atlantic Slave Trade*. Bluebridge, 2009. Page 1.

5 United Nations Labor Organization: Profits and Poverty, The Economics of Forced Labor, 2014.

## R-10 Support for Our Bishops' Statement on Charlottesville Violence

*As submitted.*

**Resolved** that the 223<sup>rd</sup> Convention of the Diocese of Virginia support our Bishops' statement on their non-confrontational protest against the white supremacists' rally at Emancipation Park in Charlottesville on 12 August 2017, particularly the Bishops' declaration that "whatever we do, we may not, we must not, be quiet in the face of evil during this era of our lives together."

**Resolved** that this Convention support in particular the program the Bishops recommended for the kinds of peaceful actions in the face of white supremacists' violence, including a call for the Virginia General Assembly to enact legislation to track hate crimes in Virginia and for prayers for our civic and religious leaders who have to contend with racist and anti-semitic violence, for those who died or were injured in Charlottesville, and for peace in our nation.

SUBMITTED BY PETER WEHMANN, PRESIDENT OF REGION III, ON BEHALF OF THE CLERGY AND CHURCHES OF REGION III.

### Background:

Our Bishops were there in Charlottesville and witnessed the tragedy of violence and loss of life as it unfolded on 12 August. They wrote that their hearts were broken by what they saw. They admonished us to "heed God's call to love our neighbors through prayer, through speaking out, and for other concrete action" such as being clear about the issues, creating conversation groups with people of different political perspectives, and doing a moral inventory of your self – how do you feel about free speech, are there limits? Our Bishops expect to see more divisive rallies in the country in the months ahead. It behooves us an entire Diocese to support and sustain our Bishops' peaceful admonition.

This resolution does not address the issue of the statutory that the Daughters of the Confederacy placed throughout the South in 1905 onward. It takes no stand on whether the statutory should stay up or come down, and, in effect, leaves that issue to city councils, county boards, and state legislatures for their "reasoned discussion and decision-making processes," as the Bishops suggested, albeit with no tolerance for violence to justify points of view.

## **R-10a Support for Our Bishops' Statement on Charlottesville Violence (Amended by Resolutions Committee)**

*As adopted.*

**Resolved** that the 223<sup>rd</sup> Convention of the Diocese of Virginia support our Bishops' statement on their non-confrontational protest against the white supremacists' rally at Emancipation Park in Charlottesville on 12 August 2017, particularly the Bishops' declaration that "whatever we do, we may not, we must not, be quiet in the face of evil during this era of our lives together."

**Resolved** that this Convention support in particular the program the Bishops recommended for the kinds of peaceful actions in the face of white supremacists' violence, including calls for the Virginia General Assembly to enact legislation to track hate crimes in Virginia and for prayers for our civic and religious leaders who have to contend with racist, anti-Semitic, anti-Islamic, misogynistic, and homophobic violence, for those who died or were injured in Charlottesville, and for peace in our nation.

**Resolved** that this Convention request the Virginia Attorney General to rigorously enforce current state law regulating armed militias in order to prevent them from fomenting and committing violence and intimidating law-abiding, peaceful citizens and that appropriate amendments to current state law be presented to the General Assembly to tighten such regulations in order to better protect the peace, prosperity, and liberty of citizens of the Commonwealth from unlawful armed forces.

SUBMITTED BY PETER WEHMANN, PRESIDENT OF REGION III, ON BEHALF OF THE CLERGY AND CHURCHES OF REGION III.

### **Background:**

Our Bishops were there in Charlottesville and witnessed the tragedy of violence and loss of life as it unfolded on 12 August. They wrote that their hearts were broken by what they saw. They admonished us to "heed God's call to love our neighbors through prayer, speaking out, and for other concrete action" such as being clear about the issues, creating conversation groups with people of different political views, and doing a moral inventory of ourselves, for example, asking ourselves how we feel about free speech and its limits. Our Bishops expect to see more divisive rallies in the country in the months ahead. It behooves us as an entire Diocese to support and follow our Bishops' peaceful admonition.

One of the lessons from the Charlottesville violence is that armed militias dressed in military fatigues came to Charlottesville creating an even greater possibility of violence and adding to an already dangerous situation. There are Virginia statutes on the books now being used as the basis for a lawsuit against some of the groups thought to have participated in the violence. Note that the Second Amendment of the US Constitution specifically recognizes regulation of militias as a state prerogative.

## **R-11 Diocese and congregations address the drug crisis in America**

*As submitted. This resolution was submitted on the floor of Convention and required a 2/3 majority vote to move forward and to be considered by the Convention.*

**Resolved**, that the 223<sup>rd</sup> Annual Convention recognize that the drug crisis in America is a critical national concern that directly impacts our congregations.

**Resolved**, that the Episcopal Diocese of Virginia and every congregation strive to be an agent of healing for all people affected by the disease of drug addiction.

**Resolved**, that because drugs such as prescription pain relievers, heroin, and synthetic opioids affect the public health and the social, environmental, and economic welfare of our communities, that the Episcopal Diocese of Virginia and every congregation acknowledge its spiritual, moral and ethical responsibility to provide:

1. prevention programs targeting both youth and adults in the congregation and the community;
2. access to professional organizations that target the illness of substance abuse and learn how to appropriately address the problem and stigma associated with the problem at home, at church, and in the community;
3. educational resources and professionals to facilitate educational programs;
4. spiritual support for individuals whose loved ones suffer from addiction.

**Resolved**, that the Episcopal Diocese of Virginia work in partnership with The Episcopal Church Medical Trust, Recovery Ministries of The Episcopal Church, and community-based organizations to address most effectively prevention, intervention, education, advocacy, treatment, and recovery, including developing a list of trained therapists and consultants who are available to assist clergy and laity in this education process.

SUBMITTED BY: THE REV. ANN STRIBLING, RETIRED; MR. KARL C. COLDER, ST. DAVID'S, ASHBURN; THE REV. DANIEL VÉLEZ RIVERA, ST. GABRIEL'S, LEESBURG; AND THE REV. MARY KAY BROWN, ST. DAVID'S, ASHBURN.

## **R-11a Diocese and congregations address the drug crisis in America (Amended at Open Hearing)**

*As adopted.*

**Resolved**, that the 223<sup>rd</sup> Annual Convention recognize that the drug crisis in America is a critical national concern that directly impacts our congregations.

**Resolved**, that the Episcopal Diocese of Virginia and every congregation strive to be an agent of healing for all people affected by the disease of drug addiction.

**Resolved**, that because drugs such as prescription pain relievers, heroin, and synthetic opioids affect the public health and the social, environmental, and economic welfare of our communities, that the Episcopal Diocese of Virginia and every congregation acknowledge its spiritual, moral and ethical responsibility to support:

1. prevention programs targeting both youth and adults in the congregation and the community;
2. access to professional organizations that target the illness of substance abuse and learn how to appropriately address the problem and stigma associated with the problem at home, at church, and in the community;
3. educational resources and professionals to facilitate educational programs;
4. spiritual support for individuals who suffer from and whose loved ones suffer from addiction.

**Resolved**, that the Episcopal Diocese of Virginia work in partnership with The Episcopal Church Medical Trust, Recovery Ministries of The Episcopal Church, the Episcopal Province III Opioid Pandemic Response Task Force, and community-based organizations to address most effectively prevention, intervention, education, advocacy, treatment, and recovery, including developing a list of trained therapists and consultants who are available to assist clergy and laity in this education process.

SUBMITTED BY: THE REV. ANN STRIBLING, RETIRED; MR. KARL C. COLDER, ST. DAVID'S, ASHBURN; THE REV. DANIEL VÉLEZ RIVERA, ST. GABRIEL'S, LEESBURG; THE REV. MARY KAY BROWN; ST. DAVID'S, ASHBURN.

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## Courtesy Resolutions

### CR-1a The Reverend Linda Wofford Hawkins (Amended)

*Adopted by Convention.*

**Whereas**, the Reverend Linda Wofford Hawkins served the congregation of St. Barnabas' Church for 15 years as rector, strengthening the congregation and its spiritual ties to the community; and

**Whereas**, Linda led the charge in increasing mutual understanding with our community's Muslim brothers and sisters, demonstrating leadership both within and beyond our Christian family; and

**Whereas**, Linda served as a dedicated ambassador for our parish's commitment to social and racial justice, with the parish of St. Barnabas' receiving the first Meet Me In Galilee award from the Diocese in 2015; and

**Whereas**, Linda helped to bring the Annandale Safe Youth Project to our space, supporting at-risk 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup> graders in our community, and was honored to present the first scholarships to "graduates" of the ASYP program in 2016; and

**Whereas**, Linda grew the parish with young families who felt the culture of caring and appreciation for children that she fostered; and

**Whereas**, Linda brought also with her the gift and blessing of her family in our midst, especially daughter Ellen Hawkins with her beauty, grace, and zest for life; let it now be

**Resolved**, that this 223<sup>rd</sup> Convention of the Episcopal Diocese of Virginia give thanks for the ministry of the Reverend Linda Wofford Hawkins, retired as Rector of St. Barnabas', Annandale and wish her well in her new adventures; and be it further

**Resolved**, that we send her our best wishes in retirement, and offer our prayers for her new ministry in the Diocese of Western North Carolina.

SUBMITTED BY MS. SHARON M. JONES, DELEGATE, ST. BARNABAS' CHURCH, ANNANDALE.

### CR-2 Courtesy Resolution for David W. Donaldson

*Adopted by Convention.*

**Whereas**, a hallmark of Anglican worship is the central place of music in praising God; and

**Whereas**, David Donaldson retired on September 30, 2017, after thirty-eight years of devoted service as the long-serving music director and choirmaster of St. Michael's, Arlington; and

**Whereas**, David composed the psalm setting, and occasional anthems, that have enhanced or weekly worship; and

**Whereas**, David led the chancel choir and initiated the Bell Choir that enriches its ministry on feast days; and

**Whereas**, David nurtured and encouraged young singers through their participation in the Children's Choir; and

**Whereas**, he shared with worshippers the beauty of the parish's first pipe organ through his performance of preludes, postludes and other musical offerings; and

**Whereas**, David served as a key member of the organ Committee responsible for the acquisition of our pipe organ; and

**Whereas**, David has a special gift for selecting hymns to support the weekly Scripture readings; and

**Whereas**, the vestry of St. Michael's wishes to honor David with the title Director of Music Emeritus; therefore, now be it

**Resolved**, that this 223<sup>rd</sup> Annual Convention of the Diocese of Virginia joins the members of St. Michael's, Arlington in extending its gratitude and deep appreciation to David Donaldson for his faithful service.

SUBMITTED BY THE VESTRY AND CONGREGATION OF ST. MICHAEL'S, ARLINGTON.

### **CR-3a Charles 'Buck' Blanchard**

*Adopted by Convention.*

**Whereas**, Mr. Charles "Buck" Blanchard served for eleven years as a dedicated staff member of the Diocese of Virginia as its Director of Mission and Outreach; and

**Whereas**, Buck's efforts to inspire and support mission and outreach efforts, small and large, in our backyards and around the world, transformed the lives of so many members of our Diocese and of others all over the world; and

**Whereas**, Buck is blessed with a loving family that includes his wife, Weezie, the rector of St. Mary's, Goochland; his sons Charlie and Mac; and his daughters Ann Pearman and Franny; and

**Whereas**, Buck's eloquence and humor made him a sought-after speaker in our parishes and a moderator at our Annual Conventions; and

**Whereas**, Buck was an eloquent and able advocate for the Episcopal Church of Sudan and later the Episcopal Church of Sudan and South Sudan, visiting Sudan and South Sudan repeatedly in support of our mission partnerships with the church there, visits which were physically taxing, and sometimes harrowing and dangerous, as he did vital work to assure the ECSSS of our continued support for their witness to the Gospel in the face of persecution, warfare, famine, and turmoil; and

**Whereas**, Buck's global travels took him from the teeming cities of South America to the militia-controlled bush of the Congo; and

**Whereas**, Buck left a career as a corporate lawyer and venture capitalist to respond to his calling to the Church; and



**Whereas**, Buck's passion for his new vocation was evidenced when he exclaimed "*I love my job*" as the tiny plane in which he traveled swooshed through the fog of East Africa; and

**Whereas**, Buck never allowed the diocesan staff members to forget how they are called, above all, to do mission; and

**Whereas**, Buck departed the Diocese of Virginia staff on October 20, 2017, with the best wishes of his colleagues; and

**Whereas**, Buck will continue to witness to mission and outreach in his new position with the Diocese of Colorado and with his continuing work for The Episcopal Church; let it now be,

**Resolved**, that the 223<sup>rd</sup> Annual Convention of the Diocese of Virginia offers its fervent thanks to Charles "Buck" Blanchard for his dedicated and compassionate service to this Diocese, and wish him well in taking on the challenges and joys of the new Rocky Mountain chapter of his life, so close to his beloved University of Colorado; and be it further,

**Resolved**, that a copy of this resolution be sent to Buck Blanchard as a gesture of appreciation for a job well done.

SUBMITTED BY THE CHIEF OF STAFF, THE REV. DEACON ED JONES, ON BEHALF OF THE STAFF AT MAYO HOUSE.



# Amendments to the Constitution and Canons

## **Canonical Ammendments**

There were no amendments made to the Constitution and Canons at the 223<sup>rd</sup> Annual Convention.

# Annual Reports

## Anna Julia Cooper Episcopal School

We are in our ninth year at Anna Julia Cooper Episcopal School and off to our best start yet. Below, in bulleted form, are some data points reflecting the state of the school.

- Our enrollment is now 108 students: 18 in fourth grade; 18 in fifth grade; 24 in sixth grade; 24 in seventh grade; and 24 in eighth grade. This is our highest enrollment to date and reflects the expansion in growth from 12 to 18 students in this our second year of fourth grade. We have no plans to expand higher than this.
- We successfully completed an addition on our building at a cost of a little over \$600,000, all of which we raised by the time the project was completed. We did not have to borrow any money. The addition doubled the size of our cafeteria/gathering space, expanded our kitchen, added a large room for our graduate support services, one bathroom and a small conference room. The most significant aspect of the addition is that it allows the entire school to now gather together in one place, e.g. for meals, morning assembly, chapel, etc. It also provides a much more updated and welcoming space for the graduates to use when they return in the late afternoon and early evening to do homework, reconnect and have dinner.
- Because of the added space made available by the addition, we are now able to free up two rooms which had been used for overflow meals and transform them into a dedicated library and a dedicated art/music room.
- For the second year in a row we are beginning the fiscal year (July 1) forward-funded for the year, i.e. with sufficient funds on hand to cover expenses for the coming year.
- Our annual audit was successfully completed with no concerns.
- We have added another full-time person to the Graduate Support Program, which now serves 122 graduates and a handful of others who have come into the AJC fold. With each passing year it becomes increasingly clear that we are focused as much on those who are in eleventh grade, college, working full-time or struggling to find their way as we are on those who are in fifth grade. In other words, we are committed to all of our students and we are committed to them for the long haul.
- We have been able to invest a significant amount of time and resources in several areas of professional development this year. Primary among these are: 1) a new math curriculum for all five grades, and 2) trauma-informed education through a program from CT3 called No Nonsense Nurturing (NNN). We are already seeing the fruits of the investment in both areas.
- 24 students graduated this past year. 10 of those graduates are attending area independent high schools, three are in IB programs, 11 are attending standard public high schools and one has moved.
- Our Board of Directors has expanded to 18, double the number from when we originally began in 2009. We successfully transitioned to our second board chair since the school began (the former chair remains on the Board) and have also strengthened our committee structure.
- We continue to be fortunate to have healthy and helpful relationships with a host of schools and organizations throughout the Richmond area. (See the attached document from our Yearbook highlighting those with whom we work most closely.)
- We remain committed to enrolling and serving a minimum of 75% of our children and families from neighboring public housing communities. This is a reflection of our desire not to skim the more able, stable or motivated students, and an intentional effort to serve those families in greatest need.
- We are in the preliminary stages of the possible purchase of adjacent property for further building and expansion of the School and its growing number of programs. We anticipate having more specific news about this during the winter of this year.
- Despite all the successes AJC continues to enjoy, the work continues to be enormously challenging, a reality which we take pains to communicate to our supporters. Along with so many successes, we lose a number of battles as well. Or put another way, we fail to fulfill with each student our mission to “help our students change the trajectory of their lives.” However, for each of our students we remain as strongly committed to our mission as ever.

SUBMITTED BY: MR. MICHAEL MARUCA, HEAD OF SCHOOL

## **Bloomfield**

A home was established in the early 1920's by the Diocese of Virginia and located in the hills outside of Charlottesville with the Deaconess' of Virginia called to staff the facility. The mission was to care for children with tuberculosis whose parents could not afford its treatment. When tuberculosis was eradicated, the Deaconess' changed their mission to care for children with polio whose families were unable to care for them.

In 1960, friends of the Diocese financed to move the home to an estate in Ivy called Bloomfield. It was then a home for children with physical disabilities that could not be cared for by their parents. At the age of 18 the state required them to go to a nursing home.

In 1995 it was decided that Bloomfield would be helpful to more young people if we sold the property and gave grants to children and young adults up to 30 years of age. The sale of the property was invested in the Trustees of the Funds and the interest earned each year goes to grants for young people in need all over the state. The Board is able to buy equipment requested from families in all three Virginia dioceses in the amount of \$100,000 in items each year. More donations would increase that amount.

Bloomfield may be the only organization that answers wishes from children and young adults with severe physical needs that want a custom bike fitted for them. That can run over \$5,000 as well as other equipment that is needed to enjoy some pleasure time. It may be the only social contact they have with their peers.

Bloomfield has no paid employees and operates only with volunteers. The Board consists of members from all three Virginia dioceses as it did in the beginning. Picture of the Deaconess' is available if requested.

SUBMITTED BY: MRS. COURTNEY GODDIN KOHLER, PRESIDENT

## **Church Schools in the Diocese of Virginia**

Dear Members of the November 2017 Convention of the Diocese of Virginia,

Academic year 2016-17 was the first year in six years during which none of our schools was in a transition of professional leadership. All six schools are now led by strong, talented and seasoned Heads of School. In order of tenure they are Mr. Jeb Byers at Christchurch School, Mr. Mark Eastham at Stuart Hall School, Dr. Terrie Scheckelhoff at St. Catherine's School, Ms. Kirsten Adams at St. Stephen's & St. Agnes School, Mr. Mason Lecky at St. Christopher's School and Ms. Cathy Sgroi at St. Margaret's School. The presence of these leaders is fortunate as most of the schools have significant plans for capital improvements and additions as well as program enhancements.

At the Corporate Office level, Mr. Chip Broadway, Vice President and Treasurer of Church Schools, and I worked on projects, opportunities and challenges during 2016-17 that benefit all schools. Particular focus was placed on the big relationships (banks, insurance, retirement plan administration etc.) where intensive effort over time can reap significant savings for the schools.

Your church schools continue to thrive despite demographic and financial challenges. The day schools share in a national experience of softening student demand at Kindergarten and First Grade while the boarding schools experience significant changes in the demographic makeup of the boarding market generally and substantial shrinkage of the domestic boarding market in particular. These challenges and changes are the focus of board and school leadership attention. Notwithstanding the noted challenges, five of our six schools finished 2016-17 with operating surpluses and go into 2017-18 with

the same as well as with an increase in aggregate enrollment of thirty seven students. In addition to strong professional leadership, our schools enjoy excellent volunteer leadership and support. Church Schools' collective financial strength and collegial creativity around marketing have helped the schools outperform many competitor schools that do not have the advantages of our size, abundance of talent and willingness to combine resources and efforts, share wisdom and talent and to make compromises for the overall good.

The project to publish a second volume of the history of the Church Schools is moving ahead and accelerating. Dr. Edward Bond, author of the most recent history of the Diocese of Virginia, retired from his higher education career at the end of 2016-17, and now will be able to make the Church Schools history project his top priority projecting a completion date sometime towards the end of 2018.

Bishop Shannon Johnston and Bishop Susan Goff continue to ensure that each Church School receives an annual Episcopal visit. These visits are truly celebratory occasions enjoyed by all. The Bishops generally spend most of a day during which they visit classes, lead worship and meet with student and faculty leaders as a visible reminder that the students, the adults and schools are all part of something very important and much larger than themselves as individuals and as communities.

Church Schools has always been blessed with excellent episcopal, academic and administrative leadership as well as volunteer governance. The extraordinary number of bright, successful, and generous professionals and volunteers that work in and support our schools is the envy of our colleagues. I am particularly grateful to the Heads of Schools and their Governing Board Chairs. I am grateful also to my colleagues in the Corporate Office and to the Rev. Edward O. Miller who, as Chair of the Church Schools Board of Trustees, is unfailingly supportive and accessible. Thank you each and all.

SUBMITTED BY: MR. DAVID H. CHARLTON, PRESIDENT

## **Report of the Committee on Congregational Missions**

If the Committee on Congregational Missions (CCM) had a theme song, it might be "On the Road Again" by Willie Nelson. Our meetings rotate among the various mission congregations in the Diocese. Each church we visit hosts our committee and makes a presentation that helps us to better understand the context in which they serve Jesus Christ. Our meetings in 2017 were particularly scenic. In March, we met at St. David's, Aylett. At our May meeting, we visited two churches. Our regular meeting took place at Grace Church, Miller's Tavern, with a trip after the meeting to Immanuel Church, King & Queen. Our September meeting was at St. John the Baptist, Ivy. We look forward to a mid-November visit to Grace Church in Stanardsville. Being mobile allows us to meet the members of the congregations that we serve face-to-face, as well as to gain a better understanding of their communities and the condition of their physical plant.

CCM assists the Bishop Suffragan in her delegated oversight of the mission churches of the Diocese. Its members serve as lay liaisons or as area priests. 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. Area priests serve as resources for the liaisons and the mission churches in various matters, such as application of diocesan Canons or providing advice on pastoral matters.

Our leader is the Rt. Rev. Susan Goff, and her guidance has been key as we make decisions as to how best support mission congregations in the Diocese. 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 striking the right balance. We are thankful for the advice and assistance of our diocesan staff liaisons, Ms. Stephanie Higgins, and currently Ms. Tammy Shackelford.

CCM assists missions in their quest for full parish status. Some of our congregations are currently looking towards leaving mission status. 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 many more congregations moving to self-sufficiency in the future.

Throughout history, God has chosen to work with humanity using covenants. God blesses us with many gifts in the hopes that we will utilize those gifts to benefit our neighbors and care for God's creation. CCM has adopted a similar model, asking each congregation to complete a covenant that outlines how they will serve God's kingdom in the coming year. Our CCM Covenants emphasize that our committee does not seek to simply provide funds to balance budgets and make repairs to buildings. We want to partner with mission churches in sponsoring outreach into the community.

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

## Committee on Mission and Outreach

### General

The Committee on Mission and Outreach is organized to encourage the 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 during the year 2017:

#### Individual Grants

Emma Jones (St. Andrew's, Burke)	Navajo Land, Arizona	\$250
Patrick Keyser (Seminararian)	Joel Nafuma Refugee Center	\$250
M. Niechwiadowicz	MEZ Conference	\$250

#### Church Grants

Christ Church, Glen Allen	West Virginia	\$500
Church of Our Saviour, Charlottesville	Kentucky	\$500
Church of the Creator, Mechanicsville	North Carolina	\$500
Emmanuel, Delaplane	Texas	\$500
Emmanuel, Harrisonburg	South Dakota	\$500
Epiphany, Oak Hill	Haiti	\$500
Grace & Holy Trinity, Richmond	Belize	\$500
Pohick, Lorton	Ohio	\$500
St. Anne's, Reston	Cuba	\$500
St. Mark's, Alexandria	Navajo Land, Arizona	\$500
St. Paul's, Charlottesville	Appalachia, Virginia	\$500

St. Peter's, Arlington	Dominican Republic	\$500
St. Peter's, Port Royal	Dominican Republic	\$500
<b>Organizational Grants</b>		
Hope for Humanity, Inc.	Sudan	\$500
Five Talents International	International	\$500
Dominican Development Group	Dominican Republic	\$1,000
AFRECS	Sudan	\$1,000
EPGM	International	\$500
GEMN	International	\$500
St. Francis, Great Falls	International	\$1,000
<b>Missioners from the Diocese of Virginia – Young Adult Service Corps</b>		
Duncan Campbell	Costa Rica	\$1,000
Adrienne Davis	Hong Kong	\$1,000
<b><i>Total grants given in 2017:</i></b>		<b><i>\$14,250</i></b>

## Committee on Race and Reconciliation

In November 2016, the Committee on Race and Reconciliation presented a “Seeing the Face of God in Each Other” workshop in Richmond for participants throughout the Diocese. At the end of 2016, the Very Rev. David Niemeyer expressed his wish to retire from leadership of the committee; he had been chairing it single-handedly after the retirement of Ms. Ellyn Crawford earlier in the year. Working with Bishop Johnston, David put forward possible names of new leaders to the committee for the members’ feedback.

In the spring of 2017, with Bishop Johnston’s and the committee members’ approval, Mr. Maurice Spraggins and the Rev. Connie Clark were named as interim co-chairs of the committee. In August, just before the events of August 11-12 in Charlottesville, Connie and Maurice met with Bishop Johnston to discuss priorities for the coming year. Among the priorities we identified are:

- Expansion of the committee, particularly to include Latino, Native American and Asian members of the Diocese;
- Strengthening of the committee’s capacities;
- Presenting three “Seeing the Face of God in Each Other” workshops in different parts of the Diocese;
- Presenting a “train the trainers” workshop in the Diocese to prepare more people to lead these events;
- Acting as a resource for parishes and diocesan bodies to support anti-racism education at every level.

The committee will also host a retreat for new and current members in the New Year.

SUBMITTED BY: THE REV. CONNIE CLARK AND MR. MAURICE SPRAGGINS, CO-CHAIRS

## Diocesan Ecumenical and Interfaith Relations Committee (DEIC)

The Rev. Dr. Christopher M. Agnew serves as Ecumenical Officer and chair of the Diocesan Ecumenical and Interfaith Relations Committee (DEIC). In 2017 your Ecumenical Officer 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 Officer 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 2017 all meetings of the DEIC were joint meetings with its counterparts from the Episcopal Dioceses of Southern and Southwestern Virginia and the Virginia and Metropolitan Washington Synods of the ELCA. The principal focus of this Lutheran-Episcopal joint committee has been on planning four Lutheran-Episcopal clergy days in different regions of Virginia. The Eastern Gathering took place May 17, 2017, at Chanco on the James River and was led by Pastor John Kerr. The Western Gathering took place on August 17, 2017, at Smith Mountain Lake and was led by Pastor Richard Bansemer, Bishop Emeritus of the Virginia Synod of the ELCA. The Northern Gathering will take place at St. Peter's Episcopal Church, Arlington, on November 14, 2017 and will be led by the Rev. Katherine Grieb. The Central Gathering will take place in Richmond on March 15, 2018 and will be led by the Rt. Rev. Susan Goff. The Lutheran-Episcopal joint committee is now in the early stages of planning another Lutheran-Episcopal Clergy Conference to take place in 2019.

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 ELCA synods, the two Roman Catholic dioceses and the Virginia Conference of the United Methodist Church. The 2017 LARCUM conference will take place in Richmond on December 1 and December 2 at St. Stephen's Episcopal Church, St. Bridget Catholic Church and Epiphany Lutheran Church. The theme of the 2017 conference is "500 Years Later: Ecumenical Dialogue as Gift and Call." The presenter is Dr. Susan K. Wood, Professor of Systematic Theology at Marquette University.

The National Workshop on Christian Unity and the annual meeting of the Episcopal Diocesan Ecumenical and Interreligious Officers (EDEIO) took place in Minneapolis, Minnesota, May 1-4, 2017. There are numerous seminars and presentations at the workshop. The annual meeting of the EDEIO is the occasion for interaction between your ecumenical officers, the Presiding Bishop's ecumenical staff and the Standing Commission on Ecumenical and Interreligious Relations. This year the Presiding Bishop attended the meeting along with members of his staff. The Annual Meeting of the National EDEIO takes place concurrently with the workshop. The Most Rev. Michael Curry preached at the opening worship of the conference. His sermon can be viewed online.

The principal ecumenical agencies supported by the Diocese of Virginia are the Interfaith Center for Public Policy and the Virginia Council of Churches. 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 council. The Rt. Rev. Edwin F. Gulick, Jr. and the Rev. Dr. Christopher M. Agnew serve on the Coordinating Cabinet of the Virginia Council of Churches.

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

## **ECW 2017 Annual Report to the Diocese**

Christ Church, Glen Allen, hosted our 127<sup>th</sup> Fall Meeting and 129<sup>th</sup> United Thank Offering Ingathering on Thursday, October 12. We were fortunate to have the Rt. Rev. Shannon S. Johnston with us all morning. He offered information on the new full time bishop position to the 90 gathered. He thanked the ECW for all we do in the Diocese and in the world. He then made the announcement of our new ECW President for the next three-year term. Cindy Helton, a member of St. George's, Fredericksburg, was appointed to serve. Cindy and the new board members were then all installed by Bishop Shannon.

Our program, "Evangelism Today," was presented by the Rev. Melanie Mullen from our Presiding Bishop's office. Everyone appreciated her coming and enjoyed her enthusiastic delivery! Seeing the video clip of Bishop Curry was most inspirational.

Our *Viva Voce* recipient this year is Central Virginia Justice Initiative, a faith-based 501(c)(3) organization whose mission is to educate, equip and mobilize our community with the tools needed to end human trafficking. Michele Trampe, one of the founders, was with us and explained the ways they educate, bring awareness and work to help the victims of human trafficking.

We also heard from Suzanne Hicks, Executive Director of Hope for Humanity, an international non-profit organization that supports Hope and Resurrection School in South Sudan. They are celebrating their 10 year anniversary. Suzanne pointed out that the ECW has given their support from the very beginning. Our Communion Alms from the Fall Meeting's Eucharist service went towards Hope for Humanity and our Gifts and Scholarship program, which is for seminarians and college students in our Diocese.

We collected more bras at this meeting to support freethegirls.org. We learned from our Vice President of Administration, Kay Holmes, 200 bras is half a month's inventory for a woman in Mozambique. We were pleased to receive an additional 196 bras from the Mother's Union USA Province Convention.

Our Overnight Board Retreat is scheduled for November 8 and 9 at Roslyn Retreat and Conference Center in Richmond. Our spiritual session will be led by the Rev. Candine Johnson, Rector of St. John's, Tappahannock. Our past president, Beblon Parks, is bringing news from the National ECW Board, and Tammy Shackelford from the diocesan staff will give a presentation on an idea for younger women to become involved in our Global Missions Ministry. Our evening worship service in the chapel is a wonderful experience.

This year our winter Executive Board Meeting was held at Christ Church, Spotsylvania, on Saturday, February 11. Those that had attended our uplifting Annual Convention shared their experiences. We reported on our first Altar Guild Swap Meet which was a huge success! At our ECW booth, Global Missions sold 40 diocesan umbrellas to raise funds for their work and we distributed more of our human trafficking posters. It was reported nominations were needed for ECW President of Province III.

We contacted past President Beblon Parks; she agreed to run for the office and was elected in April.

Our Lenten Quiet Day Retreat was on March 16 at Roslyn Conference Center. “Searching for Light: Living by the Parables” led by the Rev. Thom Blair. His teaching was deeply moving. Our music was led by Martha Burford and enjoyed by all.

Our Spring Meeting on May 6 at Emmanuel in Harrisonburg was wonderful with 40 in attendance! Father Daniel Robayo and his parishioners went beyond our expectations hosting this event. The Rev. Debbie Rutter led our program with small group discussions on “Living into Our Baptismal Covenant.” We started the program with a video clip from Bishop Curry which set the tone for our discussion. We heard from a recent UTO recipient, Unwanna Dabney of St. Philip’s, Richmond. She shared photos and sketches of their community garden/park. Suzanne Hicks, Director of Hope for Humanity (celebrating 10 years) shared her passion for more prayer in our mission work.

Continuing to bring awareness to human trafficking, we invited Caitlin Tice from New Creation to share how this non-profit is counteracting human trafficking through education and awareness, plus the hope of Christ. One of the projects they lift up is freethegirls.org. Our invitation encouraged the women of the Diocese to bring bras to this meeting to donate for inventory to freethegirls.org. The bras sold provide income for the survivors of sex trafficking. We collected 230 bras at our Spring Meeting!

To bridge the gap and continue to try to reach all areas of our large Diocese with our message, we held an additional gathering at St. Stephen’s, Heathsville, on Saturday afternoon, July 29 with the leadership of the Rev. Lucia Lloyd. Our program “Living into Our Baptismal Covenant” inspired by the Jesus Movement was led by the Rev. Candine Johnson, Rector of St. John’s, Tappahannock. We had 30 in attendance and everyone enjoyed the inspirational program, a time for fellowship and refreshments and the warm welcome from the women of St. Stephen’s. We collected over 100 bras for freethegirls.org.

Our Executive Board Meeting was held at St. Peter’s, Port Royal, on August 12. We appreciate the Rev. Catherine Hicks hosting us. We used their kitchen which was recently renovated from a UTO grant they received to help them with their work for the community.

So far in 2017 United Thank Offering has received \$45,197.04 from our Diocese. Every penny is sent directly to National UTO for awarding grants.

As stated at the beginning of this report, our 2017 Fall Meeting was held at Christ Church, Glen Allen. We all appreciate the hospitality of the Rev. Shirley Smith Graham and the women of this parish. Congratulations to Cindy Helton, the newly appointed president of ECW for 2018-2020!

It has been such an honor to serve as President of the Episcopal Church Women of the Diocese of Virginia. This is the most fulfilling and rewarding position. I thank God and Bishop Shannon for this opportunity.

### **Episcopal Church Women Prayer**

Almighty God, we pray that you will bless our work in mission and ministry in the world. Help us to pray fervently, labor diligently and give liberally to make known the power of your love given through your son Jesus Christ. Let us not forget the lessons from the past nor fear the challenges of the future. Anoint us with your grace and shine in our hearts as we reflect your light throughout the world. Amen.

SUBMITTED BY: Ms. JODIE PULLY

## Education for Ministry (EfM)

EfM is thriving in the Diocese of Virginia! Now in its 43<sup>rd</sup> year, this program designed and administered by the Beecken Center of the School of Theology at the University of the South (Sewanee), offers a four-year program of theological study and reflection to help participants deepen their faith, and discern and live out their lay ministry. Although EfM is not designed to prepare individuals for ordained ministry, many people who have participated in EfM have heard their call to ordination while engaged in the EfM program.

Attached below is a list by region of the 21 active EfM groups for 2016-17 in our Diocese. While the number of groups in this period is smaller than in the previous year, the number of EfM participants overall has grown. The list of EfM groups will be updated in late November, when the 2017-18 list of groups will be available from Sewanee. For 2016-17 there were two regions in which no EfM groups are meeting, Regions VII and IX. Using updated data for 2017-18, the Coordinator for EfM will reach out in the coming year to regions where there are no EfM groups, through conversation and possible visits with clergy and staff of parishes in those regions.

In July 2017, 52 individuals attended EfM mentor training sponsored by our Diocese at the Roslyn Center in Richmond. All 52 successfully completed the training as a requisite to serving as EfM mentors in their respective parishes. A number of participants came from other Dioceses in Virginia and from around the US to participate in the training. Trainers from around the US were secured with the help of Sewanee to conduct six concurrent training sessions.

During this period, the EfM Coordinator for the Diocese of Virginia has responded to numerous requests for technical assistance in forming and operating EfM groups as well as to inquiries from individuals seeking EfM groups.

In November 2017, the Coordinator for EfM will serve as a co-facilitator for a training of five other Coordinators of EfM from around the US, at an event located at the Beecken Center of Sewanee.

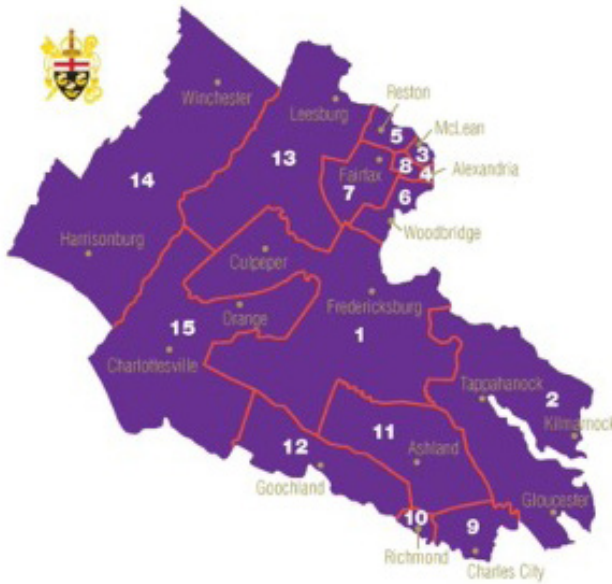
During this period, 61 individuals completed the four years of the EfM program, which encompasses study of the Old and New Testaments of the Bible, church history and discernment of lay ministry. A total of 1,601 individuals in our Diocese have completed all four years of EfM since 1980.

Participants in EfM groups cite many reasons for their interest and participation in EfM, and a consistent motivation to engage in this rigorous program of study and work is the experience of the small EfM group. Ranging from six to twelve people, the EfM group is a Christian community, loving and serving one another and preparing to serve others in the larger community as the eyes, arms, feet and heart of Christ in the world.

On behalf of all the EfM participants and mentors in the Diocese of Virginia, there is tremendous gratitude for the generosity of the Diocese, for its financial and staff support of EfM. Special thanks go to Paris Ball and Maggie Kennedy at the Diocese for their ever-present help to make EfM a success in our Diocese. With all of this help, EfM participants and graduates often go on to become servant leaders to love and serve their communities in many different ways.

**Addendum to Report on EfM in the Diocese of Virginia  
EfM Groups in the Diocese of Virginia – 2016/17**

**Regions of the Episcopal Diocese of Virginia**



**Region I: Fredericksburg, Culpeper and Surrounding Areas**

Meeting Place: St. George’s Episcopal Church, 905 Princess Anne St., Fredericksburg  
Wendy Brower Gayle, wbgayle@gmail.com, 540-840-3420  
Casey Place Hu, hucasey@gmail.com, 540-846-9848

**Region II: Northern Neck and Middle Peninsula**

Meeting Place: Christ Church, Middlesex, Virginia 33 and State Route 638, Saluda  
Barbara Crispell Cockrell, barbara.morning.cockrell686@gmail.com, 804-824-4897

Meeting Place: Grace Church, 305 S. Main Street, Kilmarnock  
Bettyanne Harrison, bharrison@va.metrocast.net, 804-220-2015  
Brandon Rohr, btrrohr@gmail.com, 804-438-4239

Meeting Place: St. John’s, 916 Main Street, West Point  
The Rev. Dr. Kathleen “Kathie” V. Price, priestincharge@stmartinswmbg.org,  
804-843-4594

**Region III: Arlington**

Meeting Place: St. John’s, 415 Lexington St., Arlington  
Elizabeth Cavey, caveyelizabeth@gmail.com, 703-362-4331  
Wade Hinkle, wade\_hinkle@verizon.net, 703-658-5181

**Region IV: Alexandria**

Meeting Place: Grace Church, 3601 Russell Road, Alexandria  
Julia McClung, julia.mcclung@yahoo.com, 703-739-0609  
Charles Kinston “Kemp” Williams, kemp.williams@gracealex.org, 703-860-1920

**Region V: Northern Fairfax**

Meeting Place: St. Anne's, 1700 Wainwright Drive, Reston

GROUP 1 (online group): The Rev. Jim Papile (Retired Rector, St. Anne's Reston)

Dina Widlake, widlaked@gmail.com, 703-450-8871

GROUP 2: Eleanor Ware, ellware@gmail.com, 571-235-3277

Meeting Place: Holy Comforter, 543 Beulah Road, Vienna

GROUP 1: Norma Williamson, williamsonwork@aol.com, 703-938-1407

GROUP 2: Judith Ann "Judy" Kilkenny, jkroki64@aol.com, 703-242-2481

Judith Armstrong Bowers, Athena1442@gmail.com, 703-204-0746

**Region VI: Alexandria and South to Woodbridge**

Meeting Place: Pohick Church, 9301 Richmond Hwy., Lorton

Denise McHugh, dmchugh@umd.edu

**Region VII: Western Fairfax**

No groups currently in this region.

**Region VIII: Falls Church and Annandale**

Meeting Place: St. Alban's, 6800 Columbia Pike, Annandale

Kay Lusk, malusk49@gmail.com, 703-750-2491

Steve Lusk, efm@stalbandsva.org, 703-750-2491

**Region IX: Richmond East to New Kent and Charles City County**

No groups currently in this region.

**Region X: Richmond City**

Meeting Place: St. Andrew's, 236 Laurel Street, Richmond

Kay McCall, kay.mccall@comcast.net, 804-836-6191

Cynthia Schmitz, cynssch@verizon.net, 804-356-3330

Meeting Place: St. James's, 1205 W. Franklin St., Richmond

Jane Dowrick, efmvirginia@gmail.com, 804-327-1602

Rosie Messer, rosawmesser@gmail.com, 804-716-0748

**Region XI: Northern Richmond North to Ashland and Hanover**

Meeting Place: St. Philip's, 2900 Hanes Avenue, Richmond

Phoebe Roaf, motherroaf@comcast.net, 804-321-1266

William Wells, pozos1941@gmail.com, 804-840-1379

Meeting Place:

GROUP 1: All Soul's, Atlee House, 9077 Atlee Road, Mechanicsville

GROUP 2: St. James the Less, 125 Beverly Street, Ashland

Carol Sutton-Abaire, cesabaire@gmail.com, 804-227-3735

Stephanie Werner, StephWerner@hotmail.com, 804-798-3915

Meeting Place: Immanuel, Old Church, 3263 Old Church Road, Mechanicsville

Lindsay Ryland, clryland@aol.com, 804-338-2238

Dabney Morriss, dabneymorriss@gmail.com, 804-353-6598



**Region XII: Richmond West through Goochland County**

Meeting Place: St. Stephen's, 6000 Grove Avenue, Richmond  
Richard Clary, mclary@aol.com, 804-285-8453

**Region XIII: Loudon and Fauquier Counties**

Meeting Place: Emmanuel, 105 E. Washington Street, Middleburg  
Nelson Stephen "Steve" Hallmark, steve.hallmark@mindspring.com, 703-447-7367  
Gina Bissell Hammond, hammond.gina@gmail.com, 540-665-5744

Meeting Place: St. Matthew's, 201 E. Frederick Drive, Sterling  
Susie Harding, susie.harding@gmail.com, 703-450-2454  
Kevin Fletcher, kevin@stmmts.org, 703-430-2121

**Region XIV: Shenandoah Valley**

Meeting Place: Trinity, 379 Gay Street, Washington  
Helen Williams, helwillms@yahoo.com, 540-937-4279

**Region XV: Charlottesville North through Green and parts of Orange County**

Meeting Place: St. Paul's Memorial, 1700 University Avenue, Charlottesville  
Karen Mawyer, Karenathome51@embarqmail.com, 434-906-9841  
Jaratt Millard, jarrettva@aol.com, 434-295-2188

Meeting Place: St. Paul's, 851 Owensville Road, Ivy  
Deborah Johnson "Debbie" Scott, Debbie@stpaulsivy.org, 434-823-5111  
Nancy Briggs, landnb@msn.com, 434-296-7447

Questions? Please contact Jane at efmvirginia@gmail.com or at 804-334-0117.

SUBMITTED BY: MS. JANE DOWRICK, EFM COORDINATOR

## **Executive Board**

### **Composition**

The Executive Board is composed of the Bishop, the Bishop Suffragan, the Assistant Bishop, 15 members representing the 15 regions currently in our Diocese, and the current Episcopal Church Women 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 that works on the program for Annual Convention along with the diocesan staff and makes recommendation regarding grants, is chaired this year by Mr. Jim Bailes of St. Mark's in Alexandria; and (2) The Budget Group, in conjunction with Mr. Ted Smith (Treasurer of the Diocese), is chaired this year by Mr. Chris Conrad of St. Andrew's, Burke.

### **Meetings**

Normally our Executive Board meets six times a year with a different church hosting each of five meetings and the last meeting is 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 March 2, 2017, at Pohick Church in Lorton; April 6, 2017, at St. Mark's in Richmond; June 1, 2017, at St. Paul's Memorial in Charlottesville; our September 7, 2017, meeting was held in Charlottesville with the Most Rev. Michael Curry speaking on Race and Reconciliation as respects the events that took place in Charlottesville during a weekend in August of 2017 in lieu of a scheduled meeting at Emmanuel Church in Delaplane; and October 5, 2017, at Abingdon in White Marsh. Our last meeting of the calendar year will be December 13, 2017, 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.

### **2017 Executive Board Highlights**

- Concurred with Church Schools' newly elected board member, the Rev. Preston Hannibal.
- Approved Regional Reports and Budgets for 2017.
- Passed an Empowerment Resolution for the Executive Committee of the Board to exercise plenipotentiary rights in making decisions on behalf of the full Executive Board when the Executive Committee deems it necessary to act in a timely manner. The Executive Committee consists of the President, Vice-President, Chairman of the Working Group on Program, Chairman of the Working Group on Budget and the Treasurer who serves as an advisor to the Committee.
- After a long period of prayer and hard work by Bishop Johnston and Ed Jones, along with our other bishops and other members of our diocesan staff being in conversation with the vestry of Truro, an important event occurred with the establishment of the Institute of Peace and Reconciliation (the Institute) at Truro. The Institute was approved by our Diocese and the ACNA congregation (with a three-year period of discernment) for Christians, Jews and Muslims. To quote Bishop Johnston in his letter on April 23, 2017, "A peace center has been born at a time when we desperately need it."
- At our April meeting it was announced that our "Shout it From the Mountain" capital campaign for Shrine Mont exceeded its \$2.5 million stretch goal!
- Treasurer Ted Smith reported that the Diocese closed on the sale of a land parcel on Ridgefield Parkway in Henrico County.
- Important discussions held regarding issues of Faith in the Public Square.
- Buck Blanchard gave a presentation on the Mustard Seed grants to the Program Working Group.
- Approved various real estate actions.
- The Executive Committee unanimously approved the 2017 budget request form.
- Discussion on how the Executive Board members could be more effective.
- Twenty-one Mustard Seed grants in the amount of \$36,233 were approved. Grants of \$57,961 were approved from the Peter James Lee Small Church Revitalization Grant that has a cap of \$5,000 per request.
- Ms. Diane Miller of the Regional Re-visioning Task Force distributed the Standing Committee recommendation packet to the Executive Board as respects region changes.
- The Executive Board unanimously approved the appointment of Mr. John West, Mr. Horace Whitworth, Ms. Katherine Whitney, Mr. Bagley Reid, Ms. Elizabeth Jennings, the Rev. Edward O. Miller, Mr. David Charlton, Mr. Chip Broadway and Ms. Kim Henderson as Board Members of the Church Schools.
- In light of Bishop Gulick's desire to retire, the Executive Board voted unanimously to support the Standing Committee's resolution to call for the election of a new Bishop Suffragan.

It is my privilege and an honor to serve the Rt. Rev. Shannon Johnston, the Rt. Rev. Susan Goff, the Rt. Rev. Ted Gulick, the Rev. Deacon Ed Jones and Mr. Ted Smith as Vice-President. Mr. Bill Martin is always helpful and a pleasure to work with. I would be remiss if I did not thank a great Executive Board consisting of: Mr. Jim Bailes, Mr. Chris Conrad, Ms. Cindy McLaughlin, the Rev. David Crosby, the Rev. Ann Barker, Ms. Jodie Pully, Ms. Dawn McNamara, Ms. Cynthia Dyson, the

Rev. Sean Rousseau, the Rev. Kathleen Sturges, Mr. Albert (Rusty) Copland, Jr., Ms. Diane Miller, Mr. Steve Clifford, the Rev. Lee Hutchison and the Rev. Daniel Robayo.

SUBMITTED BY: MS. ANN G. BROWN, VICE PRESIDENT OF THE EXECUTIVE BOARD

## Pay Equity Task Force

### Executive Summary

Women priests are not paid equitably in the Diocese of Virginia. They face disparity throughout their careers, when beginning a new position, as they try to discern a new call and as experienced priests. More study, especially qualitative work, is needed to further explore these disparities. We have demonstrated the existence of a problem, though we have not yet been able to confidently identify the primary causes of the inequalities.

### Method

Using CPG data available as of March 2, 2017, the task force applied best-practice statistical analysis methods and procedures for equity analysis lead by a career professional with (20+) years of experience in equity analysis for the US Federal Government. The task force also conducted anonymous surveys (30 responses) and a small number of in-person interviews. For privacy reasons, results from these qualitative sources have been included in reporting to the Bishops and omitted from this public report at this time. Anecdotal evidence collected generally supports the quantitative findings of systemic inequity in pay of women priests in the Diocese of Virginia. Once enough qualitative data has been collected to ensure anonymity for respondents, that data will be included.

**Table 1 - Full-time Priests: Diocese of Virginia Data Set for this Study as of March 2, 2017**

	Total	Men		Women	
Priests in Diocese	153	84	55%	69	45%
Rectors	113	74	65%	39	35%
Associates	40	13	32%	27	68%

### Key Findings:

- Significant pay inequities exist in the Diocese for women priests, both rectors and associates.
- Women priests are paid below the diocesan minimum more frequently than male priests. (See Table 2)
- Women rectors generally start at lower pay than men rectors and do not close the pay gap over time.
- Women priests are over-represented in the lowest paying positions and significantly under-represented in the highest paying positions in the Diocese. (See Table 3)

**Table 2 - Percentage of Priests Paid BELOW the Diocesan Minimum Salary Guidelines**

	Men	Women
Rectors	30%	36%
Associates	31%	48%

**Table 3 - Highest & Lowest Compensation Categories Gender Breakdown**

	Men		Women	
(20) Highest Comp Rectors	18	90%	2	10%
(42) Lowest Comp Rectors	22	52%	20	48%

Highest 20 and lowest 42 represent significant statistical breakpoints when examining salary bands in \$20,000 increments.

It is important to note that while women are 35% of rectors they are 10% of the highest compensated rectors and 48% of the lowest compensated rectors in the Diocese.

### **Conclusion**

The problem of pay inequity is real and requires our best efforts to address. Our initial results indicate that the effects of pay inequity are felt across different types of positions in the Diocese, across experience levels and years of service, as well as across positions at various size parishes. We strongly recommend continued investigation and expanded research of this issue to determine and explore the causes of this ongoing inequality, to examine effective practices implemented across the Church to address these issues and to recommend changes that can be implemented in our Diocese to create a more just process for compensating priests.

### **Peter Paul Development Center (PPDC)**

Peter Paul Development Center, located in the East End of Richmond, is one of only two Affiliated Organizations of the Diocese working in one of the highest concentrations of urban poverty in the Diocese. In the Peter Paul neighborhood, the median household income is approximately \$15,500 (poverty threshold for a family of four is \$22,314). Almost half (46%) of the adults over age 25 have not completed high school or its equivalency, a key ingredient for continued impoverishment and dependency.

Peter Paul's consistent presence and impact on the East End community over the past thirty-eight years has established it as a place of hope and promise for children, their families and the broader community. The mission of Peter Paul is to support the residents of the East End and educate its students, equipping them to serve as positive contributors to their family, community and society. Its purpose is to educate the child, engage the family and empower the community.

#### **Educate the Child: Youth Program**

Peter Paul's flagship program, the academically-based Youth Program, consists of the After School Learning Immersion Program and Summer Promise. Children growing up in Peter Paul's service area are more affected with behavioral problems, delayed academic development, truancy, suspension and drop out. The Youth Program aims to help its students succeed in school by providing them with academic and enrichment support.

The After School Learning Immersion Program is the only after school program of its kind in the area that uses individualized academic achievement plans which are created after each child is tested utilizing a nationally standardized testing suite. When combined with small class sizes, daily instruction and one-on-one mentoring, the use of individualized achievement plans results in significant academic gains.

The Youth Program goes beyond academics to provide emotional, behavioral and nutritional support. Students receive nutritional meals, safe transportation and access to cultural resources, all provided at no cost. Peter Paul's unique commitment to serving the "whole child" gives participants a safe, consistent, structured and loving environment in which to thrive. The program serves nearly 300 students in grades 2-12 at three locations – its building on North 22<sup>nd</sup> Street, Fairfield Court Elementary School and George Mason Elementary School.

#### **Engage the Family: Promise Family Network**

The Promise Family Network is becoming a staple of support for parents at Peter Paul and the East End community at-large. As parents willingly join this network of parents they enhance their ability to create healthy family environments.

Advantages for joining this network are:

- Strong focus on relationship building, to include parenting skills
- Positive peer-to-peer support amongst neighborhood parents
- Consistent belief in the power of resiliency
- Ongoing learning and development for both parents and children.

Parents are now able to join the network by committing to the creation of their family plan, and they are also encouraged to participate in Strengthening Families. As of Spring 2017, five cohorts (29 parents) have completed the evidence-based Strengthening Families Program, and many parents are working on reaching their goals. We work collaboratively within Peter Paul and amongst our Richmond Promise Neighborhood Community Action Network to support these families every step of the way.

Some of the parents who enter the network are already Peter Paul parents, some are community members and some enroll their students in the Peter Paul after school program after joining the network. 95% of parents report that membership in the network helped them become a stronger parent.

### **Empower the Community: Richmond Promise Neighborhood**

Richmond Promise Neighborhood at Peter Paul (RPN) is our community development arm with a promise to surround children in Richmond's East End with a unified community of support so that children thrive and reach their potential. Parent and community engagement opportunities are critical to RPN and take form in the Info Feasts and Community Field Day. In addition, RPN hosts five action teams built around specific focus areas (early childhood, second through eighth grade education, high school education, health and wellness, and housing) that facilitate community dialogue and direction with neighborhood residents and service providers. These five teams comprise the Community Action Network. Through community events last fiscal year, RPN welcomed more than 1,000 individuals and 60 community partners (some individuals and partners would have participated in multiple events).

Community support service delivery programs include a twice-weekly senior citizens program (in conjunction with the Senior Center of Greater Richmond) and a twice-monthly food distribution program (in conjunction with FeedMore and St. Peter's Church). Last fiscal year, Peter Paul served 58 senior citizens and 4,432 cumulative individuals through food distribution (some individuals would have participated in the program multiple times).

### **Peter Paul Growth**

With the adoption of Peter Paul's 2013-2018 Strategic Plan, a vision was launched for an expansion (physical and programmatic) as well as the retirement of debt and the first endowment for the organization. In December 2016, a 5,000 square foot building addition opened and now welcomes 70 additional students into its on-site programming. More great news is still to come from the Strategic Plan and resulting Campaign.

Peter Paul's Board and management have continued the renewal of the organization's dedication to financial stewardship; the annual report is available on the Peter Paul website at [www.peterpauldevcenter.org](http://www.peterpauldevcenter.org). Peter Paul's financial focus remains on prudent expense management, continuing to build revenue streams, and conscientiously reducing debt.

Peter Paul is extremely grateful for the encouragement and support of the Bishop and his staff, and the churches, individuals, corporations, foundations and other supporters who have contributed so much this past year. You make our critical work possible.

*"Love your neighbor as yourself.' There is no commandment greater than these."*

– Mark 12:31

SUBMITTED BY: MR. DAMON JIGGETTS, EXECUTIVE DIRECTOR

## Region I

At its first meeting in 2017, Region I elected a new President, Carolyne Ashton, St. Paul's, King George, and a new Vice President, Mary Nixon, Aquia Episcopal Church, Stafford. We also welcomed a new Dean, the Very Rev. Catherine Hicks, St. Peter's, Port Royal. We average 10-12 churches represented at each meeting.

Our guest at our first meeting was Diane Miller, Co-chair of the Regional Re-visioning Task Force. Ms. Miller presented on progress on the re-visioning process and opened the floor for questions. Most discussion took place around the shift of churches from Region I. Some present expressed their desire to stay with Region I and Ms. Miller took note of these preferences to take back to the Task Force. When she concluded, the members felt well informed. Sharon Boivin also presented on the work being done on the website for the transition of regions. At our September meeting we had the new regions laid out with their churches. Region I is losing eight parishes and will become the Fredericksburg Region. We put plans in place to update our by-laws using the template provided by the Diocese and to discuss how we will share any money that can be identified as the property of individual parishes that are leaving us.

In April, we welcomed Aisha Huertas with the new diocesan Office of Intercultural Ministries. She informed us about the work of this office and about training events that the Diocese would be building or already had to assist members of the Diocese in increasing their skills in advocacy and racial understanding. This presentation fit in nicely with work on race relations and racial awareness begun by the previous president and continued by the current president.

At each meeting, we conduct an exercise or a discussion on racial understand and racism where we can see in microcosm the different places many people are when facing this topic. At the September meeting each church reported on a variety of activities they are doing with Black churches in their communities. The churches in Region I are not all white. Several have mixed membership. Activities ranged from shared food banks and community, to suppers, to shared services and a few conducting conversations on race. The President is going to work with the Committee on Race to find a time when we can conduct a regional presentation of "Seeing the Face of God in Each Other" in early 2018. We want to keep moving this agenda into deeper territory.

The Region is in excellent financial condition under the good leadership of our Treasurer, Jack Gaines.

## Region II

Regional quarterly meetings were held on March 12 at St. John's, West Point; May 21 at St. James, Tidwells; and September 17 at Abingdon, White Marsh. The latter date was the final meeting of Region II which has been restructured.

The speaker at the March meeting was Diane Miller, co-chair of the Regional Re-visioning Task Force, who gave a thorough presentation on the new Northern Neck Region and Middle Peninsula Region. Parish youth programs were the topic of discussion at the May meeting, and cemetery management and regulations was the topic of discussion of the September meeting.

Region II annual evensong was held on Wednesday, June 7, at Grace Church, Kilmarnock. A record 210 people attended. Bishop Shannon Johnston preached. The annual event will be co-sponsored by both regions in 2018.

The Theological Education Fund provided a \$3,500 scholarship to Patrick Keyser for his second year at Berkeley Seminary at Yale. He attended worship service at St. Paul's, Nomini Grove, on August 13 with Bishop Shannon celebrating.

The following were the dates and locations of visits by Bishops:

- January 22: Grace, Millers Tavern, and St. Paul's, Millers Tavern, Bishop Johnston
- March 19: Christ Church, Saluda, Bishop Johnston
- April 30: St. Mary's, Fleeton, Bishop Jones
- June 11: Yeocomico, Cople Parish, Hague, Bishop Jones
- July 23: Abingdon, White Marsh, Bishop Johnston
- July 30: St. Mary's, Whitechapel, Bishop Johnston
- August 6: Kingston, Mathews, Bishop Goff
- August 13: St. Paul's, Nomini Grove, Bishop Johnston
- August 20: St. Paul's, West Point, Bishop Goff
- October 8: North Farnham, Farnham, Bishop Johnston
- October 22: St. Peter's, Oak Grove, Bishop Goff

The Rev. Megan Limburg's Celebration of New Ministry was held on September 13 at Trinity Church with Bishop Susan Goff officiating and the Rev. Charles Sydnor, Jr. preaching.

New clergy in 2017 are the Rev. Pilar Padron, Associate Rector, Grace, Kilmarnock; and the Rev. Scott Parnell, Chaplain, Christchurch School.

2017 revenue was \$14,204.89 with expenses \$6,517.50 and a carryover of \$7,687.39. With the two new regions, the treasury will be divided – Northern Neck Region \$3,718.59 and Middle Peninsula Region \$3,868.60. This was approved at the September 17 meeting.

Each new region will have its first meeting on November 12, 2017.

## Region III

There are seven Episcopal parishes and two Hispanic missions in the Arlington Region (Region III). Each congregation is individually involved in a wide variety of community and outreach activities. It should be noted that there are approximately 60 churches in Arlington County and, with porous borders in this small geographic county, there are even more churches and congregations in nearby Alexandria, Fairfax and across the Potomac River in Washington, D.C.

Two Arlington County/Region III events stand out in 2017:

1. St. George's hosted a Refugee Ministry Group meeting on Saturday, March 18. Over 200 folks were in attendance and learned about the rigorous screening, vetting and issues of documented refugees, which are quite different from the undocumented immigrants which we hear more about.
2. On March 25, 2017, parishes and missions in Arlington came together at St. Peter's, Arlington, for a combined food packaging event with the Raleigh-based global headquarters of the RISE AGAINST HUNGER organization, formerly STOP HUNGER NOW. This was the second year in which Region III staged the event. More than 75 volunteers packed 10,000 individually-scaled packets containing long-grain fortified rice, high fiber soy and dehydrated vegetables, including a package of vitamins and minerals. Arlington Region will repeat this effort at least once in 2018, and may increase its participation to two separate events.

Other Arlington Region supported community events include hosting the Red Cross Blood Drive every two months, which was last held at St. Peter's on October 10, and will be held at St. Andrew's on December 5.

Many Arlington Region congregations support and contribute to local organizations such as AFAC (Arlington Food Assistance Center) which serves Arlington residents. In addition to regular multiple-



parish donations of canned and packaged foods to AFAC, St. Andrew's maintains a large garden tended by parishioners; each year it produces over two thousand pounds of fresh vegetables for AFAC. Related to AFAC food contributors, Sinclair Farm in Mt. Jackson (near Shrine Mont) sets up its Community Supported Agriculture (CSA) facility at St. Andrew's each Thursday for CSA members from other Arlington parishes and the community to come pick up weekly food shares. Sinclair Farm contributes excess produce to AFAC each week.

Finally, two other Arlington Region activities in which several of our parishes participate are (1) the five-times-a-week Meals on Wheels prepared meal delivery to over 175 clients in Arlington County, and (2) support for the Haiti mission.

## Region IV

Region IV 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.

Region IV, now to be called Alexandria, will not be affected by the regional restructuring, unlike most other regions. For this blessing, we give abundant thanks!

The Rev. David Crosby was our Representative to the Executive Board for most of the year, succeeded on a temporary basis by the Rev. Collins Asonye. They each reported 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 and attended the Regional Presidents' Retreat and two Executive Board meetings during the past year. Our Representative, Dean and President work well together and meet for lunch before each Council meeting to discuss and set the agenda. Our Vice President, Annette Foster, serves as back-up to June. Our Treasurer, Barbie Frank, provides careful stewardship of the regional budget, to which all eight parishes contribute. Emma Cuddy served as our Youth Delegate and Rebecca Shannon served as our Alternate Youth Delegate. Both attended the Convention in January 2017.

Region IV continues to focus on ways to assist those in need in the City of Alexandria, and in the world beyond. In fact, our region received the Bishop's Outreach Award for our participation in Hunger-Free Alexandria, a program that collects food donations from grocery stores and serves local food pantries. In March, the young people of our region got together at Grace Church and prepared food packages as part of the Stop Hunger Now program. Each of our parishes is active in feeding and/or affordable housing programs. We share these 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. In the past five years, Meade has expanded its ministry to offer a "Saturday Hot Meal" during the cold season, from October to March. The main course is donated by DC Central Kitchen. The number of guests has continued to grow, serving 45-65 people. Ten churches, individuals and organizations have signed up for this year.



Region IV's 2016 Lenten Series, The Theology of Harry Potter, was so successful, especially with families, that we followed up in 2017 with Theological Themes in Star Wars. It was another resounding success – especially with the younger set.

SUBMITTED BY: Ms. JUNE HUBER, REGION IV PRESIDENT

## **Region V**

Several of the parishes in our Region were or are in transition, with many clergy and lay leaders moving on to other opportunities and to retirement. The Region and its Council remain committed to engaging the nine regional parishes in activities that bring us together to reach a broader audience than we might working as individual parishes. Two initiatives of the Region Life Committee are ongoing. The work of 2016 on Race and Reconciliation has led to a group formed as a clearinghouse on current events, books, films and opportunities for greater awareness. The 2015 project on Teen Sex Trafficking in Northern Virginia continues as members of the Council partner with Tyson's Interfaith and the Northern Virginia Human Trafficking Task Force to increase awareness of the crisis here in our neighborhood. Both of these issues are diocesan initiatives. The Region Life Committee has begun work on a new project, an interdisciplinary program on the opioid addiction, now a pandemic in northern Virginia; the event will feature representatives from law enforcement, government, social services, public health and other sectors, and is planned for the spring of 2018.

We continue to seek opportunities to use the strengths and resources of the individual parishes to address six diocesan priorities. Highlights include:

### **Youth and Young Adult Ministry**

For half of the year, we were incredibly blessed to have the leadership of our Region Deacon, the Rev. Deacon Mary Beth Emerson. She will be missed! Twenty youth and ten chaperones from our Region participated in the week-long 30<sup>th</sup> annual mission trip to Dungannon, one of the poorest counties in Virginia, where they focused on two areas of service: Project HELP, which built and repaired several structures in the area, and Computer Coding classes for elementary students. Six young adults participated in the first annual Grace House on the Mountain Mission in St. Paul, Virginia, where they replaced the metal standing seam roofing materials on two homes, and identified opportunities for additional missions while in Appalachia. Youth from several of our region parishes participated in mission trips to Chicago, New York and Boston, and hosted community outreach events.

### **Strengthening our Congregations**

The Region V meetings were well attended and actively engaged the delegates in learning and increasing awareness of opportunities for strengthening our congregations. Speakers from within our region parishes as well the Diocese and the broader Northern Virginia community were featured at each of the region council meetings. Many of our congregations have implemented revised alcohol use policies and have hosted or participated in addiction and recovery programs, programs on aging with grace and faith, homelessness awareness, and science and religion have been particularly well received in many parishes.

### **Evangelism and Proclamation**

Two of our region parishes, Holy Comforter and Church of the Epiphany, hosted hypothermia shelters and drew volunteer and material support from all of the region's parishes. The Region provided financial support to the ARISE Campus Ministry at George Mason University, and we are in regular contact with their adult and student leadership. We continue to seek ways to engage and serve God's people in our region, which is relatively small geographically.

### **Multiculturalism and Ethnic Ministries**

The Latino Ministry at St. Timothy's, Herndon, continues to flourish and now has active engagement from St. Timothy's new Rector. In addition to weekly celebration of the Holy Eucharist in Spanish as well as a regular weekly in-home Bible Study, the Latino Ministry celebrated baptisms, confirmations and marriages. All activities hosted by the Latino Ministry are open to all in the Region. We are also blessed to have St. Francis' Korean Congregation in our Region. Many congregations participated in events designed to provide a greater connection between Christians and our Muslim brothers and sisters in the Northern Fairfax area, partnering with the McLean Islamic Center for an Iftar meal, as well as breaking bread and learning of Muslim practices with our neighbors.

### **Mission Beyond Ourselves**

The Dungannon mission trip is a flagship initiative in shared ministry, with strong leadership from adults in our Diocese and financial support from the Region. In addition to the youth and young adult mission trips to Dungannon, Grace House on the Mountain and cities within the United States, our parishes participated in mission trips to Tanzania, Sierra Leone, Haiti, the Dominican Republic and Pine Ridge Reservation in South Dakota. Hurricane relief efforts are ongoing, and are taking many forms.

The boundaries and parishes of our region are unaffected by the Diocesan Re-Visioning efforts. The parishes in the Northern Fairfax Region are committed to addressing critical issues in our area from a Christian perspective, and look forward to continuing and increasing outreach by sponsoring new and expanded collaborative ministries.

SUBMITTED BY: Ms. JONI LANGEVOORT, PRESIDENT

## **Region VI**

Region VI 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 Saints 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 Regional Realignment process resulted only in a small adjustment to our boundaries and a decision to rename the region Potomac, effective the end of the year.

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 the possibility of expanding the San Marcos congregation into the recently-recovered Church Hill site seemed very promising. The Diocese ultimately decided to sell the Church Hill property, but extended the possibility of utilizing the Omisol Road site, also recovered under Dayspring, for Latino ministry. Discussions on pursuing this opportunity 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. Planning is now underway to prepare trainers for the workshop.

In October, St. Mark's and the Region hosted Mary Parma and the Invite \* Welcome \* Connect Workshop, designed to help parishes move from maintenance to mission. Twenty-three parishes from two dioceses were represented.

At the January 12, 2017, Region VI meeting at St. James':

- Budgets and Treasurer's reports for 2017 were presented and accepted, and \$400 of region funds were approved to reimburse San Marcos for costs related to the Epiphany celebration at St. Mark's on January 6, 2017, all by unanimous vote.
- Dean Charles Brock's report primarily recapped the Regional Deans Meeting at Mayo House in December 2016. Discussion of the Omisol Road property was brief owing to the departure of Father Adolpho Moronte, who resigned from San Marcos to answer a call from a church in White Plains, NY. Several members of the Regional Council agreed to explore and clarify various aspects of the Omisol Road question.

At the May 11, 2017, Region VI meeting at St. Mark's:

- In addition to conducting normal regional business, Ms. Aisha Huertas, Intercultural Officer of the Diocese, informed us of the work of her office and brought us up to date on progress. Ms. Diane Miller was also visiting and discussed the work of the Region Re-visioning Task Force.

At the October 12, 2017, Region VI 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.
- Dean Charles Brock was detained in transit by inclement weather, so the Rev. Kathy Guin presented his report, mainly on the success of the IWC Workshop. The Very Rev. Brock's term as Dean ends in November and the Rev. Guin will be named to the post.
- Executive Board Representative Jim Bailes will also be stepping down in November and the Rev. Cayce Ramey was nominated for the position and elected unanimously.
- President Doug Varner reported on the Region President's retreat at Shrine Mont. Stories from regions were shared, helping to identify opportunities to enhance synergies within the Diocese, and two presenters were heard. Ed Keithly, Deputy Director of Transition, discussed the changing landscape of formation and transition, and Diane Miller delved further into the work of the Region Re-visioning Task Force.
- The new Rector of Olivet, the Rev. Michael Cadaret, attended his first meeting with the region and shared a bit about himself.

## Region VII

This has been a good year for the parishes of Region VII: St. Christopher's, Springfield; St. Andrew's, Burke; Good Shepherd, Burke; St. Peter's-in-the-Woods, Fairfax Station; Holy Cross Korean, Fairfax; St. John's, Centreville; and Trinity Church, Manassas.

Our dean, the Very Rev. Timothy Heflin, opened the Clericus meeting to the clergy from neighboring Region VIII, in anticipation of regional realignment. The two groups have been successfully sharing monthly meetings for most of the year.

Several of our churches are teaming up to do youth ministry, in an effort to make more programs available to our young people. Many of our churches have small teenaged youth groups, and it is hoped that combining will provide more opportunities for the young people.

At our September meeting, again in anticipation of our new regional structure, we invited member churches from Region VIII to join in a discussion of new bylaws, upcoming mission ideas and new officers for the new South Fairfax Region. In the first meeting after our diocesan Convention, elections will take place and bylaws will be passed. We also hope to pass a budget that will provide funding for youth oriented activities.

I will be stepping down as president of the Region, after six years. It has been a privilege to work

with the Rev. Stuart Schadt, the Rt. Rev. DeDe Duncan-Probe, and the Very Rev. Timothy Heflin as my Deans; with all the other Regional Presidents; with the Rt. Rev. Edwin Gulick as the mentor for Regional Presidents, and his able assistant Ms. Kate Wettstein; and with all the dedicated representatives and clergy from Region VII churches. I have learned much and have enjoyed our time together in ministry.

SUBMITTED BY: MS. HELEN SPENCE, PRESIDENT

## Region IX

In 2017, the six Region IX churches – Westover Church in Charles City County; Varina Church and St. Peter’s in New Kent; and Richmond churches St. John’s, St. Peter’s and St. Paul’s – met three times, and over the course of the year undertook a journey toward change and transition. In so doing, we worked through a process that met our previously set Region IX goals for 2017 for continuing prayerful consideration of how best to define and free Region IX in terms of our spiritual affinities; welcome opportunities to serve God’s people all around us with radical love, within and beyond our walls; and to further acknowledge the affectionate bonds of fellowship developed over nearly fifty years of meetings and working together as this Region IX.

Ultimately, the recommendations of the re-visioning committee were accepted and Westover, St. Peter’s, New Kent, and Varina will bring their collective energy to the new Middle Peninsula Region, and St. John’s, St. Peter’s and St. Paul’s will become founding members of the new Central Richmond Region. The final joyful action to close out this regional chapter and its accounts was to set aside funds for our churches to bring to the new regions; for outreach funds to be sent to the Episcopal Disaster Relief fund for hurricane recovery; and a donation in honor of Region IX to Richmond Hill on attaining thirty years serving the greater Richmond community.

The Region unanimously nominated Rusty Copland of Westover Church to the Executive Board for a three-year term that spans the move to the newly minted Middle Peninsula Region; reaffirmed supporting our Shrine Mont campers as they move into roles of responsibility as camp counselors, as PYM committee members and Youth Delegates at the diocesan level; cheered the selection of the Rev. Cathy McKinney, Varina, as our Dean; voted unanimously to support the Rev. Ben Campbell and the Metro Clergy for RVA Rapid Transit as Regional sponsor of this Convention’s Resolution calling for Improved Public Transportation in Central Virginia; and note the need for our united resolve at every level to bring real systemic change to this issue.

We recommend to others what inspires and energizes, even in the hard times of protest, unrest and doubling down on the need, in the words of Presiding Bishop Curry, for the disciplined love shown by Jesus and a revolution of relationships through:

- Reaching outward and inward, as several of our churches continue the work of racial reconciliation through conversations and historical analysis.
- Laundry Love, continuing to seek community in Richmond’s East End by providing detergent, kids’ crafts and quarters through volunteers from St. John’s, Varina and St. Paul’s.
- Providing solace through inter-faith prayer services following the August 12 white supremacist violence in Charlottesville, and prior to a Richmond rally at the Lee statue, with a prayer service at St. Paul’s led by Bishop Susan Goff.
- Fiscal accountability as a reminder from St. Peter’s, New Kent, that diligence pays dividends of satisfaction, after completing a long-term goal to review its administrative processes and all audits.
- Caring through capital commitments for the places where we experience God together as:
  - Westover renovates its parish hall in a lay-led campaign.
  - St. Peter’s, Richmond, takes bids on its much-needed elevator to strengthen its presence as a community study center, food distribution point and a place of worship.

- St. Paul’s completes work on its underground garage as first step to repairing its sanctuary in a physical way, even as it strives to repair its historical spiritual wounds as well.
- In the spring, St. John’s welcomed the Rev. Amelie Wilmer as their new Priest-in-Charge. In the fall, St. Paul’s invited the Rev. Sue Eaves to return in an Interim capacity upon the departure of the Rev. Wallace Adams-Riley. In a different sort of welcoming, the Rev. Andrew Terry of St. Peter’s, Richmond, and his wife brought a new member of the baptized and a parishioner into the world, with the birth of their son.

As the work of Region IX draws to a close, we walk in love to serve the Lord in a new way.

SUBMITTED BY: MS. SUSAN D. BLAND, PRESIDENT

## Region X

The last meeting of Region X, comprised of five churches located in the heart of Richmond – Grace & Holy Trinity, Holy Comforter, St. Andrew’s, St. James’s, and St. Mark’s – was held on October 5, 2017, at Grace & Holy Trinity Church. Following Annual Convention, we will be joined by six other churches from three other regions to become the Central Richmond Region.

At our final meeting, Region X voted to honor our annual financial commitments to the VCU Campus Ministry and ACTS (Area Congregations Together in Service). What funds remain in our account after all outstanding commitments are paid (including Convention expenses) will be distributed among Circles RVA, Grace-on-the-Hill and ACTS.

In the past year, many good things have happened within the Region X churches including:

- St. James’s has welcomed a new Rector, the Rev. Dr. John McCard. His installation will be held the evening of Wednesday, January 17, 2018.
- Food Pantries and feeding programs continue to be supported by Holy Comforter, St. Mark’s and St. Andrew’s. The Red Door Ministry continues each Friday at Grace & Holy Trinity. Besides feeding approximately 120 people each week, they offer prescription assistance, clothing and a worship service.
- Each of the Region X churches has supported CARITAS (Congregations Around Richmond to Assure Shelter), serving as intake sites, providing shelter and/or resources.
- Grace-on-the-Hill, an Episcopal Service Corps program, continues strong. Grace-on-the-Hill is a ministry of St. Andrew’s Church in partnership with the Diocese of Virginia that invites young adults in their twenties to engage their Christian faith through a 10-month period of service, vocational discernment and leadership formation.
- St. Mark’s has begun long range planning, “Discerning our Call in the Community,” and is currently holding focus group meetings with parishioners and the facilitator.
- Circles RVA, an initiative of Grace & Holy Trinity, is now a formal chapter of Circles USA. This is an effort to help people move out of poverty to economic stability, and is being supported by a number of congregations, among which are Grace & Holy Trinity Episcopal, St. James’s Episcopal, St. Paul’s Episcopal, Boulevard United Methodist, Covenant Presbyterian, Sixth Mount Zion Baptist, Temple Beth Ahabah and the Salvation Army. Additional support is provided by representatives of the City of Richmond’s Office for Community Wealth Building.
- Representatives from several Region X churches continue to work to improve public transportation in the Richmond area through support of RVA Rapid Transit.

We are looking forward to the first meeting of the new Central Richmond Region after Convention.

SUBMITTED BY: MS. MICKIE JONES, PRESIDENT

## Region XI

Region XI is led by Region Dean, the Very Rev. Phoebe A. Roaf, and Region President, Deborah Taliaferro. The Executive Board members are: Ginny Ferguson, Treasurer; Margaret Woody, Secretary; and Diocesan Executive Board Member, Cynthia Dyson. Our Youth Delegate for 2017 is Meghan Bower, All Soul's Church.

Region XI's fourteen congregations include urban, suburban and rural parishes located in the City of Richmond and counties of Hanover, Henrico, and King William. Although Region XI is vast, clergy and laypersons support and build relationships by sharing information, ideas, and communicating about their ministries related to the Diocese of Virginia and The Episcopal Church.

Meetings are held quarterly throughout the region. The 2017 meetings were held in February at Church of the Creator, Mechanicsville; May at Church of the Epiphany, Henrico; and August at St. Thomas, Richmond.

### Region XI Transitions in 2017

Clergy Transitions:

- 3/2/17 The Rev. Rock Higgins Interim Downtown Missioner until June 30, 2017.
- 4/23/17 The Rev. Susan Buchanan completed her service as Rector of St. Thomas.
- 4/23/17 The Rev. Charles Spignor completed his service as Interim Rector at Immanuel Old Church.
- 7/1/17 The Rev. Chris Miller will begin as Rector at Immanuel Old Church.
- 4/30/17 The Rev. Amelie Wilmer was called to St. John's, Richmond, as Priest-in-Charge.
- 8/2017 The Rev. Whitney Edwards is acting Priest Associate at St. Thomas.
- 8/2017 The Rev. Katherine Dougherty is Deacon-In-Charge at All Souls.
- 8/31/17 The Rev. Anna Brawley completed her service as Rector of St. James-the-Less.
- St. David's continues to use supply priest, until a permanent Vicar can be found.
- 11/4/17 The Very Rev. Phoebe Roaf will completed her tenure as Dean of Region XI.
- 11/4/17 The Very Rev. Connor Newlun will become Dean of the North Richmond Region.

Region XI will become the North Richmond Region. All churches will remain in the new North Richmond region with the exceptions of: St. David's, Aylett, will join the Middle Peninsula Region; and Christ Ascension, St. Philip's and St. Thomas will join the new Central Richmond Region.

### Finance

Financial support was extended to St. David's, Aylett, the Anna Julia Cooper School, Peter Paul Development Center, St. Thomas Refugee Resettlement Project and Tanzania Pig Project.

Remaining Region XI funds were divided between region mission churches: All Souls, Mechanicsville; Calvary, Hanover; and St. David's, Aylett.

### Special Services

Many creative and special services took place across the Region XI such as:

- Blessing of the Animals
- Bluegrass Mass
- Contemplative Mass
- Healing Services

### Lenten and Special Programs

Most churches held Lenten programs. Some of the programs were created by the churches and some used known curricula such as:

All Souls

- Lenten Spirituality & Your Personality (Meyers Briggs) Program with Prayer Types Ignation (NT), Thomastic (ST), Franciscan (SP) and Augustian (NP)
- Faith Formation and Baptismal Covenant
- Book Study of Desmond Tutu's book, "God Has a Dream"

St. Philip's

- Just Walk Across the Room: How to Leave Circles of Comfort and Extend Hands of Care, Compassion and Inclusiveness

Fork Church

- 500 Years of Reformation Celebration

Immanuel

- Music in the Old Church Concert Series

Christ Ascension

- Bible series: 5 Marks of Love

Church of the Epiphany

- Invite\*Welcome\*Connect

St. Thomas

- Adult Movie Fellowship/Bible Study based on the movie "The Way"

Emanuel Brook Hill

- Arts and Spirituality Center

**Youth**

St. Paul's, Hanover

- Youth participated in a mission project in South Carolina.

Immanuel Old Church

- Youth went to Liverpool, England. The Liverpool youth then came to visit enjoying trips to Williamsburg, Washington, DC, etc. They were joined by youth from St. Philip's.
- Children/Youth education was a high priority, we continued with programs such as: Cherub School, Godly Play, J2A, Full Day Vacation Bible Schools, Youth Sundays, Youth Sermons, Boy Scouts and Girl Scouts.

**Adult Education and Formation**

EfM (Education for Ministry), book groups, contemplative Bible study, yoga groups, Tai Chi groups, vestry retreats and college ministries enhanced Adult Education and Formation throughout the Region.

**Mission Work**

Some of the mission work around Region XI includes:

- Region XI Tanzania Pig Project
- St. Thomas Congolese Refugee Ministry
- Adult group home residents
- Six congregations hosted CARITAS (Congregations Around Richmond Involved to Assure Shelter)
- Community gardens (7 of 15 congregations)
- Ecumenical projects

- Sack Hunger lunch bags
- Firewood ministries
- Youth food collections
- A Halloween party for Peter Paul Development Center
- Food pantries
- Habitat for Humanity
- Home winterizations
- Donuts for Dads at JEB Stuart School
- Micah Initiative
- School supply drives
- Youth mission to South Carolina
- Youth mission to Liverpool
- Tutoring neighborhood students
- Episcopal Church Women projects

### **Special Events and Fun Times**

There were special events and lots of fun activities also such as:

- Church bazaars and yard sales
- Oyster and Chili Festivals
- Brunswick stew cook-offs and sales
- Parish picnics
- Many parish retreats at Shrine Mont

SUBMITTED BY: MS. DEBORAH TALIAFERRO, PRESIDENT

## **Region XII**

Please find outlined below a recap of Region 12 activities this past year:

- We look to have a couple changes in the coming year because of re-visioning. St. Stephen's will be moving to the Central Richmond Region where they are currently engaged with other churches in the region serving the folks in the city of Richmond. St. John's, Columbia, will be moving to the Charlottesville Region.
- Region 12 is excited to support the region realignment by surveying our member churches to see what "value added" services we may provide.
- We are rescheduling our Warden's Dinner for January 2018. We decided we would like to follow up on Presiding Bishop Michael Curry's suggestion to get to know each other better and "Share Our Stories."
- We will not have a youth delegate this year as our possible participants have a conflict with a long-scheduled PYM meeting.
- We celebrated Ascension Day together at the Roslyn Chapel where the Rev. Emily Dunevant celebrated and the Very Rev. Shirley Smith Graham delivered the homily.
- Bonnie Wilkins continues to represent the Episcopal Church Women at the Region level. Thank you!
- We adopted new bylaws at our meeting on October 3, 2017, after a thorough review lead by our Dean, accompanied by input from most churches in attendance.
- We donated \$2,500 to support Hurricane Relief in the hurricane ravaged areas of Texas, Florida and Puerto Rico. We may plan a Region trip to this area sometime in 2018 to support these folks.
- Christ Church is hosting Convention this year. Our region churches have offered to support this effort if needed.

SUBMITTED BY: MR. RICK GIBBS, PRESIDENT



## Region XIII

The primary missions supported by Region XIII are St. Gabriel's Episcopal Church, a fully bilingual Spanish-English mission in Loudoun County, and St. Marc's Episcopal Church in Trouin, Haiti, where we support the church, a trade school and the community. For these missions, the entire region is involved financially, and region churches and church members are involved with mission visits and fundraisers.

The region's March meeting was at Emmanuel Church in Middleburg. Bishop Ted Gulick noted that he has visited all of the diocesan regions, saving his home region (XIII) for last. He reported that Region XIII scheduled the first regional confirmation in November. He presented recent information about the Shrine Mont capital campaign (over \$2.5 million, exceeding our base goal). He is glad to see the regional support of St. Gabriel's Church, which is the single Spanish-language mission that supports more than one country of native Spanish speakers. He reminded us that our current reality is that there are Episcopalian US citizens who live in fear that their parents will be deported by new national initiatives, making the support of St. Gabriel's Church even more important. IMMIGRANTS ARE US.

Bishop Gulick talked with Karl Colder, Drug Enforcement Administration (DEA), about a diocesan response to the current addiction crisis. The autumn Province III Bishop's meeting has as its primary topic Death by Despair. Karl was later scheduled as a speaker at that meeting.

The May meeting was held at Trinity Church, Washington, and was a potluck dinner. Our speaker for the evening was the Rev. Roger Bowen, talking about his experiences in missions in Haiti over the past 40 years. He emphasized building relationships, to connect with lay leadership (priests are priest-in-charge, so may be removed at any time) and to focus on education and local initiatives that can be sustained locally. A mission trip to Haiti was scheduled for May 15; members of region churches are welcome on any mission trips.

The September meeting was held at St. James' Church in Leesburg. Karl Colder was the featured speaker with assistance from Jose Roman, both agents of DEA. Karl is the Special Agent in charge of Washington, D.C., Maryland, Virginia and West Virginia. He talked about new initiatives on addiction in areas, posing it NOT as a "moral" problem but as more of a wide-spreading disease. They are working with community-based initiatives, with first responders (clergy, families, friends) to educate, accept, address fears, be aware of resources and to be empathetic.

Church communities can be first responders, provide direct support to the individuals and families involved, and provide prevention activities and education. Karl stated that addiction exists where a supportive community does not exist. Karl and the Rev. Daniel Velez-Rivera plan to work on a resolution for the November diocesan Convention.

The Region Bishop's Visit is scheduled at St. Paul's Church, Haymarket, on November 18. Youth confirmation classes are underway.

## Region XV

Region XV hosted two significant events in the area this calendar year. The first was fully underwriting Mary Palmer's free workshop for vestry and clergy in the spring on mission-driven inviting, welcoming and connecting with new congregants. The second was helping to underwrite, along with Christ Church and St. Paul's Memorial, the travel and food expenses associated with Bishop Curry's visit to Charlottesville on September 7. In the aftermath of the hate-filled violence of August 11 and 12 in Charlottesville, Bishop Curry met with and attentively listened to the clergy of

Region XV, lunched with and presented to these same clergy and the leadership of the Diocese and then preached late that afternoon to an overflow audience at St. Paul's Memorial.

In addition to these service projects for the Church, Region XV this year recommitted itself to:

- Providing the funds in 2017 and 2018 to stabilize the precarious physical condition of the Schoolhouse Thriftshop, one of the Region's leading annual contributors. These badly needed capital improvements are designed to enhance the health and safety of both employees and customers at the Thriftshop, located adjacent to Church of Our Saviour;
- Continue to provide the funds to help feed residents of Albemarle, Greene and Orange counties through the Alliance of Interfaith Ministries, the GRACE alliance and the Christian Emergency Council respectively;
- Again support battered women through Mitchell House located at Trinity Church;
- Again offer deaconate scholarship support for a member of St. Paul's Memorial;
- Contribute to the successful Shrine Mont capital campaign.

With the uncommitted funds yet remaining in the 2017 budget, the Executive Committee of Region XV will later in October discuss the possibility of establishing new or recommitted relationships with organizations such as Habitat for Humanity, Albemarle Housing Improvement Program, the Blue Ridge Food Bank and Loaves and Fishes to help improve housing and the quantity and quality of food for those with the least of means in our community.

Region XV is delighted to retain St. Thomas Church as a member and to welcome Church of the Incarnation, Mineral; St. James' Episcopal Church, Louisa; and St. John's Episcopal Church, Columbia, when Region XV becomes the Charlottesville Region at the Annual Convention.

## Region Re-Visioning Task Force

In 2015, Bishop Johnston launched a task force to study our current region structure with goals to enhance collaboration and communication across all levels of polity and develop a means for consistent effectiveness and sustainability of our regions.

Re-Visioning Task Force Membership includes:

Bishop Shannon S. Johnston

Co-Chairs: The Rev. Rob Banse, Trinity, Upperville, and Ms. Diane Miller, President, Region V

Diocesan Staff Support: The Rev. Deacon Ed Jones, Secretary of the Diocese, and Mr. Bill Martin, Assistant to the Secretary of the Diocese

Region I	Dr. Sharon Boivin: St. James, Louisa; Former President, Region I
Region II	Mr. Steve Walker: Cople Parish, Hague; President, Region II
Regions III and V	Ms. Diane Miller: St. Timothy's, Herndon; Former President, Region V
Regions IV and VI	The Rev. David Crosby: Immanuel-on-the-Hill, Alexandria
Regions XIII and XIV	The Rev. Rob Banse: Trinity, Upperville
Regions VII and VIII	The Very Rev. Jeff Shankles: St. Alban's, Annandale; Dean, Region VIII
Regions IX and X	The Rev. Buck Aiken: St. Mark's, Richmond
Regions XI and XII	Mr. Ed Rhodes: All Saints, Richmond; Former President, Region XII
Region XV	Mr. Stephen Wachenfeld: Grace, Keswick

The task force developed and implemented near-term recommendations, and focused on infrastructure and operational improvements:

- In partnership with the diocesan communications team, created a diocesan-hosted portal for all region-related information to enhance collaboration and communication.
- Populated a toolbox of practices to enhance region council effectiveness and sustainability.

- Developed “Criteria for Region Re-Alignment” using feedback collected from all stakeholders and long-term recommendations, focused on revised region boundaries.
- Using the “Criteria for Region Re-Alignment,” reviewed current regions to assess the opportunity for revision so that each region met the criteria; prepared a draft of proposed revised boundaries; engaged all region councils and diocesan governance bodies to refine boundary and parish alignment proposal and implementation concepts.
- Drafted the concept for “Communities of Mission” – a community framed by a specific ministry rather than geographic boundary – and crafted their presence in the Region Portal.
- Developed a Transition Guide to assist region leadership in preparing for and implementing the new structure and governance.

In 2017, the task force met with each Region Council to present the draft proposed region boundary updates, engage in open conversation and collect feedback. Stakeholder feedback resulted in three iterative updates to the proposed boundaries and the alignment of parishes within each region. At their June meeting, the Standing Committee approved all task force recommendations. The task force met with Region Presidents at their annual retreat in June and with Presidents and Deans at the joint Executive Board meeting in September to address any questions or concerns about transition roles, responsibilities and timeline. Implementation of the region re-visioning recommendations is effective immediately after the 223<sup>rd</sup> Annual Convention in November. We are honored to serve the Diocese as members of the task force and would be delighted to address any questions or comments!

## Roslyn

It’s been another busy year at Roslyn! By the end of December, the center will have hosted almost 300 groups and served nearly 30,000 meals. Our two complimentary clergy retreats and annual Easter brunch were well-attended, as was Roslyn’s new Bible journaling program. We offered two of these journaling sessions this year and are excited about continuing this popular program in 2018. We also hosted another successful Art Day with Bishop Goff and increased involvement in the Pathways: Spiritual Direction program. When the center is available, we have also been booked as a wedding destination venue. We are pleased to offer this sacrament of the church to our brides, grooms and their families.

Throughout the year, we continued to focus on increasing awareness of the center. We added new topics to our revamped website, including information on personal retreats and weddings. We also promoted Roslyn to organizations that might be interested in hosting events at the center. In addition to an exhibit at the diocesan Annual Convention, Roslyn had a booth at this year’s annual meeting of the Consortium for Endowed Episcopal Parishes. We joined the Virginia Society of Association Executives and the Religious Conference Managers Association. We attended the Virginia Tourism and Development conference and staffed an exhibit at the Virginia Fundraising Institute. We will also be exhibiting at the State Procurement Conference in November. We have increased our presence in various media outlets, including Richmond Region Connect and the Virginia Tourism Travel Guide. A grant from Google Ads for online advertising has helped increase our visibility for Google searches for a retreat center in our area.

In addition to our marketing efforts, we were also busy in 2017 making sure that the grounds and facilities were maintained. We upgraded another Hall Lodge and continue to work on plans to build a labyrinth at Roslyn. In the upcoming year, we will upgrade one of the Ross Lodges and paint the exteriors of Walker, Gibson and Tucker Halls.

We look forward to another great year in 2018 and remain grateful for all of our groups, organizations and donors and for the leadership and support provided by our Memorial Trustees and Roslyn Managers Corporation.

## Shrine Mont

Shrine Mont expects to have hosted over 13,000 guests and 845 campers and staff during the 2017 season, which ends on November 4, 2017.

Some highlights from 2017:

- 88 parishes from the Diocese held 95 retreats for families, youth, men, women, young adults, vestries and confirmations.
- Over 400 Diocese of Virginia middle and high school students participated in Parish Youth Ministry weekends.
- Bishop Johnston hosted the Annual Spring Conference for Clergy, Lay Professionals and their Spouses in May and the Annual Fall Clergy Retreat in October.
- Shrine Mont hosted two retreats for the Deacons of the Diocese of Virginia.
- The Region Presidents held their retreat at Shrine Mont.
- The Diocese of Virginia Family Camp met for the 65<sup>th</sup> year with over 100 participants.
- Thirty pilgrims from Liverpool and the Diocese of Virginia came to Shrine Mont as a part of their pilgrimage.
- Shrine Mont hosted a number of nonprofit conferences, a corporate retreat and school board meetings.
- Shrine Mont rented four cottages during the winter months of 2016-17 with 80% occupancy. Meade Cottage will be added to the winter rental pool in 2017-18.
- 125 volunteers attended our Annual Work Weekend providing Shrine Mont an invaluable service in preparing to open for the season.
- 15 parishes from outside the Diocese held retreats at Shrine Mont, including new parishes from the Episcopal Diocese of Washington and the Diocese of Southern Virginia.
- Shrine Mont hosted the following programs: Women's Retreat, Writing Retreat, Painting Creation Workshop, Summer Camp for Grownups, Arranging for the Joy of It, two Digital Photography Workshops and a Hike & Bike. A new yoga retreat was added this year.
- The annual Bishop's Jubilee was held the weekend of July 7-9.
- The Gourmet Dinner and Wine Tasting was a success and raised funds for Shrine Mont.
- Bishop Johnston presided over the 92nd anniversary of the Consecration of the Cathedral Shrine of the Transfiguration and the dedication of Hazel's Hearth on August 6.
- Nearly 70 golfers joined Bishop Jones for the Tee with the Bishop Golf Tournament, which raised in excess of \$17,000 for Shrine Mont.
- St. Stephen's & St. Agnes cross country team came to Shrine Mont for pre-season training. St. Stephens & St. Agnes School's also brought their senior class for its annual retreat.
- The Shenandoah Valley Music Festival held its 55<sup>th</sup> season with nearly 6,000 attendees. For the second year, Shrine Mont and the SVMF partnered to sell packages with concert tickets and overnight accommodations, and 392 people took advantage of this offer.
- More than 15 art groups met for workshops and retreats.
- The marching bands from Oakton and Fairfax High Schools returned for their annual band camps in August, as did the planning committee for the Falls Church High School Band Alumni and the Robinson High School Band Alumni.
- Community partnerships included hosting the West Shenandoah Ruritan Club and the Shenandoah County Sheriff's Department Leadership Camp.
- Shrine Mont hosted the Broadway High School football camp.
- The Cathedral Shrine hosted four weddings, three baptismal services and two funerals.

Giving to Shrine Mont continues to grow both in annual donations to support our operations and for major projects. In 2017 annual giving is expected to once again surpass 7% of Shrine Mont's operating budget. As a result, Shrine Mont rates continue to be held steady for double occupancy and only slightly increased in other areas. In early 2017, Shrine Mont received a \$100,000 gift to go to the Shrine Mont endowment for maintaining and/or establishing gardens at Shrine Mont or alternatively for any land or forest management expenses associated with the Thousand Acre Woods.

The Shout It from the Mountain capital campaign surpassed its \$2.5 million stretch goal. As a result, Shrine Mont will use stretch goal funds to renovate Vienna cottage in the 2017-18 off-season. In addition, the Diocese of Virginia gave out over 140 camp scholarships this past summer.

In 2018 Shrine Mont will undertake the following projects in addition to the normal repairs and upkeep of the property:

- A complete renovation of Vienna Cottage.
- Paint the roofs of the Virginia House, Pennsylvania House and Maryland House.
- Replace bathroom floors in the second floor of Maryland House.
- Complete the replacement of plumbing in the Pennsylvania House first floor.
- Make improvements to bathrooms of Warner Cottage.

Other Shrine Mont news:

- Shrine Mont completely updated its website, [www.shrinemont.com](http://www.shrinemont.com).
- In 2017, Lisa Lettau of Holy Comforter, Richmond, joined the Shrine Mont Board of Directors.
- At the end of 2017, Brian Bonnet and Alexander MacPhail will step down from Shrine Mont's Board of Directors. Shrine Mont is deeply appreciative of Brian and Alexander'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 2018 and hope that every member of the Diocese will spend some time with us.

SUBMITTED BY: MR. KEVIN MOOMAW, EXECUTIVE DIRECTOR

## **Stewardship Committee**

In this shortened year between Conventions, the Stewardship Committee has not had a face-to-face meeting, but we have been busy.

We have sponsored two major Annual Giving Workshops featuring this year's curriculum: To you All Hearts are Open. There have also been workshops for planned giving, led by Mr. Deal Tompkins, a member of our committee with extensive experience in this area.

There has also been a weekly email from the diocesan Office of Development and Stewardship, which deals with planned giving.

Ms. Julie Simonton has remained the inspiration for all of us as she goes from parish to parish assisting where needed. In the midst of staff changes, Julie has been our guide and we are grateful for her energy and leadership.

SUBMITTED BY: MS. HELEN K. SPENCE, CHAIR

## The Trustees of the Funds

2017 has been a banner year for TOTF. Through July 31, 2017, the year-to-date net return of +9.9% has moved the core portfolio over \$143 million and there have been 11 funds added year to date moving to 682 separate funds. The STAMP (short-term) portfolio has risen above \$4 million in assets and has added five new funds so far this year to a total of 45 separate funds. The year-to-date net return of +1.29% and since inception (64 months) annualized return of +1.49% reflect the over \$200,000 of additional ministry resources created through this portfolio.

Manager adjustments have been very minor in both portfolios, although a more substantial review of the STAMP portfolio will take place in late-2017. 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 2017 and beyond.

Operationally, TOTF received a clean audit for 2016 and continues to run at a very efficient expense ratio of just under 0.56% through December 31, 2016. The expense ratio currently has dropped to 0.545% midway through 2017. Part of this efficiency is 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." Beyond the other work already mentioned for 2017, a Request for Proposal process for audit work will begin in late-2017.

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: MR. MICHAEL J. KERR, CEO

## Virginia Diocesan Homes (VDH)

The Virginia Diocesan Homes (VDH) Board has made excellent progress in our mission to encourage the development of housing for low and moderate-income seniors in the Diocese. Our work in this respect has spanned two major initiatives. The first initiative has been to work directly with St. Paul's-on-the-Hill, Winchester, in their effort to redevelop their land to support a senior housing project. The second was to develop a deeper understanding of the parameters required by developers and then to match these needs with available diocesan properties. This approach will allow us to become more proactive in targeting parishes that may be appropriately located and have the necessary land availability so that we might gauge their interest.

Additionally, we have continued to engage with the CEO's of existing homes for seniors that are affiliated with the Diocese. As the work tempo of the committee has increased significantly, we engaged a part-time consultant, Jill Norcross, who has extensive experience in working with non-profit and church affiliated organizations focused on senior housing. Jill has also taken over some of VDH's administrative duties. With this added expertise, we have been able to keep up the pace. We continue to seek new board members who have related expertise and/or a particular interest in supporting this diocesan work.

## **St. Paul's on-the-Hill, Winchester**

The easiest way to understand the work of St. Paul's on-the-Hill, and the VDH role, is to share a narrative that they have developed to keep their parish informed.

### **Stating the Mission**

*"St. Paul's on-the-Hill is a welcoming and diverse community helping people to grow in their relationship with God and each other so that we can serve the world in Christ's name."*

St. Paul's on-the-Hill celebrates 50 years of ministry by taking up the call of God to go into the community to spread the Gospel 24/7; partnering to build affordable elder housing on a portion of its land; and, to create a supportive community for the residents to maintain independent living. The congregation desires to co-create a supportive setting through partnering with the apartment management and community based organizations. The goal is, for the residents to be a part of an intentional and caring community, much like the congregation currently provides for itself.

### **Recognizing the Challenge**

As the intersection of church and society has moved and changed, St. Paul's on-the-Hill recognized that the tried and true approaches to congregational vitality for a small church have also moved and changed. Our Bishop and the Church as a whole have emphasized the imperative of change in order to reach future generations and those to come with the life-saving message of Christ.

St. Paul's on-the-Hill was initially founded as a mission congregation and, in 1995, was granted parish status. Since that time, like many congregations, membership has ebbed and flowed. The current church building, a 50-year-old A-frame, was built in 1967 and is not currently compliant with accessibility needs. It is located on 5.16 acres in eastern Frederick County.

When the Rev. Susan MacDonald arrived in 2014, it became apparent that continued vitality would depend upon the congregation's reaching out more intentionally beyond itself and build upon a congregational desire to expand its ongoing primary mission of St. Paul's Table (a food pantry and rescue mission) now constrained by the accessibility limitations of the building.

### **Defining the Opportunity**

In June 2014, Dick Juergens of VDH, met with Region XIV of the Episcopal Diocese of Virginia, seeking congregations with extra land to build affordable elder housing. This caught the congregation's interest. The demographics of the area are similar to other areas: an aging population with the "boomer" bulge continuing on for the next thirty years. Currently, Frederick County has no low-cost elder housing, Winchester has one development.

Representatives of the congregation began active discussions with VDH on how it might build affordable elder housing on its land. In the summer of 2017, VDH and St. Paul's on-the-Hill agreed to a Memorandum of Understanding (MOU) to clarify roles and support between the two entities.

In October 2016, VDH contacted an architect to research the site to determine what could be built. Based on this assessment, in March 2017, St. Paul's on-the-Hill agreed, if necessary, to relocate the church to accommodate the housing opportunity. Also, in the spring of 2017, members of VDH and the parish met with local political and county officials to explore receptivity to their ideas.

### **Engaging Parish Leadership**

April 2017, the St. Paul's on-the-Hill Vestry authorized a Property Development Team composed of all interests in the congregation, chaired by the Vestry's Property Liaison. It is charged: to be the day-to-day operational component; to advise on needed actions; and, to provide a communications link to the congregation. The PDT meets frequently and is involved in all milestone events. Its members



organize and conduct informational meetings for both the congregation and community stakeholder groups, and maintain ongoing communications with important community leaders. A weekly summary on critical situations, discussions and decisions keeps the PDT informed. The Sunday bulletin includes a brief notice of progress, is reproduced in large print and all previous editions are available. A narthex picture-board depicts various happenings.

In May 2017, St. Paul's on-the-Hill and VDH began an intensive process to select a developer to lead the project. The developer will lead:

- An intensive and competitive application for financing from the Virginia Housing Development Authority;
- Design and construction (of both the elder housing unit and a new church building); and
- Ultimately, the day to day operations of the elder housing facility.

Six candidates were interviewed and Wesley Housing Development Corporation was selected. St. Paul's on-the-Hill and VDH felt Wesley's past experience offered a high likelihood of project success, and further, their organizational mission best matched our own faith centered approach.

Wesley will manage the housing project for its life with St. Paul's on-the-Hill, engaging in support of resident services. This will allow the congregation, as well as the wider community, to actively participate in this ministry to support the residents of the housing.

### **Upcoming & On-Going Events**

**Diocesan Approvals:** The Standing Committee of the Diocese advises the Bishop on all matters affecting Church Properties. A liaison works with St. Paul's on-the-Hill and conversations are ongoing to assure that appropriate information is provided for the necessary diocesan approvals.

**Financing the Housing Project:** The intent is to seek financing from low income housing tax credits issued through the Virginia Housing Development Authority. This is a highly competitive process involving complicated scoring formulas. It will also lead to a complex project ownership arrangement, to be defined in greater detail. Additional sources of financial support are also being explored. Applications for VHDA financing are entertained once a year. Wesley is evaluating whether or not there is sufficient documentation to make the request in Spring 2018. St. Paul's on-the-Hill and VDH are working closely with Wesley to expedite the necessary material.

**Financing the Church Building:** Separate financing is required for construction of the new church. As part of the agreement with Wesley, in exchange for a long-term ground lease for the housing project, the Parish will receive an up-front payment. This payment will be used to finance the new church building. Additional financing will also be explored.

**Engaging an Architect:** In concert with St. Paul's on-the-Hill and VDH, Wesley is engaged in selecting an architect. It is important that the architect selected has extensive experience with VHDA projects. We are also seeking an architect that has experience in creating sacred spaces.

### **Giving Glory to God**

Going out in the world to do ministry will always contain risks. But Jesus took those risks and so should we. New life, new creation awaits the church of Jesus Christ!

### **Understanding Parameters for New Development**

As a follow-on to research undertaken last year, VDH commissioned a study on the characteristics that would best define an optimal project for development of moderately priced senior housing.



The study reviewed the demographics of Virginia and the Diocese of Virginia, and confirmed that the target market would be senior households age 75 and older, with annual incomes between \$45,900 and \$57,900, and home values greater than \$170,000. The study then sought to identify the smallest self-sustaining and financially viable moderate concept to serve seniors, utilizing an entrance fee model to minimize costs. While the St. Paul's on-the-Hill project is dependent on receiving competitive government financing through the low income housing tax credits, the model contemplated here would be undertaken with more commonly available commercial financing.

At VDH's behest, Greystone also prepared a high-level market analysis to discern what geographic areas in the Diocese would have the greatest need for moderate priced senior housing. We have now matched that data with information available to the Diocese on vacant or underutilized land. In the coming year, we will use that information to reach out to parishes that are in the optimal zones to determine if there may be interest in developing a senior housing project. Additionally, we have begun to communicate with the existing affiliated Homes and find that there may be potential for partnership with them in such a venture.

### **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. We graciously received valuable information on their strategic planning, financial health and the status of their foundation work in support of residents.

### **Board Management**

VDH Board Members include:

- Dick Juergens: President and Chair of the Development Committee; St. George's, Fredericksburg.
- Anne Reed: Vice President and Chair of the Houses Committee; Christ Church, Alexandria, and Cople Parish, Hague.
- Jonathan Bryan: Chair of the Diocesan Coordination Committee; St. Luke's, Wellington, Alexandria.
- Erwin Will: Treasurer; St. Stephen's, Richmond.
- Besty Sue Scott: Secretary; St. Francis, Great Falls.
- J.P. Causey: St. John's, West Point.
- Dorothy Gibson: Christ Church, Winchester.
- Nina Janopaul: St. George's, Arlington.
- Carl Kemp: Holy Cross, Dunn Loring.
- Jerry Kirks: St. Paul's, Alexandria.
- James Wehr: St. Peter's, Purcellville.

We continue to seek new board members who have relevant experience and an interest in our mission.

The VDH Board wishes to extend sincere thanks to Mary Holly Bigelow, who retired this year from her role in providing administrative support to the board. We are deeply grateful for all that she contributed over many years of service and happy with her agreement to continue to serve in a new capacity.



# 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 St. Martin's Lane Henrico Co. 7.8 ac.	Gift of DMS Jan. 1964	None
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	No Cost
St. Francis, Goochland 9.6 ac, Goochland Co.	Gift 2007	\$520,000
Church of Our Saviour, Oatlands 39918 Oatlands Mill Road 1.72 ac, with historic church in Leesburg	Transferred 2011	\$314,800
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
1 Truro Lane Fairfax, Va Rectory	Transferred 2012	\$1,267,300

Properties Held

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>
Church of the Messiah, Fredericksburg	June 9, 1989	\$200,000
Good Shepherd Church Rt. 29 South Hickory Hill, Albemarle Co. 11.2 ac	Purchased: July 1956 From Trustees of the Funds March 1956 From Church: April 1941	\$19,000 Unknown Unknown
Good Shepherd Church Rt. 7 & 604 Bluemont, Clarke Co.	Purchased March 1941	\$19,672
Grace Church Rt. 706 Red Hill, Albemarle Co. 1.0 ac.	Gift/1880	\$14,000
Hanover County, 13 ac site for All Souls, Atlee	Purchased/June 2006	\$1,269,426
St. George's Mission Rt. 624 Pine Grove, Page Co 2.5 ac.	From Trustees of Archdeaconry of the Blue Ridge Jan. 1957	\$47,300
St. John-the-Baptist Rt. 637 & 682 Ivy, Albemarle Co. 4.9 ac.	Gift & purchase: 1924-1961 From church: March 1957	Unknown \$21,000
St. Mary's Church Buckmarsh St. Berryville, Clarke Co. One lot	Purchased/July 1945	\$36,080
St. Paul's Church 15th & F Street West Point, King William Co. Six lots	Purchased/April 1958	\$25,042
St. Paul's Church Rt. 602 Ingham, Page Co. .75 ac.	From church/March 1958	\$13,000
St. Peter's in the Woods Fairfax Station 7.16 ac	Purchased/March 1991	\$1,100,000



**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>
1	Aquia, Stafford	\$12,000	\$2,000
1	Christ Church, Brandy Station	\$0	\$2,500
1	Christ Church, Spotsylvania	\$7,000	\$5,090
1	Emmanuel, Port Conway	\$500	\$500
1	Emmanuel, Rapidan	\$5,900	\$5,900
1	Incarnation, Mineral	\$3,200	\$1,600
1	Little Fork, Rixeyville	\$1,800	\$1,800
1	Messiah, Fredericksburg	\$11,250	\$3,750
1	Piedmont, Madison	\$6,700	\$0
1	St. Asaph's, Bowling Green	\$4,824	\$4,824
1	St. George's, Fredericksburg	\$113,000	\$113,000
1	St. James', Louisa	\$0	\$12,000
1	St. John's, King George	\$0	\$500
1	St. Mary's, Colonial Beach	\$2,000	\$2,000
1	St. Paul's, Owens	\$0	\$5,750
1	St. Peter's, Port Royal	\$5,000	\$5,000
1	St. Stephen's, Culpeper	\$22,835	\$22,835
1	Trinity, Fredericksburg	\$53,000	\$58,196
2	Abingdon, White Marsh	\$25,011	\$25,008
2	Christ Church, Christchurch	\$7,000	\$8,122
2	Cople Parish, Hague	\$11,730	\$11,730
2	Grace, Kilmarnock	\$41,800	\$41,800
2	Grace, Millers Tavern	\$1,000	\$0
2	Immanuel, King & Queen Court House	\$0	\$55
2	Kingston Parish, Mathews	\$20,500	\$22,208
2	North Farnham Parish, Farnham	\$0	\$0
2	St. James', Montross	\$0	\$5,000
2	St. John's, Tappahannock	\$3,600	\$3,600
2	St. John's, Warsaw	\$2,500	\$2,500
2	St. John's, West Point	\$14,980	\$15,528
2	St. Mary's, Fleeton	\$0	\$2,004
2	St. Mary's Whitechapel, Lancaster	\$13,575	\$13,575
2	St. Paul's, Millers Tavern	\$10,000	\$10,000
2	St. Paul's, Nomini Grove	\$0	\$1,200
2	St. Paul's, West Point	\$1,000	\$1,200
2	St. Peter's, Oak Grove	\$0	\$2,660
2	St. Stephen's, Heathsville	\$14,320	\$14,320
2	Trinity, Lancaster	\$0	\$7,511
2	Ware, Gloucester	\$20,000	\$18,333
2	Wicomico Church, Wicomico Church	\$0	\$7,670
3	Cristo Rey, Arlington	\$2,100	\$1,575
3	San Jose, Arlington	\$0	\$8,500
3	St. Andrew's, Arlington	\$20,862	\$20,862
3	St. George's, Arlington	\$63,505	\$62,500
3	St. John's, Arlington	\$4,000	\$4,263
3	St. Mary's, Arlington	\$180,000	\$144,158
3	St. Michael's, Arlington	\$26,000	\$26,500
3	St. Peter's, Arlington	\$60,000	\$60,000
3	Trinity, Arlington	\$9,000	\$12,800

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>
4	Christ Church, Alexandria	\$185,472	\$185,472
4	Emmanuel, Alexandria	\$33,075	\$32,575
4	Grace, Alexandria	\$80,000	\$80,000
4	Immanuel on-the-Hill, Alexandria	\$78,500	\$78,500
4	Meade Memorial, Alexandria	\$0	\$1,500
4	Resurrection, Alexandria	\$13,000	\$13,000
4	St. Clement, Alexandria	\$14,000	\$14,555
4	St. Paul's, Alexandria	\$125,000	\$122,000
5	Epiphany, Oak Hill	\$12,000	\$2,000
5	Holy Comforter, Vienna	\$100,000	\$100,000
5	Holy Cross, Dunn Loring	\$7,500	\$12,500
5	St. Francis Korean, McLean	\$1,300	\$0
5	St. Anne's, Reston	\$64,878	\$63,600
5	St. Dunstan's, McLean	\$36,200	\$36,200
5	St. Francis, Great Falls	\$0	\$40,000
5	St. John's, McLean	\$168,000	\$188,744
5	St. Thomas', McLean	\$0	\$34,630
5	St. Timothy's, Herndon	\$0	\$12,465
6	All Saints Sharon Chapel, Alexandria	\$18,364	\$18,259
6	Church of the Spirit, Alexandria	\$0	\$0
6	Olivet, Alexandria	\$12,100	\$12,100
6	Pohick, Lorton	\$23,000	\$23,000
6	San Marcos, Alexandria	\$1,200	\$0
6	St. Aidan's, Alexandria	\$0	\$20,536
6	St. James', Mount Vernon	\$400	\$400
6	St. Luke's, Alexandria	\$47,215	\$51,902
6	St. Margaret's, Woodbridge	\$4,000	\$6,000
6	St. Mark's, Alexandria	\$18,000	\$15,600
7	Good Shepherd, Burke	\$27,000	\$27,000
7	St. Peter's in the Woods, Fairfax Station	\$5,000	\$5,000
7	St. Andrew's, Burke	\$65,000	\$65,000
7	St. Christopher's, Springfield	\$40,450	\$41,500
7	St. John's, Centreville	\$6,000	\$6,000
7	Trinity, Manassas	\$26,000	\$26,600
8	The Falls Church, Falls Church	\$38,725	\$44,925
8	Holy Cross Korean, Falls Church	\$3,000	\$2,400
8	Santa Maria, Falls Church	\$0	\$7,091
8	St. Alban's, Annandale	\$59,683	\$60,478
8	St. Barnabas, Annandale	\$13,205	\$10,412
8	St. Patrick's, Falls Church	\$6,000	\$5,500
8	St. Paul's, Bailey's Crossroads	\$8,000	\$8,667
9	St. John's, Richmond	\$18,000	\$18,000
9	St. Paul's, Richmond	\$0	\$135,500
9	St. Peter's, New Kent	\$19,695	\$20,439
9	St. Peter's, Richmond	\$2,000	\$2,000
9	Varina Church, Varina	\$0	\$6,408
9	Vauter's, Loretto	\$3,000	\$3,000
9	Westover, Charles City	\$0	\$14,000
10	Grace & Holy Trinity, Richmond	\$70,000	\$70,000

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>
10	Holy Comforter, Richmond	\$15,675	\$15,675
10	St. Andrew's, Richmond	\$14,000	\$14,000
10	St. James's, Richmond	\$167,000	\$185,250
10	St. Mark's, Richmond	\$16,510	\$18,406
11	All Souls, Atlee	\$3,500	\$3,500
11	Calvary, Hanover	\$1,775	\$1,775
11	Christ Ascension, Richmond	\$7,000	\$7,000
11	Creator, Mechanicsville	\$0	\$2,000
11	Emmanuel Brook Hill, Richmond	\$10,000	\$10,000
11	Epiphany, Richmond	\$0	\$9,000
11	Immanuel Old Church, Mechanicsville	\$14,691	\$14,690
11	Our Saviour, Montpelier	\$5,000	\$10,500
11	St. David's, Aylett	\$0	\$0
11	St. James the Less, Ashland	\$30,000	\$30,000
11	St. Paul's, Hanover	\$19,000	\$17,500
11	St. Philip's, Richmond	\$24,000	\$24,000
11	St. Thomas', Richmond	\$0	\$20,000
11	The Fork Church, Doswell	\$0	\$5,000
12	All Saints', Richmond	\$34,000	\$25,500
12	Christ, Glen Allen	\$67,500	\$67,500
12	Grace, Goochland	\$0	\$6,900
12	St. Francis, Manakin Sabot	\$3,100	\$3,120
12	St. Bartholomew's, Richmond	\$0	\$2,000
12	St. John's, Columbia	\$0	\$1,500
12	St. Martin's, Richmond	\$4,000	\$4,000
12	St. Mary's, Goochland	\$75,000	\$75,000
12	St. Matthew's, Richmond	\$8,501	\$8,388
12	St. Stephen's, Richmond	\$200,000	\$200,000
13	Christ Church, Lucketts	\$8,700	\$8,700
13	Emmanuel, Delaplane	\$21,606	\$21,000
13	Emmanuel, Middleburg	\$10,000	\$10,000
13	Grace, Casanova	\$2,640	\$2,640
13	Grace, The Plains	\$0	\$8,100
13	Leeds Parish, Markham	\$19,000	\$18,000
13	Our Redeemer, Aldie	\$0	\$0
13	St. Gabriel's/San Gabriel, Leesburg	\$0	\$1,833
13	St. Andrew's, Ada	\$942	\$1,504
13	St. David's, Ashburn	\$11,000	\$11,004
13	St. James', Leesburg	\$27,500	\$27,500
13	St. James', Warrenton	\$0	\$54,500
13	St. Luke's, Remington	\$0	\$4,800
13	St. Matthew's, Sterling	\$42,750	\$50,000
13	St. Paul's, Haymarket	\$3,807	\$3,804
13	St. Peter's, Purcellville	\$0	\$5,800
13	St. Stephen's, Catlett	\$7,500	\$11,500
13	Trinity, Upperville	\$70,644	\$70,644
13	Trinity, Washington	\$16,920	\$18,440
14	Calvary, Front Royal	\$16,450	\$6,510
14	Christ Church, Luray	\$7,207	\$7,207

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>
14	Christ Church, Winchester	\$51,000	\$51,000
14	Cunningham Chapel, Millwood	\$13,200	\$13,200
14	Emmanuel, Harrisonburg	\$0	\$29,710
14	Emmanuel, Woodstock	\$12,000	\$13,000
14	Good Shepherd, Bluemont	\$0	\$1,550
14	Grace, Berryville	\$8,042	\$7,627
14	Grace Memorial, Port Republic	\$3,500	\$3,418
14	Meade Memorial, White Post	\$0	\$500
14	St. Stephens & the Good Shepherd, Rocky Bar	\$0	\$2,000
14	St. Andrew's, Mount Jackson	\$7,500	\$7,500
14	St. George's, Stanley	\$500	\$500
14	St. Mary's, Berryville	\$1,200	\$1,200
14	St. Paul's on-the-Hill, Winchester	\$2,000	\$2,012
14	St. Paul's, Ingham	\$550	\$0
14	Cathedral Shrine of the Transfiguration, Orkney Springs	\$10,000	\$10,000
15	Buck Mountain, Earlysville	\$10,000	\$10,000
15	Christ Church, Charlottesville	\$48,000	\$48,000
15	Christ Church, Gordonsville	\$7,200	\$11,150
15	Emmanuel, Greenwood	\$21,315	\$21,315
15	Good Shepherd, Boonesville	\$700	\$700
15	Grace, Bremo Bluff	\$0	\$1,400
15	Grace, Keswick	\$0	\$17,600
15	Grace, Stanardsville	\$7,000	\$7,000
15	Holy Cross, Batesville	\$5,345	\$5,345
15	McIlhane Parish, Charlottesville	\$4,500	\$4,500
15	Our Saviour, Charlottesville	\$60,639	\$59,659
15	St. Anne's, Scottsville	\$0	\$500
15	St. John the Baptist, Charlottesville	\$4,135	\$4,135
15	St. Luke's, Simeon	\$10,300	\$10,300
15	St. Paul's Memorial, Charlottesville	\$68,500	\$68,500
15	St. Paul's, Ivy	\$50,000	\$50,000
15	St. Thomas', Orange	\$18,222	\$18,222
15	Trinity, Charlottesville	\$16,500	\$16,500
<b>Total</b>		<b>\$3,439,078</b>	<b>\$3,909,358</b>





# Report of Audits

Report of Audits

Old Region	Region	Parish Name	2012	2013	2014	2015	2016
4	Alexandria	Christ Church, Alexandria	1	1	1	1	
4	Alexandria	Emmanuel, Alexandria	1	1	1	1	
4	Alexandria	Grace, Alexandria	1	1			
4	Alexandria	Immanuel-on-the-Hill, Alexandria	1	1	1	1	1
4	Alexandria	Meade Memorial, Alexandria	1	1	1		
4	Alexandria	Resurrection, Alexandria	1	1	1	1	1
4	Alexandria	St. Clement, Alexandria				1	1
4	Alexandria	St. Paul's, Alexandria	1	1	1	1	1
3	Arlington	La Iglesia de Cristo Rey, Arlington	1	1	1		1
3	Arlington	La Iglesia de San Jose, Arlington	1	1	1		1
3	Arlington	St. Andrew's, Arlington	1	1	1	1	1
3	Arlington	St. George's, Arlington	1	1	1	1	1
3	Arlington	St. John's, Arlington	1	1	1	1	1
3	Arlington	St. Mary's, Arlington	1	1	1	1	1
3	Arlington	St. Michael's, Arlington	1	1	1	1	1
3	Arlington	St. Peter's, Arlington	1	1	1	1	1
3	Arlington	Trinity, Arlington	1	1	1	1	1
11	Central Richmond	Christ Ascension, Richmond	1	1	1	1	1
10	Central Richmond	Grace & Holy Trinity, Richmond	1	1	1	1	1
10	Central Richmond	Holy Comforter, Richmond	1		1	1	1
10	Central Richmond	St. Andrew's, Richmond	1	1	1		
10	Central Richmond	St. James's, Richmond	1	1	1	1	1
9	Central Richmond	St. John's, Richmond	1	1	1	1	
10	Central Richmond	St. Mark's, Richmond	1	1	1	1	1
9	Central Richmond	St. Paul's, Richmond	1	1	1	1	1
9	Central Richmond	St. Peter's, Richmond	1	1	1	1	1
11	Central Richmond	St. Philip's, Richmond	1	1	1	1	1
12	Central Richmond	St. Stephen's, Richmond	1				
11	Central Richmond	St. Thomas, Richmond	1		1	1	1
15	Charlottesville	Buck Mountain, Earlysville	1	1	1	1	1
15	Charlottesville	Christ Church, Charlottesville		1	1	1	
15	Charlottesville	Christ Church, Gordonsville	1	1	1	1	1
15	Charlottesville	Emmanuel, Greenwood	1	1	1	1	1
15	Charlottesville	Good Shepherd, Boonesville	1	1	1	1	1
15	Charlottesville	Grace, Bremo Bluff					
15	Charlottesville	Grace, Keswick	1	1	1	1	1
15	Charlottesville	Grace, Stanardsville	1	1	1	1	1
15	Charlottesville	Holy Cross, Batesville	1	1	1	1	1

Report of Audits

Old Region	Region	Parish Name	2012	2013	2014	2015	2016
1	Charlottesville	Incarnation, Mineral	1	1	1	1	
15	Charlottesville	McIlhany Parish, Charlottesville	1	1	1	1	1
15	Charlottesville	Our Saviour, Charlottesville	1	1	1	1	1
15	Charlottesville	St. Anne's, Scottsville	1		1	1	1
1	Charlottesville	St. James', Louisa	1	1	1		
15	Charlottesville	St. John the Baptist, Ivy	1	1	1	1	1
12	Charlottesville	St. John's, Columbia	1	1	1	1	1
15	Charlottesville	St. Luke's, Simeon	1	1	1	1	1
15	Charlottesville	St. Paul's Memorial, Charlottesville	1	1	1	1	1
15	Charlottesville	St. Paul's, Ivy	1	1	1	1	1
15	Charlottesville	St. Thomas, Orange	1	1	1	1	1
15	Charlottesville	Trinity, Charlottesville	1	1	1	1	
1	Culpeper	Christ Church, Brandy Station	1	1	1		1
1	Culpeper	Emmanuel, Rapidan	1	1	1	1	1
13	Culpeper	Grace, Casanova	1	1	1	1	1
1	Culpeper	Little Fork (St. Marks Parish), Rixeyville		1	1	1	
1	Culpeper	Piedmont, Madison		1	1	1	1
13	Culpeper	St. James', Warrenton		1	1	1	1
13	Culpeper	St. Luke's, Remington	1	1		1	
13	Culpeper	St. Stephen's, Catlett	1	1	1	1	1
1	Culpeper	St. Stephen's, Culpeper	1	1	1	1	
13	Culpeper	Trinity, Washington	1	1	1	1	1
1	Fredericksburg	Aquia, Stafford	1	1	1	1	1
1	Fredericksburg	Christ Church, Spotsylvania	1	1	1	1	1
1	Fredericksburg	Emmanuel, Port Conway			1	1	1
1	Fredericksburg	Messiah, Chancellor, Fredericksburg	1	1	1	1	
1	Fredericksburg	St. Asaph's, Bowling Green					
1	Fredericksburg	St. George's, Fredericksburg	1	1	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
1	Fredericksburg	St. Paul's, Owens		1	1	1	1
1	Fredericksburg	St. Peter's, Port Royal	1	1	1	1	1
1	Fredericksburg	Trinity, Fredericksburg	1			1	1
2	Lower Tidewater	Abingdon Church, White Marsh	1	1		1	
2	Lower Tidewater	Christ Church, Christchurch	1	1	1	1	1
2	Lower Tidewater	Grace, Millers Tavern	1	1	1	1	1
2	Lower Tidewater	Immanuel, King & Queen	1	1	1	1	1
2	Lower Tidewater	Kingston Parish, Mathews	1	1	1	1	1
11	Lower Tidewater	St. David's, Aylett	1	1	1	1	1

Report of Audits

Old Region	Region	Parish Name	2012	2013	2014	2015	2016
2	Lower Tidewater	St. John's, Tappahannock	1	1	1	1	1
2	Lower Tidewater	St. John's, West Point	1	1	1	1	1
2	Lower Tidewater	St. Paul's, Millers Tavern	1	1	1	1	1
2	Lower Tidewater	St. Paul's, West Point	1	1	1		
9	Lower Tidewater	St. Peter's, New Kent	1	1		1	1
9	Lower Tidewater	Varina Church, Varina	1	1			1
1	Lower Tidewater	Vauter's, Loretto	1	1	1	1	
2	Lower Tidewater	Ware, Gloucester		1	1		1
9	Lower Tidewater	Westover, Charles City	1	1	1	1	
5	North Fairfax	Epiphany, Oak Hill		1	1	1	
5	North Fairfax	Holy Comforter, Vienna	1	1	1	1	1
5	North Fairfax	Holy Cross, Dunn Loring	1	1	1	1	1
5	North Fairfax	St. Anne's, Reston	1	1		1	
5	North Fairfax	St. Dunstan's, McLean	1	1	1	1	1
5	North Fairfax	St. Francis Korean, McLean	1	1	1	1	1
5	North Fairfax	St. Francis, Great Falls	1	1	1		
5	North Fairfax	St. John's, McLean	1	1	1	1	1
5	North Fairfax	St. Thomas, McLean		1	1	1	1
5	North Fairfax	St. Timothy's, Herndon	1	1	1	1	1
11	North Richmond	All Souls', Atlee	1	1	1	1	1
11	North Richmond	Calvary, Hanover	1		1	1	1
11	North Richmond	Creator, Mechanicsville	1	1	1	1	1
11	North Richmond	Emmanuel Brook Hill, Richmond	1	1	1	1	1
11	North Richmond	Epiphany, Richmond	1	1	1	1	1
11	North Richmond	Immanuel, Old Church, Mechanicsville	1	1	1	1	1
11	North Richmond	Our Saviour, Montpelier	1	1	1		
11	North Richmond	St. James the Less, Ashland	1	1	1	1	
11	North Richmond	St. Paul's, Hanover	1	1	1	1	1
11	North Richmond	The Fork Church, Doswell	1	1	1	1	1
2	Northern Neck	Cople Parish, Hague	1	1	1	1	1
2	Northern Neck	Grace, Kilmarnock	1	1	1	1	
2	Northern Neck	North Farnham Parish, Farnham				1	1
2	Northern Neck	St. James', Montross				1	1
2	Northern Neck	St. John's, Warsaw		1	1	1	1
2	Northern Neck	St. Mary's, Fletton	1	1	1		
2	Northern Neck	St. Mary's, Whitechapel, Lively	1	1	1	1	1
2	Northern Neck	St. Paul's, Nomini Grove		1	1	1	
2	Northern Neck	St. Peter's, Oak Grove	1	1	1	1	1
2	Northern Neck	St. Stephen's, Heathsville	1	1	1	1	1

Report of Audits

Old Region	Region	Parish Name	2012	2013	2014	2015	2016
2	Northern Neck	Trinity, Lancaster	1		1	1	1
2	Northern Neck	Wicomico Church, Wicomico					
13	Northern Piedmont	Christ Church, Lucketts	1	1	1	1	
13	Northern Piedmont	Emmanuel, Delaplane	1	1	1	1	1
13	Northern Piedmont	Emmanuel, Middleburg	1	1	1	1	1
13	Northern Piedmont	Grace, The Plains	1	1			1
13	Northern Piedmont	Leeds Parish, Markham	1	1	1	1	1
13	Northern Piedmont	Our Redeemer, Aldie					
13	Northern Piedmont	St. Andrew's, Ada					
13	Northern Piedmont	St. David's, Ashburn	1	1	1		
13	Northern Piedmont	St. Gabriel's, Leesburg	1	1	1	1	1
13	Northern Piedmont	St. James', Leesburg	1	1	1	1	1
13	Northern Piedmont	St. Matthew's, Sterling	1	1	1	1	1
13	Northern Piedmont	St. Paul's, Haymarket					
13	Northern Piedmont	St. Peter's, Purcellville					
13	Northern Piedmont	Trinity, Upperville	1		1	1	1
6	Potomac	All Saints Sharon Chapel, Alexandria					
6	Potomac	Church of the Spirit, Kingstowne	1				
6	Potomac	La Iglesia de San Marcos, Alexandria	1	1	1	1	1
6	Potomac	Olivet, Alexandria	1	1	1	1	1
6	Potomac	Pohick, Lorton	1	1			
6	Potomac	St. Aidan's, Alexandria	1	1	1	1	
6	Potomac	St. James', Mt. Vernon	1	1	1	1	
6	Potomac	St. Luke's, Wellington, Alexandria	1	1	1	1	
6	Potomac	St. Margaret's, Woodbridge	1	1	1	1	1
6	Potomac	St. Mark's, Alexandria	1	1	1	1	1
14	So. Shenandoah	Christ Church, Luray	1	1		1	
14	So. Shenandoah	Emmanuel, Harrisonburg	1	1	1	1	1
14	So. Shenandoah	Emmanuel, Woodstock	1	1	1	1	1
14	So. Shenandoah	Grace Memorial, Port Republic					
14	So. Shenandoah	Shrine of the Transfiguration, Orkney Springs	1	1	1	1	1
14	So. Shenandoah	St. Andrew's, Mt. Jackson	1	1	1	1	1
14	So. Shenandoah	St. George's, Stanley					
14	So. Shenandoah	St. Paul's, Ingham, Shenandoah		1			
14	So. Shenandoah	St. Stephen's & Good Shepherd, Rocky Bar					
8	South Fairfax	The Falls Church, Falls Church	1	1	1	1	1
7	South Fairfax	Good Shepherd, Burke	1	1	1	1	1
7	South Fairfax	Holy Cross Korean, Falls Church	1	1	1	1	1
8	South Fairfax	Santa Maria, Falls Church	1	1	1	1	1

Report of Audits

Old Region	Region	Parish Name	2012	2013	2014	2015	2016
8	South Fairfax	St. Alban's, Annandale	1	1	1	1	1
7	South Fairfax	St. Andrew's, Burke	1		1		1
8	South Fairfax	St. Barnabas, Annandale	1	1			1
7	South Fairfax	St. Christopher's, Springfield	1	1	1	1	1
7	South Fairfax	St. John's, Centreville		1	1	1	1
8	South Fairfax	St. Patrick's, Falls Church	1	1	1	1	1
8	South Fairfax	St. Paul's, Bailey's Crossroads	1	1			
7	South Fairfax	St. Peter's-in-the-Woods, Fairfax Station	1	1		1	1
7	South Fairfax	Trinity, Manassas	1	1	1	1	1
12	West Richmond	All Saints, Richmond	1	1	1	1	
12	West Richmond	Christ Church, Richmond	1	1	1	1	1
12	West Richmond	Grace, Goochland					1
12	West Richmond	St. Bartholomew's, Richmond	1				
12	West Richmond	St. Francis, Goochland	1	1	1	1	1
12	West Richmond	St. Martin's, Richmond					
12	West Richmond	St. Mary's, Goochland	1			1	
12	West Richmond	St. Matthew's, Richmond	1	1	1	1	1
14	Winchester	Calvary, Front Royal					
14	Winchester	Christ Church, Winchester	1	1	1	1	1
14	Winchester	Cunningham Chapel Parish, Millwood	1	1	1	1	
14	Winchester	Good Shepherd, Bluemont		1	1	1	
14	Winchester	Grace, Berryville	1	1	1	1	1
14	Winchester	Meade Memorial, White Post					
14	Winchester	St. Mary's, Berryville	1	1	1		1
14	Winchester	St. Paul's on-the-Hill, Winchester	1	1	1	1	1

# Official Acts

## 2016 Official Acts of the Bishops

### Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Johnston:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Dickinson, William “Will” Streit	3/17/2017	Young Priest Initiative (YPI)

### Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Bourne, Amanda Patrice	3/18/2017	Young Priest Initiative (YPI)
Elser, Claire Louise	3/18/2017	Emmanuel, Alexandria
Goldsmith, Gail Austin	5/25/2017	Young Priest Initiative (YPI)
Krudys, Emily Judin	3/18/2017	St. Stephen’s, Richmond

### Postulants for Holy Orders toward ordination to priesthood accepted by Bishop Gulick:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Lenow, Joseph Earl	3/18/2017	St. Paul’s Memorial, Charlottesville
Welsch, Matthew Adam	3/17/2017	Christ Church, Alexandria
Browning, David	3/18/2017	St. Anne’s, Reston
Morton III, James Hamilton Bates	3/18/2017	St. Stephen’s, Richmond

### Candidates for Holy Orders toward ordination to vocational diaconate accepted by Bishop Goff:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Augustine (nee Taylor), Anne “Logan”	9/22/2017	St. Stephen’s, Richmond
Elliott, Lawrence James	9/22/2017	St. Paul’s Memorial, Charlottesville
Hunt, Karla Westfall	9/22/2017	St. John’s, Richmond

### Candidates for Holy Orders toward ordination to vocational diaconate accepted by Bishop Gulick:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Ferguson, Katherine Victoria	9/22/2017	St. Anne’s, Reston

### Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Johnston:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Forrest, Marlene Eudora	4/7/2017	Meade Memorial, Alexandria
Stevenson, Jeffrey “Jeff” Neal	10/6/2017	St. Barnabas’, Annandale

### Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Goff:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Bascom, Joshua Cooper	12/10/2017	Christ Church, Charlottesville
Cowherd, Charles Robinson	4/7/2017	St. Stephen’s, Culpeper
Mansfield, Robert “Grant”	4/7/2017	Young Priest Initiative (YPI)
Maxfield-Steele, Erin Minta	2/10/2017	Emmanuel, Harrisonburg
Spoon, Bryan William	2/10/2017	San Jose, Arlington

### Candidates for Holy Orders toward ordination to priesthood accepted by Bishop Gulick:

<i>Name</i>	<i>Date of acceptance</i>	<i>Presenting Parish</i>
Broadbent, Anna Lynn	10/6/2017	Christ Church, Alexandria
Hogg, John Edwin	10/6/2017	Immanuel on-the-Hill, Alexandria
Leonard, Jaime Henderson	4/27/2017	St. Mary’s, Arlington
Steadman, Darren Franklin	10/6/2017	St. Thomas, Richmond
Walker, Seldon Matthew	10/6/2017	St. James, Warrenton
Cutshall, Jason Edward	2/10/2017	St. Mary’s, Arlington



**Transitional Diaconate Ordinations:**

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Bascom, Joshua Cooper	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Cutshall, Jason Edward	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Devine, Taylor Poindexter	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Dougherty, Katherine Griffin	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Erdeljon, Lisa Michele	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Leonard, Jaime Henderson	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Maxfield-Steele, Erin Minta	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Packard, William “Will” Laurence	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Rhodes, Matthew Wayne	6/10/2017	Epiphany, Herndon/Shannon S. Johnston
Spoon, Bryan William	6/10/2017	Epiphany, Herndon/Shannon S. Johnston

**Ordinations to the Priesthood:**

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
Bascom, Joshua Cooper	12/9/2017	St. George’s, Fredericksburg/Shannon S. Johnston
Dougherty, Katherine Griffin	12/9/2017	St. George’s, Fredericksburg/Shannon S. Johnston
Leonard, Jaime Henderson	12/9/2017	St. George’s, Fredericksburg/Shannon S. Johnston
Packard, William “Will” Laurence	12/9/2017	St. George’s, Fredericksburg/Shannon S. Johnston
Rhodes, Matthew Wayne	12/9/2017	St. George’s, Fredericksburg/Shannon S. Johnston

**Ordinations to the Priesthood on behalf of another diocese:**

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop/Diocese</i>
Padrón, Pilar Felicia	12/9/2017	St. George’s, Fredericksburg/Shannon S. Johnston/ Central NY or Western NY

**Received from churches in the Historic Succession:**

<i>Name</i>	<i>Ordination Date</i>	<i>Location/Ordaining Bishop</i>
None		

**Letters Dimissory Given:**

<i>Name</i>	<i>Date</i>	<i>Diocese</i>
Heffner, Meredith	1/17/2017	Washington
Reed, James	1/18/2017	East Carolina
Sulerud, Mary Catherine	1/31/2017	Maryland
Logan, George Willis	4/26/2017	Southwestern Virginia
Gibson, Catherine	5/1/2017	Washington
MacPhail, Karin	6/23/2017	Southwestern Virginia
Moronta, Buddelov Adolfo	8/18/2017	New York
Thomas, Sherry Hardwick	8/23/2017	Connecticut
Casson, Jordan	8/30/2017	Pennsylvania
Moore, Daniel	10/9/2017	Pennsylvania
Buchanan, Susan	10/19/2017	Western North Carolina
Coffey, Bridget	10/24/2017	Ohio
Hartl, Konrad Palmer	10/26/2017	Pennsylvania
Pruitt, Alonzo C.	12/1/2017	Chicago
Garcia, Christopher M.	12/1/2017	Maryland

**Letters Dimissory Received:**

<i>Name</i>	<i>Date</i>	<i>Diocese</i>
Brown, Emily Rowell	1/10/2017	Alabama
Reinholz, Kimberly	1/19/2017	Bethlehem

Official Acts of the Bishops

Bosscher, Molly Ann	1/23/2017	Central Florida
York-Simmons, Noelle	1/23/2017	Atlanta
Razzino, Robin	1/25/2017	Washington
Gandiya, Lee	1/26/2017	England
Hogg, John	6/27/2017	Southern Virginia
Belanger, Fanny	7/16/2017	Convocation of Episcopal Churches in Europe
Becker, Stephen	8/25/2017	Louisiana
Gardner-Smith, Francine	9/12/2017	California
Mathews, Edward Weston	9/18/2017	Southwestern Virginia
Mendoza, Christine Love	10/5/2017	Texas
Bardusch, Richard E.	10/31/2017	Massachusetts
McCard, John	10/31/2017	Atlanta
Murray, Kathleen	11/29/2017	New Jersey
Rickenbaker, James R.	12/15/2017	East Carolina

**Priests Inhibited:**

<i>Name</i>	<i>Date</i>	<i>Canon</i>
None		

**Priest Removed or Deposed:**

<i>Name</i>	<i>Date</i>	<i>Canon</i>
None		

**Priest Restored:**

<i>Name</i>	<i>Date</i>	<i>Canon</i>
None		

**Priests Suspended:**

<i>Name</i>	<i>Date</i>	<i>Canon</i>
None		

**Postulants Removed from Holy Orders:**

<i>Name</i>	<i>Date of Removal</i>	<i>Presenting Parish</i>
None		

**Lay Catechist:** 0

**Lay Eucharistic Minister licenses issued:** 326

**Lay Eucharistic Visitors licenses issued:** 52

**Lay Preacher licenses issued:** 8

**Worship Leader licenses issued:** 29

**Remarriage applications approved:** 41

## **Official Acts of the Standing Committee** **January 2017 – November 2017**

President: The Rev. Jo Belser  
Secretary: Mrs. Helen Spence

### **Consent Given to Appoint:**

#### **Class of 2020 Standing Committee – elected November 2017**

The Very Rev. David Niemeyer  
The Rev. Phoebe Roaf  
Mr. Stevenson Walker  
Mrs. Diane Wright

### **Consent Give to Appoint Chair of Search Committee for Bishop Suffragan:**

Ms. Diane Miller  
Ms. Ellyn Crawford

### **Consent to hold the Election of:**

The Rev. Canon Rafael L. Morales – Bishop Diocesan of the Diocese of Puerto Rico  
The Rev. Canon John Harvey Taylor – Bishop Coadjutor of the Diocese of Los Angeles  
The Rev. Samuel S. Rodman, III – Bishop Diocesan of the Diocese of North Carolina  
The Rev. Jennifer Brooke-Davidson – Bishop Suffragan of the Diocese of West Texas  
The Rev. Brian Cole – Bishop Diocesan of East Tennessee  
The Rev. Kevin Brown – Bishop Diocesan of the Diocese of Delaware

### **Consent for the Ordination and Consecration of:**

The Rt. Rev. David Rice – Bishop of the Diocese of San Joaquin

### **Consent Given to Churches to Incur Debt to:**

St. James', Warrenton – project to expand their facilities and school

### **Consent given for the encumbrance or alienation of church property:**

Bishop Shannon Johnston proposed project – Peace and Reconciliation at Truro Church – an undertaking to be shared by the Diocese of Virginia and the Truro ACNA (Anglican Church in North America) congregation. This institute will focus on reconciliation and relationships between Jews, Muslims and Christians. Motion to support this project passed unanimously subject to final reviews.

Christ Church, Glen Allen requested change in easement issue from the vestry.

Church of the Resurrection, Alexandria – “In accordance with our canonical responsibility, the Standing Committee consents to the ground lease for the building project at Church of the Resurrection in Alexandria, and we advise the Bishop to consent and sign the ground lease.

St. Andrew's, Richmond approved for second cell phone company to use its tower.

### **Consent given for the removal for ordained ministry in The Episcopal Church:**

None

### **Consent given for clergy to enter non-ecclesiastical employment:**

The Rev. Collins Asonye – Rector, Meade Memorial, Alexandria  
The Rev. Richard Fichter  
The Rev. Peter K. Ackerman

## 2017 Deans of the Regions

(Effective at the conclusion of Annual Convention January 28, 2017.)

- REGION I      The Very Rev. Catherine Hicks, St. Peter's, Port Royal  
stpetersrev@gmail.com
- REGION II     The Very Rev. Gary Barker, Kingston Parish, Mathews  
barkergaryj@gmail.com
- REGION III    The Very Rev. Andrew Merrow, St. Mary's, Arlington  
fr.andrew.merrow@stmarysarlington.org
- REGION IV    The Very Rev. Chuck McCoart, Emmanuel, Alexandria  
ccmcjr@gmail.com
- REGION V     The Very Rev. Hilary West, Epiphany, Oak Hill  
clergy@coee.org
- REGION VI    The Very Rev. Charles Brock, St. James Mt. Vernon, Alexandria  
rector@stjamesmv.org
- REGION VII   The Very Rev. Tim Heflin, St. Andrew's, Burke  
tim@standrews.net
- REGION VIII   The Very Rev. Jeff Shankles, St. Alban's, Annandale  
jshankles@stalbandsva.org
- REGION IX    The Very Rev. Katherine McKinney, Varina Church, Richmond  
cm2002@aol.com
- REGION X     The Very Rev. David Niemeyer, St. Mark's, Richmond  
rector@stmarksrva.org
- REGION XI    The Very Rev. Phoebe Roaf, St. Philip's, Richmond  
motherroaf@comcast.net
- REGION XII   The Very Rev. Shirley Smith Graham, Christ Church, Richmond  
s.smithgraham@christchurchrichmond.com
- REGION XIII   The Very Rev. John Sheehan, Church of Our Redeemer, Aldie  
sheehanvicar@aol.com
- REGION XIV   The Very Rev. Webster Gibson, Christ Church, Winchester  
rector@christchurchwinchester.org
- REGION XV    The Very Rev. Jane Piver, Grace, Stanardsville  
456grace987@gmail.com

**Consent Given for Candidacy to the Priesthood:**

Mr. Jaime Leonard  
Ms. Marlene Forrest  
Mr. Grant Mansfield  
Mr. Charles Cowherd  
Ms. Anna Broadbent  
Mr. Jeffrey Stevenson

**Consent Given for Ordination to the Transitional Diaconate:**

Mr. Josh Bascom  
Mr. Jason Cutshall  
Ms. Katherine Dougherty  
Mr. Will Packard  
Ms. Taylor Divine  
Ms. Lisa Erdeljon  
Mr. Jaime Leonard  
Ms. Erin Maxfield-Steele  
Mr. Matt Rhodes  
Mr. Bryan Spoon  
Ms. Anna Broadbent  
Mr. Charles Cowherd  
Ms. Marlene Forrest  
Ms. Gail Goldsmith  
Ms. Emily Krudy's  
Mr. Joseph Lenow  
Mr. Robert Mansfield  
Mr. Darren Steadman  
Mr. Jeffrey Stevenson  
Mr. Seldon Walker  
Mr. Matthew Welsch  
Ms. Diana Wildklake  
Mr. John Hogg

5/25/2017 – Standing Committee passed:

Moved, that the Standing Committee require that the Diocese provide all documentation on the Candidacy Interview Checklist prior to our final vote on recommendation for ordination to the transitional diaconate, if it is not provided prior to the Candidacy interview.

**Consent Given for Ordination to the Vocational Diaconate:**

Ms. Logan Taylor  
Ms. Katherine Ferguson  
Mr. Lawrence Elliott  
Ms. Karla Hunt



# Report of Confirmations and Receptions

Report of Confirmations and Receptions

<b>Church</b>	<b>Date</b>	<b>Bishop</b>	<b>Baptized</b>
Abingdon, White Marsh	7/23/17	Johnston	0
All Saints, Richmond	5/14/17	Johnston	0
Aquia, Stafford	2/19/17	Gulick	0
Buck Mountain, Earlysville	3/5/17	Gulick	0
Calvary, Front Royal	11/5/17	Gulick	
Calvary, Hanover	11/19/17	Gulick	
Christ Church, Gordonsville	5/7/17	Goff	0
Christ Church, Alexandria	6/4/17	Goff	13
Christ Church, Charlottesville	5/7/17	Goff	0
Christ Church, Brandy Station	10/1/17	Goff	
Christ Church, Spotsylvania	2/5/17	Johnston	2
Christ Church, Glen Allen	4/30/17	Johnston	2
Christ Church, Middlesex	3/19/17	Johnston	1
Christ Church, Winchester	9/10/17	Johnston	
Church of the Creator, Mechanicsville	10/29/17	Gulick	4
Cristo Rey, Arlington	10/1/17	Goff	
Emmanuel, Woodstock	10/15/17	Goff	0
Emmanuel, Harrisonburg	3/19/17	Gulick	0
Emmanuel, Middleburg	9/17/17	Johnston	0
Emmanuel Brook Hill, Richmond	3/26/17	Gulick	0
Emmanuel, Delaplane, Piedmont Parish	3/5/17	Johnston	4
Epiphany, Herndon	1/8/17	Gulick	1
Epiphany, Richmond	1/8/17	Johnston	0
Episcopal High School, Alexandria	4/29/17	Johnston	2
The Falls Church, Falls Church	6/11/17	Gulick	4
Farnham, Farnham	10/8/17	Johnston	
Good Shepherd, Bluemont	3/26/17	Johnston	
Good Shepherd, Burke	4/23/17	Johnston	
Good Shepherd of the Hills, Boonesville	5/7/17	Johnston	0
Grace, BreMO Bluff	11/5/17	Goff	
Grace, Kilmarnock	6/4/17	Gulick	0
Grace, Casanova	1/15/17	Gulick	0
Grace, Stanardsville	3/5/17	Gulick	0
Grace, Goochland	9/10/17	Gulick	
Grace, Millers Tavern	1/22/17	Johnston	0
Grace, The Plains	3/5/17	Johnston	N/A
Grace, Alexandria	9/24/17	Jones	0
Grace & Holy Trinity, Richmond	4/23/17	Gulick	0



Report of Confirmations and Receptions

Confirmed	Received	Reaffirmed
2	2	0
7	2	0
5	1	0
4	3	0
2	0	0
20	0	2
39	10	4
8	1	0
11	2	0
3	0	0
4	0	0
0	0	0
1	0	0
3	4	4
2	0	0
1	0	0
0	2	2
4	0	0
8	1	0
8	7	0
0	0	0
2	1	2
0	0	0
0	0	1
1	0	16
5	4	1
17	5	0

Report of Confirmations and Receptions

<b>Church</b>	<b>Date</b>	<b>Bishop</b>	<b>Baptized</b>
Grace, Cismont, Keswick	11/19/17	Goff	0
Hanover with Brunswick, King George	2/12/17	Johnston	0
Holy Comforter, Richmond	4/15/17	Johnston	0
Holy Comforter, Vienna	6/11/17	Johnston	2
Holy Cross, Batesville	11/12/17	Gulick	0
Holy Cross, Dunn Loring	5/21/17	Jones	1
Immanuel on-the-Hill, Alexandria	1/15/17	Johnston	0
Kingston Parish, Mathews	9/3/17	Goff	0
Little Fork, Rixeyville	10/22/17	Gulick	
McIlhany Parish, Albemarle	10/22/17	Johnston	
Meade Memorial, Alexandria	11/19/17	Johnston	
Messiah, Fredericksburg	1/22/17	Goff	1
Our Saviour, Charlottesville	4/2/17	Gulick	0
Piedmont, Madison	12/17/17	Goff	
Pohick, Lorton	6/4/17	Johnston	0
Church of the Resurrection, Alexandria	9/24/17	Jones	0
San Jose, Arlington	10/1/17	Goff	
San Marcos, Alexandria	12/3/17	Goff	N/A
Santa Maria, Falls Church	12/10/17	Goff	0
St. Aidan's, Alexandria	11/2/17	Johnston	0
St. Andrew's, Richmond	4/30/17	Goff	2
St. Andrew's, Mount Jackson	10/15/17	Goff	
St. Andrew's, Burke	12/3/17	Gulick	0
St. Anne's, Reston	1/22/17	Gulick	0
St. Bartholomew's, Richmond	2/26/17	Johnston	N/A
St. Christopher's, Springfield	1/15/17	Goff	0
St. Clement's, Alexandria	10/29/17	Johnston	0
St. David's, Ashburn	6/18/17	Goff	0
St. David's, Aylett	2/12/17	Gulick	0
St. Dunstan's, McLean	5/7/17	Jones	0
St. Francis', Great Falls	6/11/17	Johnston	0
St. Gabriel's, Leesburg	11/18/17	Gulick	0
St. George's, Fredericksburg	4/2/17	Johnston	0
St. George's, Arlington	6/11/17	Johnston	0
St. James', Warrenton	5/14/17	Goff	0
St. James', Louisa	10/8/17	Goff	
St. James', Leesburg	5/14/17	Gulick	5
St. James's, Richmond	5/21/17	Johnston	2

Report of Confirmations and Receptions

Confirmed	Received	Reaffirmed
8	0	0
4	0	0
4	0	1
9	1	0
0	0	0
12	1	0
0	3	0
1	5	0
3	4	0
5	2	2
17	5	2
7	1	0
22	7	4
0	0	0
2	2	1
8	3	0
0	0	0
0	1	0
0	1	0
11	1	1
0	0	0
6	0	0
15	0	0
0	2	0
16	12	0
6	2	0
15	1	0
8	8	5
36	2	2

Report of Confirmations and Receptions

<b>Church</b>	<b>Date</b>	<b>Bishop</b>	<b>Baptized</b>
St. James the Less, Ashland	9/17/17	Guilck	0
St. John the Baptist, Ivy	9/17/17	Guilck	
St. John's, McLean	6/11/17	Goff	0
St. Luke's, Simeon	10/15/17	Johnston	0
St. Luke's, Wellington, Alexandria	6/18/17	Gulick	0
St. Margaret's, Woodbridge	2/19/17	Gulick	0
St. Mark's, Alexandria	12/8/17	Goff	0
St. Mark's, Richmond	1/8/17	Johnston	0
St. Martin's, Richmond	11/5/17	Johnston	0
St. Mary's, Colonial Beach	8/13/17	Goff	0
St. Mary's, Goochland	5/21/17	Gulick	N/A
St. Mary's, Arlington	2/12/17	Jones	3
St. Mary's Whitechapel, Lively	7/30/17	Johnston	0
St. Mary's, Reedville, Fleeton	4/30/17	Jones	0
St. Matthew's, Richmond	2/26/17	Johnston	0
St. Michael's, Arlington	1/8/17	Goff	1
St. Paul's, West Point	8/20/17	Goff	1
St. Paul's, Richmond	3/26/17	Gulick	0
St. Paul's, Bailey's Crossroads	2/5/17	Gulick	
St. Paul's, Millers Tavern	1/22/17	Johnston	0
St. Paul's, Alexandria	9/24/17	Jones	0
St. Paul's, Haymarker	11/18/17	Gulick	0
St. Paul's, Nomini Grove, Montross	8/13/17	Johnston	0
St. Paul's, Owens, King George	5/13/17	Gulick	0
St. Peter's, Oak Grove	10/22/17	Goff	
St. Peter's, Richmond	2/26/17	Gulick	2
St. Peter's, Arlington	6/18/17	Gulick	0
St. Peter's, New Kent	10/8/17	Gulick	0
St. Peter's, Purcellville	3/26/17	Johnston	0
St. Peter's, Port Royal	6/25/17	Johnston	0
St. Peter's in the Woods, Fairfax Station	1/15/17	Goff	0
St. Stephen's, Richmond	5/21/17	Goff	0
St. Stephen's, Heathsville, @ St. Mary's, Fleeton	4/30/17	Jones	0
St. Stephen's and the Good Shepherd, Rocky Bar	10/15/17	Gulick	0
St. Thomas', Richmond	3/26/17	Gulick	0
St. Thomas', McLean	4/30/17	Gulick	
Trinity, Fredericksburg	1/22/17	Goff	0
Trinity, Upperville	5/7/17	Gulick	N/A

Report of Confirmations and Receptions

<b>Confirmed</b>	<b>Received</b>	<b>Reaffirmed</b>
6	1	0
14	3	0
0	0	0
10	2	0
0	0	0
5	2	0
0	1	0
0	0	0
0	0	0
24	4	0
3	5	0
0	2	1
10	0	0
5	1	0
2	0	0
5	2	2
0	0	0
1	0	0
5	4	1
0	0	0
0	5	0
3	0	0
17	0	0
10	6	1
13	2	1
1	4	0
8	0	1
59	12	1
0	1	1
2	0	0
7	0	0
2	1	5

Report of Confirmations and Receptions

<b>Church</b>	<b>Date</b>	<b>Bishop</b>	<b>Baptized</b>
Trinity, Washington	2/1/17	Johnston	N/A
Trinity, Charlottesville	12/5/17	Johnston	0
Trinity, Manassas	4/2/17	Jones	1
Trinity, Lancaster, @ St. Mary's, Whitechapel	7/30/17	Johnston	0
Varina, Henrico, Richmond	1/8/17	Johnston	2
Vauter's, Loretto	2/12/17	Johnston	0

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**TOTALS:**                    **56**

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**Visitation Totals**

Shannon Johnston	17
Susan Goff	18
Ted Gulick	16
David Jones	5

Report of Confirmations and Receptions

**Confirmed      Received      Reaffirmed**

3	1	0
10	1	0
1	0	0
0	2	0
0	0	0
<b>598</b>	<b>171</b>	<b>64</b>

186	53	26
218	50	19
129	54	16
65	14	3





# Summary of Parochial Reports

**Summary of Annual Parochial Reports for 2016**

<b>Reports Submitted</b>	<b>149</b>
<b>Baptized Members</b>	
January 1, 2016	74,808
Increases	3,183
Decreases	4,875
December 31, 2016	73,116
<b>Baptisms</b>	
16 and Over	74
Under 16	908
<b>All Communicants in Good Standing</b>	<b>54,345</b>
<b>Confirmations &amp; Receptions</b>	
Confirmations Under 16	301
Confirmations Over 16	380
Received	247
<b>Other Active Members</b>	<b>10,022</b>
<b>Holy Eucharist Services</b>	
Sundays	13,095
Weekdays	3,829
Private	4,029
<b>Other Services</b>	
Marriages	295
Burials	786
<b>Average Sunday Attendance</b>	<b>20,040</b>
Easter Sunday	48,629
<b>Christian Education</b>	
Students	6,191
Churches with Adult Programs	117
<b>Stewardship</b>	
Average pledge (per unit per week)	58
<b>Pledged Income</b>	
Pledging Units	14,629
Amount Pledged	\$44,389,056

**REVENUE**

**Operating Revenue**

Plate & Pledge	\$53,539,122
Investment Income	\$2,872,144
Other Operating Income	\$7,906,009
Unrestricted Bequests	\$799,016
From the Diocese	\$820,751
<i>Total</i>	<i>\$65,937,042</i>

**Non-operating Revenue**

Capital Funds	\$10,258,734
Additions to Endowment/Trust Funds	\$2,606,746
Contributions for Outreach	\$4,675,000
Funds for Transmittal	\$1,006,814
<i>Total</i>	<i>\$18,547,294</i>

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<b>Total Revenue</b>	<b>\$84,484,336</b>
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**EXPENSE**

**Operating Expense**

To the Diocese	\$3,852,905
Outreach	\$2,657,336
Other Operating Expense	\$56,340,096
<i>Total</i>	<i>\$62,850,337</i>

**Non-Operating Expense**

Improvements	\$10,901,278
Mission & Outreach Expense	\$4,953,164
Seminary Contributions	\$132,338
Transmittals	\$1,086,758
<i>Total</i>	<i>\$17,073,538</i>

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<b>Total Expense</b>	<b>\$79,923,875</b>
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# Parochial Reports Statistics

## Vital Statistics of Congregations and Missions

City	Congregation	Active Members	Communicants in Good Standing
Ada	St. Andrew's Church	65	
Afton	Holy Cross Church	82	71
Aldie	Church of Our Redeemer	549	384
Alexandria	All Saints Sharon Chapel	222	-
Alexandria	Christ Church	2,527	1,510
Alexandria	Church of St. Clement	245	245
Alexandria	Church of the Resurrection	160	143
Alexandria	Church of the Spirit	90	90
Alexandria	Emmanuel Church	686	463
Alexandria	Grace Episcopal Church	926	747
Alexandria	Immanuel Church on the Hill	1,025	966
Alexandria	La Iglesia de San Marcos	138	103
Alexandria	Meade Memorial Church	120	
Alexandria	St. Aidan's Church	280	280
Alexandria	St. James Church	106	103
Alexandria	St. Luke's Church	460	410
Alexandria	St. Mark's Church	276	245
Alexandria	St. Paul's Church	2,939	2,139
Annandale	St. Alban's Church	556	474
Annandale	St. Barnabas Church	420	126
Arlington	La Iglesia de Cristo Rey	156	154
Arlington	La Iglesia de San Jose	203	191
Arlington	St. Andrew's Church	207	201
Arlington	St. George's Church	496	496
Arlington	St. John's Episcopal Church	63	46
Arlington	St. Mary's Church	1,588	1,588
Arlington	St. Michael's Church	227	227
Arlington	St. Peter's Episcopal Church	1,101	972
Arlington	Trinity Church	184	161
Ashburn	St. David's Church	826	826
Ashland	Church of St James the Less	440	299
Aylett	St. David's Church	47	42
Baileys Crossroads	St. Paul's Church	71	71
Berryville	Grace Church	334	165
Berryville	St. Mary's Church	24	24
Bluemont	Church of the Good Shepherd	39	28
Bowling Green	St. Asaph's Church	115	115
Brandy Station	Christ Church	73	

Others	Average Sunday Attendance	Sunday Eucharists	16 Years and Older	Under 16 Years	Confirmed or Received
7	47	52	1	-	2
59	84	118	-	4	4
-	80	94	-	-	-
303	489	170	10	-	19
-	55	104	-	1	3
78	100	104	3	-	4
-	46	-	2	-	2
50	144	106	4	2	7
-	298	242	2	14	17
125	249	143	2	9	13
21	52	55	-	6	10
					-
30	127	159	1	-	3
17	70	98	-	-	2
25	189	111	-	10	10
26	130	105	4	4	10
536	450	245	9	35	50
102	205	105	5	-	7
41	110	102	-	-	1
5	75	53	-	-	-
32	91	52	5	2	7
20	93	77	1	2	6
163	171	103	3	-	10
24	44	98	-	-	-
89	451	187	1	17	21
4	109	118	1	-	2
190	204	155	1	10	11
25	66	99	2	1	4
435	292	101	2	9	13
7	140	221	4	2	12
5	23	45	-	4	15
-	28	51	1	-	2
8	86	63	5	1	6
-	18	19	-	-	-
-	20	-	-	-	-
7	52	52	1	-	5
					-

Parochial Statistics of the Diocese of Virginia

<b>Bremo Bluff City</b>	<b>Grace Episcopal Church Congregation</b>	<b>55 Active Members</b>	<b>55 Communicants in Good Standing</b>
Burke	Church of the Good Shepherd	442	442
Burke	St. Andrew's Church	1,149	356
Casanova	Grace Church Emmanuel Parish	47	
Catlett	St. Stephen's Church	180	117
Centreville	St. John's Church	134	108
Charles City	Westover Parish Church	308	308
Charlottesville	Christ Episcopal Church	1,525	
Charlottesville	Church of Our Saviour	519	519
Charlottesville	McIlhany Church (Albermarle)	32	12
Charlottesville	St. John the Baptist Church	45	45
Charlottesville	St. Luke's Church (Simeon)	94	82
Charlottesville	St. Paul's Ivy Church	852	798
Charlottesville	St. Paul's Memorial Church	1,629	983
Charlottesville	Trinity Episcopal Church	124	124
Christchurch	Christ Church Parish	156	156
Colonial Beach	St. Mary's Church	311	171
Columbia	St. John's Church	28	
Culpeper	St. Stephen's Episcopal Church	312	301
Delaplane	Piedmont Parish	184	181
Doswell	The Fork Church	171	161
Dunn Loring	Church of the Holy Cross	460	328
Earlsville	Buck Mountain Church	228	203
Elkton	St. Stephen & the Good Shepherd	36	
Fairfax	Holy Cross Korean Episcopal Church	32	31
Fairfax Station	St. Peter's in the Woods	428	320
Falls Church	La Iglesia de Santa Maria	357	357
Falls Church	St. Patricks Anglo Vietnamese Church	123	
Falls Church	The Falls Church Episcopal	405	405
Farnham	North Farnham Parish Church	35	35
Franconia	Olivet Church	87	73
Fredericksburg	Church of the Messiah	120	90
Fredericksburg	St. George's Church	1,238	1,104
Fredericksburg	Trinity Church	757	505
Free Union	Good Shepherd-of-the-Hills	21	19
Front Royal	Calvary Church	374	214
Glen Allen	Christ Episcopal Church	2,015	2,015
Gloucester	Ware Episcopal Church	335	331
Goochland	Grace Church	226	105
Gordonsville	Christ Church	66	63
Great Falls	St. Francis Church	639	543
Greenwood	Emmanuel Episcopal Church	439	297
Hague	Cople Parish	161	129
Hanover	Calvary Episcopal Church	101	60
Hanover	St. Paul's Episcopal Church	411	329
Harrisonburg	Emmanuel Church	558	369
Haymarket	St. Paul's Church	121	121
Heathsville	St. Stephen's Church	70	62
Henrico	Epiphany Church	342	210



Parochial Statistics of the Diocese of Virginia

- Others	16 Average Sunday Attendance	27 Sunday Eucharists	- 16 Years and Older	- Under 16 Years	- Confirmed or Received
100	201	127	3	-	3
622	292	138	10	7	20
-	-	-	-	-	-
27	37	85	-	1	1
69	42	54	3	1	4
7	56	48	2	1	5
-	-	-	-	-	-
118	254	154	2	1	3
93	35	46	-	-	-
12	31	47	-	1	1
12	54	49	-	-	1
57	230	118	-	12	12
-	261	159	5	3	12
2	73	52	-	-	-
44	91	93	-	-	-
15	67	104	-	-	-
-	-	-	-	-	-
13	129	104	6	1	11
18	51	54	-	-	1
10	54	53	2	-	4
72	147	131	-	1	1
-	72	50	1	-	6
-	-	-	-	-	-
-	22	52	3	-	3
-	181	146	2	2	10
39	743	154	13	9	32
-	-	-	-	-	-
122	262	94	8	13	22
5	18	29	-	-	1
3	38	98	-	-	1
56	106	104	1	-	2
303	383	208	5	-	10
14	232	169	3	1	4
-	12	12	-	-	-
50	107	88	-	-	-
-	504	156	1	16	25
29	110	107	2	9	12
2	58	92	-	-	3
4	35	100	-	-	-
180	170	128	-	-	-
-	149	95	4	-	7
30	54	88	1	-	2
17	37	35	-	-	-
6	95	98	3	-	3
35	144	110	5	-	5
90	74	92	-	2	9
30	44	54	5	-	6
30	83	96	-	2	3

<b>City</b>	<b>Congregation</b>	<b>Active Members</b>	<b>Communicants in Good Standing</b>
Henrico	St. Martin's Episcopal Church	303	303
Henrico	Varina Church	239	89
Herndon	St. Timothy's Church	1,401	851
Keswick	Grace Church	218	215
Kilmarnock	Grace Church	550	471
King and Queen Court House	Immanuel Church	7	6
King George	Emmanuel Church	8	8
King George	St. John's Church	63	63
King George	St. Paul's Church	157	141
Lancaster	St. Mary's Whitechapel	74	
Lancaster	Trinity Episcopal Church	66	
Leesburg	Christ Church Lucketts	39	39
Leesburg	St. Gabriel's Episcopal Church	117	95
Leesburg	St. James's Church	1,096	1,022
Loretto	Vauters Church	86	
Lorton	Pohick Church	592	454
Louisa	St. James Church	172	163
Luray	Christ Church	75	75
Madison	Piedmont/Bromfield Parish	154	
Manakin Sabot	St. Francis Episcopal Church	42	36
Manassas	Trinity Church	1,134	1,134
Markham	Episcopal Church of Leeds Parish	293	222
Mathews	Kingston Parish	202	202
McLean	St. Dunstan's Church	659	
McLean	St. Francis Korean Church	30	
McLean	St. John's Episcopal Church	1,411	1,287
McLean	St. Thomas Church	402	337
Mechanicsville	All Souls Episcopal Church	194	-
Mechanicsville	Church of the Creator	270	-
Mechanicsville	Immanuel Church	275	238
Middleburg	Emmanuel Church	116	116
Millers Tavern	Grace Church	30	21
Miller's Tavern	St. Paul's Episcopal Church	169	87
Millwood	Cunningham Chapel Parish	150	130
Mineral	Church of the Incarnation	113	31
Montpelier	Church of Our Saviour	168	-
Montross	St. James Church	116	65
Mount Jackson	St. Andrew's Church	52	
New Kent	St. Peter's Parish Church	370	314
Oak Grove	St. Peter's	115	69
Oak Hill	Church of the Epiphany	149	149
Orange	St. Thomas Episcopal Church	154	154
Orkney Springs	Cathd Shrine of the Transfiguration	4	2
Port Republic	Grace Memorial Church	57	
Port Royal	St. Peter's Church	64	64
Purcellville	St. Peter's Church	288	239
Rapidan	Emmanuel Church	61	57
Reedville	St. Mary's Church	64	58

Parochial Statistics of the Diocese of Virginia

Others	Average Sunday Attendance	Sunday Eucharists	16 Years and Older	Under 16 Years	Confirmed or Received
-	108	104	-	-	25
3	47	30	-	-	-
434	245	150	2	2	8
109	130	79	7	-	9
96	222	118	-	-	8
2	3	8	-	-	-
-	30	14	-	-	-
34	33	30	-	-	-
20	69	95	-	-	-
					-
					-
6	29	41	-	-	-
2	59	93	-	-	3
1,413	347	159	2	15	21
					-
112	249	147	4	10	17
16	88	101	1	-	1
18	49	102	1	1	5
					-
6	29	52	3	3	9
7	272	196	4	6	14
1	97	106	5	5	21
7	108	99	-	-	-
					-
					-
68	256	177	7	8	18
27	121	104	5	5	11
-	59	53	1	-	2
-	81	-	-	-	-
19	62	68	-	4	4
-	55	101	-	-	-
-	21	42	-	-	-
7	41	84	-	-	-
48	56	85	-	-	1
5	23	43	-	-	1
-	68	89	2	3	6
20	27	52	-	-	-
					-
					-
38	100	76	7	-	14
1	38	51	1	-	2
10	93	55	4	-	6
1	89	105	-	-	1
-	212	81	1	-	1
					-
					-
19	39	44	-	-	-
34	192	120	5	4	10
10	38	47	1	1	2
23	38	38	1	-	2

<b>City</b>	<b>Congregation</b>	<b>Active Members</b>	<b>Communicants in Good Standing</b>
Remington	St. Lukes' Church	50	48
Reston	St. Anne's Church	1,359	
Richmond	All Saints Church	800	562
Richmond	Christ Ascension Church	91	87
Richmond	Church of the Holy Comforter	326	326
Richmond	Emmanuel Church at Brook Hill	343	343
Richmond	Grace & Holy Trinity Church	879	851
Richmond	St. Andrew's Church	198	164
Richmond	St. Bartholomew's Episcopal Church	229	
Richmond	St. James's Church	2,992	2,439
Richmond	St. John's Church	230	192
Richmond	St. Mark's Church	333	304
Richmond	St. Mary's Episcopal Church	1,414	1,328
Richmond	St. Matthew's Episcopal Church	703	580
Richmond	St. Paul's Church	816	582
Richmond	St. Peter's Episcopal Church	55	55
Richmond	St. Philip's Church	298	298
Richmond	St. Stephen's Church	4,337	3,609
Richmond	St. Thomas Church	668	
Rixeyville	Little Fork Episcopal Church	141	107
Scottsville	St. Anne's Parish	179	
Shenandoah	St. Paul's Church	11	11
Spotsylvania	Christ Church	587	372
Springfield	St. Christopher's Church	568	568
Stafford	Aquia Church	1,132	829
Stanardsville	Grace Church	104	104
Stanley	St. George's Church	16	16
Sterling	St. Matthew's Church	835	750
Tappahannock	St. Johns Episcopal Church	274	
The Plains	Grace Church	297	113
Upperville	Trinity Church	433	228
Vienna	Church of the Holy Comforter	2,113	1,572
Warrenton	St. James Church	685	185
Warsaw	St. John's Church	32	32
Warsaw	St. Paul's Church Nomini Grove	29	29
Washington	Trinity Church	225	186
West Point	St. John's Episcopal Church	99	99
West Point	St. Paul's Church	55	40
White Marsh	Abingdon Church	265	265
White Post	Meade Memorial Church	36	
Wicomico Church	Wicomico Parish Church	234	154
Winchester	Christ Episcopal Church	650	565
Winchester	St. Paul's on the Hill Church	199	162
Woodbridge	St. Margaret's Church	211	191
Woodstock	Emmanuel Church	94	
		<b>74,742</b>	<b>54,695</b>

Parochial Statistics of the Diocese of Virginia

Others	Average Sunday Attendance	Sunday Eucharists	16 Years and Older	Under 16 Years	Confirmed or Received
2	26	52	-	1	1
					-
10	220	103	10	-	10
1	46	127	-	-	-
56	98	53	2	-	2
1	111	113	3	1	5
42	233	173	8	13	23
22	88	99	2	-	8
					-
-	555	130	8	28	40
178	87	83	8	-	10
17	104	104	2	-	2
156	227	52	10	1	14
50	236	91	3	2	6
242	213	132	1	-	2
6	34	-	-	-	-
6	133	100	10	3	13
650	1,057	294	14	50	78
					-
39	41	48	-	-	-
					-
-	11	13	-	-	-
20	97	94	2	-	4
41	142	105	-	2	2
112	182	203	2	10	13
36	57	123	-	-	-
2	16	-	-	-	-
220	375	206	-	-	1
					-
96	84	98	-	-	-
307	158	104	8	-	8
316	371	191	19	3	25
50	223	110	2	13	18
4	20	27	-	-	1
13	19	27	-	-	-
91	97	117	-	-	3
-	42	-	-	-	-
-	39	39	-	-	-
6	113	103	-	-	2
					-
80	111	98	-	-	-
14	209	105	-	5	5
8	70	108	2	-	4
20	110	70	5	-	9
					-
<b>10,300</b>	<b>20,720</b>	<b>14,639</b>	<b>345</b>	<b>415</b>	<b>1,054</b>



# Financial Statistics

(Year in parentheses is last year of filing if not 2016)

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Ada	St. Andrew's Church (2007)	0	0	0
Afton	Holy Cross Church	65,007	78,078	86,864
Aldie	Our Redeemer (2015)	172,093	172,093	172,093
Alexandria	All Saints Sharon Chapel	-	0	0
Alexandria	Christ Church	1,590,010	2,061,340	2,940,414
Alexandria	Church of St. Clement	175,110	213,816	213,816
Alexandria	Church of the Resurrection	208,474	258,295	717,222
Alexandria	Church of the Spirit (2015)	192,758	213,544	220,474
Alexandria	Emmanuel Church	431,045	570,216	617,447
Alexandria	Grace Church (2015)	933,650	1,019,266	1,254,266
Alexandria	Immanuel Church on-the-Hill	587,042	711,829	914,582
Alexandria	La Iglesia de San Marcos	17,631	53,181	59,681
Alexandria	Meade Memorial Church (2013)	123,628	196,300	197,003
Alexandria	St. Aidan's Church	291,729	407,646	447,208
Alexandria	St. James Church	227,356	323,573	341,092
Alexandria	St. Luke's Church	446,830	501,419	640,617
Alexandria	St. Mark's Church	306,215	316,341	357,551
Alexandria	St. Paul's Church	1,549,888	2,089,519	3,026,215
Annandale	St. Alban's Church	542,239	634,284	719,071
Annandale	St. Barnabas Church	314,416	318,754	358,754
Arlington	La Iglesia de Cristo Rey	23,976	83,476	83,976
Arlington	La Iglesia de San Jose	76,200	140,700	153,700
Arlington	St. Andrew's Church	311,767	391,397	450,656
Arlington	St. George's	593,455	848,293	1,519,917
Arlington	St. John's Church	130,406	165,538	183,986
Arlington	St. Mary's Church	1,679,445	1,844,745	2,006,635
Arlington	St. Michael's Church	308,206	390,661	535,408
Arlington	St. Peter's Church	808,820	902,986	1,077,883
Arlington	Trinity Church	141,270	477,625	502,870
Ashburn	St. David's Church	832,688	852,331	938,497
Ashland	Church of St. James the Less	347,512	378,069	508,175
Aylett	St. David's Church (2015)	33,062	51,263	77,263
Bailey's Crossroads	St. Paul's Church (2013)	93,823	347,948	354,403
Berryville	Grace Church	142,733	195,837	232,431



<b>EXPENSE</b>			
<b>Operating Expense</b>	<b>To the Diocese</b>	<b>Outreach and Development</b>	<b>Total Expense</b>
0	0	0	0
57,787	2,520	16,699	83,272
174,250	-	1,379	174,250
0	-	0	0
2,102,682	169,000	966,981	3,007,052
213,816	14,426	0	213,816
259,555	12,504	479,262	738,817
204,466	2,215	9,729	213,166
567,319	31,500	24,807	589,589
1,023,992	85,000	46,912	1,023,992
753,199	78,000	91,056	925,364
72,650	600	470	73,120
190,535	1,000	1,176	191,238
399,666	21,000	53,541	447,507
262,687	1,100	15,538	282,203
507,906	38,097	60,720	585,347
316,308	18,000	42,715	357,063
2,320,778	125,250	1,422,189	3,716,752
634,283	59,048	106,148	701,047
308,211	10,000	4,840	314,411
83,917	2,000	1,500	83,917
140,500	5,000	16,000	153,500
378,873	20,862	46,914	415,276
848,293	60,524	1,074,097	1,893,928
161,774	4,546	7,380	172,678
1,677,068	190,999	343,487	1,797,882
360,388	27,500	132,143	485,656
881,927	77,128	141,449	1,016,649
409,869	12,800	40,550	449,997
758,603	11,000	45,695	799,298
321,512	30,000	134,101	444,406
1,050	800	55,508	56,308
299,835	8,000	93,761	355,510
207,397	8,772	18,032	227,260

(Year in parentheses is last year of filing if not 2016)

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Berryville	St. Mary's Church	20,102	46,236	46,236
Bluemont	Church of the Good Shepherd	19,500	28,400	28,400
Bowling Green	St. Asaph's Church	92,702	93,673	118,495
Brandy Station	Christ Church (2013)	32,542	42,824	43,861
Bremo Bluff	Grace Church (2015)	23,290	52,581	52,581
Burke	Church of the Good Shepherd	713,842	859,352	862,045
Burke	St. Andrew's Church	819,435	936,970	1,396,239
Casanova	Grace Church Emmanuel Parish (2015)	105,201	105,201	105,201
Catlett	St. Stephen's Church	109,058	225,120	305,926
Centreville	St. John's Church	358,668	365,173	373,551
Charles City	Westover Parish Church	168,944	236,994	243,779
Charlottesville	Christ Church	1,216,699	1,900,331	1,900,331
Charlottesville	Church of Our Saviour	756,652	798,433	1,087,804
Charlottesville	McIlhany Church (Albermarle)	76,224	122,337	157,808
Charlottesville	St. John the Baptist Church	53,017	61,424	77,549
Charlottesville	St. Luke's Church (Simeon)	81,364	127,788	152,730
Charlottesville	St. Paul's Church, Ivy	712,248	761,318	1,113,393
Charlottesville	St. Paul's Memorial Church	639,538	835,896	856,580
Charlottesville	Trinity Church	211,880	217,512	344,391
Christchurch	Christ Church	204,972	226,059	251,254
Colonial Beach	St. Mary's Church	130,834	152,932	177,250
Columbia	St. John's Church	25,017	35,982	63,135
Culpeper	St. Stephen's Church	262,457	350,980	356,729
Delaplane	Piedmont Parish (2015)	182,884	280,195	280,195
Doswell	The Fork Church	105,441	142,722	145,769
Dunn Loring	Church of the Holy Cross	340,356	426,960	490,677
Earlysville	Buck Mountain Church	204,251	241,216	277,653
Elkton	St. Stephen & the Good Shepherd (2013)	40,400	60,597	62,323
Fairfax	Holy Cross Korean Church	38,867	79,297	79,297
Fairfax Station	St. Peter's in the Woods	424,130	477,035	478,588
Falls Church	La Iglesia de Santa Maria	95,276	395,817	395,817
Falls Church	St. Patrick's Anglo Vietnamese Church	83,880	156,613	219,103

<b>EXPENSE</b>			
<b>Operating Expense</b>	<b>To the Diocese</b>	<b>Outreach and Development</b>	<b>Total Expense</b>
37,028	1,400	1,365	37,028
0	-	0	0
97,503	7,740	40,850	137,503
37,100	2,500	3,022	39,685
48,856	2,089	5,874	48,856
704,878	27,000	83,891	789,002
876,744	113,500	496,847	1,406,389
0	-	0	0
134,053	7,500	85,259	218,452
365,580	5,500	1,136	371,123
228,085	14,000	12,932	234,370
1,676,508	45,000	239,885	1,676,508
853,752	60,639	373,039	1,190,046
106,880	4,750	17,016	138,607
46,979	3,948	3,963	50,557
131,803	10,300	24,917	132,745
754,142	55,000	133,036	866,906
834,896	68,500	38,123	856,580
202,986	15,000	12,355	212,841
220,739	7,000	500	220,739
112,618	1,600	39,664	151,482
41,026	1,500	15,293	53,444
336,445	22,060	1,047	343,579
276,850	21,000	35,614	292,714
152,132	5,000	0	152,132
434,617	5,000	54,502	495,622
247,771	9,660	91,786	293,664
60,835	2,000	3,003	63,589
62,833	2,585	750	62,833
446,176	4,500	8,551	450,924
327,824	7,091	10,344	338,168
161,294	-	25,512	200,110

(Year in parentheses is last year of filing if not 2016)

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Falls Church	The Falls Church	533,849	729,481	1,165,584
Farnham	North Farnham Parish Church	55,490	95,820	95,820
Franconia	Olivet Church	175,254	213,016	221,709
Fredericksburg	Church of the Messiah	221,163	221,163	233,023
Fredericksburg	St. George's Church	976,679	1,009,567	1,332,975
Fredericksburg	Trinity Church	549,249	555,824	598,571
Free Union	Good Shepherd of-the-Hills	5,201	55,261	55,261
Front Royal	Calvary Church	240,507	251,636	279,973
Glen Allen	Christ Church	1,092,061	1,125,823	1,620,500
Gloucester	Ware Church	231,981	314,094	314,094
Goochland	Grace Church	89,661	204,038	265,981
Gordonsville	Christ Church	86,386	111,696	111,696
Great Falls	St. Francis' Church	590,901	658,469	727,037
Greenwood	Emmanuel Church	450,710	462,795	482,795
Hague	Cople Parish	112,697	166,135	166,135
Hanover	Calvary Church	36,591	38,833	39,877
Hanover	St. Paul's Church	208,665	215,978	346,061
Harrisonburg	Emmanuel Church	330,587	357,837	407,718
Haymarket	St. Paul's Church	102,458	158,512	199,506
Heathsville	St. Stephen's Church	109,860	193,660	696,675
Henrico	Epiphany Church	214,473	215,412	244,721
Henrico	St. Martin's Church	213,496	218,030	246,201
Henrico	Varina Church	96,905	131,885	132,575
Herndon	St. Timothy's Church	623,677	652,403	692,300
Keswick	Grace Church	316,097	403,965	794,589
Kilmarnock	Grace Church	565,048	597,985	785,160
King and Queen Court House	Immanuel Church	5,743	7,279	9,479
King George	Emmanuel Church	3,467	36,259	46,260
King George	St. John's Church	73,013	73,013	73,013
King George	St. Paul's Church	-	0	0
Lancaster	St. Mary's Whitechapel (2014)	116,714	201,764	336,584
Lancaster	Trinity Church	59,222	69,376	79,139
Leesburg	Christ Church Lucketts	50,304	86,455	93,933

<b>EXPENSE</b>			
<b>Operating Expense</b>	<b>To the Diocese</b>	<b>Outreach and Development</b>	<b>Total Expense</b>
909,986	36,725	241,833	1,140,184
69,498	1,550	1,733	69,498
201,893	12,100	947,451	1,151,010
208,868	7,500	26,549	220,948
958,699	108,000	247,762	1,226,126
537,488	57,273	54,069	597,829
10,111	700	32,175	41,286
303,491	3,669	27,187	330,678
1,175,986	63,500	415,263	1,508,125
238,467	20,194	64,109	296,245
209,886	7,637	50,896	261,898
111,696	9,480	0	111,696
658,469	40,000	98,385	749,711
512,920	44,100	19,641	527,685
31,180	11,216	12,893	41,395
32,206	1,600	802	32,206
220,051	19,000	133,975	351,375
382,753	31,000	50,406	432,017
192,343	2,814	74,089	267,099
177,658	14,000	21,732	210,990
220,683	9,500	37,418	252,601
192,495	3,600	23,654	216,449
128,825	3,500	770	128,825
632,614	25,000	231,811	859,118
75,740	17,600	336,826	394,566
549,151	20,000	148,215	705,136
5,465	55	5,095	10,385
24,761	500	41,649	66,410
70,040	300	10,890	80,930
0	-	0	0
193,732	14,000	29,575	311,732
64,928	7,570	18,137	80,740
62,658	8,500	31,553	93,006

(Year in parentheses is last year of filing if not 2016)

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Leesburg	St. Gabriel's Church (2015)	89,775	159,031	218,323
Leesburg	St. James Church	895,090	960,896	1,123,320
Loretto	Vauter's Church (2014)	56,230	151,305	162,173
Lorton	Pohick Church	665,217	740,628	795,970
Louisa	St. James Church	176,356	205,659	221,084
Luray	Christ Church	115,424	160,392	181,455
Madison	Piedmont/Bromfield Parish	87,462	87,462	87,462
Manakin Sabot	St. Francis Church	42,348	86,095	86,317
Manassas	Trinity Church (2015)	522,845	655,664	655,664
Markham	Episcopal Church of Leeds Parish (2015)	288,291	325,310	414,325
Mathews	Kingston Parish	270,528	318,073	363,172
McLean	St. Dunstan's Church	349,454	484,503	562,694
McLean	St. Francis Korean Church	-	0	0
McLean	St. John's Church (2015)	1,032,644	1,140,629	1,284,870
McLean	St. Thomas Church	421,996	497,870	546,608
Mechanicsville	All Souls Church	99,969	148,190	152,556
Mechanicsville	Church of the Creator	142,721	187,194	213,583
Mechanicsville	Immanuel Church	177,132	201,686	203,128
Middleburg	Emmanuel Church	-	0	0
Millers Tavern	Grace Church	19,590	24,478	24,478
Millers Tavern	St. Paul's Church	155,406	165,782	180,849
Millwood	Cunningham Chapel Parish	137,519	205,269	236,823
Mineral	Church of the Incarnation	49,471	67,871	83,747
Montpelier	Church of Our Saviour	129,700	204,592	277,698
Montross	St. James' Church	64,044	96,550	119,518
Mount Jackson	St. Andrew's Church (2014)	71,480	72,871	82,471
New Kent	St. Peter's Parish Church	256,922	262,848	315,361
Oak Grove	St. Peter's	104,263	114,948	164,193
Oak Hill	Church of the Epiphany	197,723	526,538	528,711
Orange	St. Thomas' Church	198,459	260,643	410,000
Orkney Springs	Cathedral Shrine of the Transfiguration	2,696	2,696	2,696
Port Republic	Grace Memorial Church	53,011	78,863	78,863
Port Royal	St. Peter's Church	104,631	112,094	176,963
Purcellville	St. Peter's Church (2015)	416,539	442,898	494,582

Financial Statistics

<b>EXPENSE</b>			
<b>Operating Expense</b>	<b>To the Diocese</b>	<b>Outreach and Development</b>	<b>Total Expense</b>
228,931	9,600	4,759	234,284
856,809	25,000	62,751	993,930
149,427	3,000	20,286	167,617
735,510	23,000	125,971	861,946
196,910	12,400	24,691	221,083
167,042	6,853	18,534	185,576
89,767	6,500	1,100	89,767
91,046	3,000	700	91,046
629,369	26,600	5,800	639,369
330,233	16,000	62,790	395,475
319,318	19,050	12,589	363,278
489,903	37,200	67,911	551,986
0	-	0	0
1,346,238	176,374	128,816	1,519,978
477,897	31,507	50,444	529,264
150,564	3,500	2,483	150,708
182,673	2,000	20,108	203,088
196,411	11,900	45	197,853
0	-	0	0
22,275	1,000	300	22,875
122,026	10,400	13,551	127,981
160,679	13,400	35,782	194,125
72,256	2,808	14,502	85,719
177,663	5,500	56,380	234,074
80,616	5,000	19,405	99,135
86,130	7,330	16,811	99,581
256,156	19,448	57,166	318,425
86,939	2,200	29,218	116,350
476,478	9,500	22,124	498,602
241,235	17,432	97,609	326,423
10,000	10,000	0	10,000
59,013	-	2,417	59,013
96,429	4,000	132,956	234,635
474,871	9,671	12,576	474,871

(Year in parentheses is last year of filing if not 2016)

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Rapidan	Emmanuel Church	71,479	83,357	98,230
Reedville	St. Mary's Church (2015)	79,313	144,033	201,656
Remington	St. Luke's Church	33,316	64,405	80,673
Reston	St. Anne's Church	896,303	1,165,897	1,243,310
Richmond	All Saints Church	997,948	1,088,663	1,309,236
Richmond	Christ Ascension Church	91,655	164,451	164,451
Richmond	Church of the Holy Comforter	265,555	281,990	293,401
Richmond	Emmanuel Church at Brook Hill	285,095	431,131	514,498
Richmond	Grace & Holy Trinity Church	838,810	1,598,987	1,724,358
Richmond	St. Andrew's Church	168,534	219,716	343,337
Richmond	St. Bartholomew's Church (2013)	124,401	144,124	144,987
Richmond	St. James's Church	2,195,795	2,430,277	2,866,930
Richmond	St. John's Church	252,432	413,529	545,280
Richmond	St. Mark's Church	266,992	318,785	342,474
Richmond	St. Mary's Church	1,074,640	1,191,755	1,297,093
Richmond	St. Matthew's Church	674,255	734,380	758,239
Richmond	St. Paul's Church (2014)	792,990	2,078,130	2,255,382
Richmond	St. Peter's Church	48,147	119,220	228,520
Richmond	St. Philip's Church	315,000	345,000	355,000
Richmond	St. Stephen's Church	2,744,682	3,573,601	5,013,591
Richmond	St. Thomas' Church (2014)	360,958	443,772	574,930
Rixeyville	Little Fork Church	88,983	99,133	182,052
Scottsville	St. Anne's Parish (2013)	101,039	125,484	142,780
Shenandoah	St. Paul's Church	2,260	10,260	11,010
Spotsylvania	Christ Church	280,988	339,825	354,088
Springfield	St. Christopher's Church	392,665	418,282	566,019
Stafford	Aquia Church	388,671	584,521	891,235
Stanardsville	Grace Church	97,346	115,949	120,103
Stanley	St. George's Church	7,680	18,425	30,425
Sterling	St. Matthew's Church	649,145	691,210	823,474
Tappahannock	St. John's Church	137,650	141,312	145,822
The Plains	Grace Church	276,212	448,935	798,935
Upperville	Trinity Church	681,589	1,019,448	1,215,008



<b>EXPENSE</b>			
<b>Operating Expense</b>	<b>To the Diocese</b>	<b>Outreach and Development</b>	<b>Total Expense</b>
102,887	5,450	17,913	112,843
127,370	2,204	46,570	192,077
62,441	4,549	11,133	70,523
1,144,170	64,236	92,530	1,214,625
1,035,493	34,000	173,449	1,249,005
178,959	8,000	2,865	178,959
281,990	13,500	22,204	302,768
425,300	10,000	51,089	475,932
1,437,853	70,000	338,087	1,724,250
230,095	13,000	108,776	332,943
186,184	6,394	11,082	195,247
2,370,496	171,000	628,649	2,714,554
430,946	17,000	62,974	477,524
355,617	15,802	10,987	368,691
1,085,302	75,000	31,186	1,085,302
782,332	10,162	92,521	827,420
2,074,854	162,500	294,023	2,111,211
121,727	2,000	0	121,827
343,000	24,000	55,000	389,000
3,570,800	216,440	1,779,830	5,070,824
412,351	31,947	99,338	504,883
105,769	1,500	114,711	216,749
116,189	550	57,219	176,856
8,782	-	6,790	15,572
328,655	6,110	13,210	342,941
425,999	41,500	64,834	491,214
608,903	12,000	243,820	835,638
114,341	7,989	6,168	118,023
17,187	500	12,125	29,187
632,187	47,136	201,343	827,530
143,498	5,250	7,196	148,498
425,335	6,750	0	425,335
1,015,737	69,910	72,569	1,056,420

Financial Statistics

(Year in parentheses is last year of filing if not 2016)

City	Congregation	REVENUE		
		Plate & Pledge	Operating Revenue	Total Revenue
Vienna	Church of the Holy Comforter	1,121,612	1,170,097	2,471,181
Warrenton	St. James Church	606,036	686,596	1,113,476
Warsaw	St. John's Church	105,178	123,512	130,837
Warsaw	St. Paul's Church Nomini Grove	25,905	31,004	31,004
Washington	Trinity Church	190,632	216,406	673,103
West Point	St. John's Church	155,874	158,374	158,374
West Point	St. Paul's Church	25,292	36,227	36,227
White Marsh	Abingdon Church	222,622	308,859	366,765
White Post	Meade Memorial Church (2013)	33,354	61,004	61,004
Wicomico Church	Wicomico Parish Church	300,500	300,500	315,500
Winchester	Christ Church	576,413	605,733	819,985
Winchester	St. Paul's on the Hill Church (2015)	-	0	0
Woodbridge	St. Margaret's Church	213,209	327,810	333,199
Woodstock	Emmanuel Church (2014)	130,648	149,105	156,170
		<b>57,371,003</b>	<b>72,260,537</b>	<b>90,102,814</b>

Financial Statistics

<b>EXPENSE</b>			
<b>Operating Expense</b>	<b>To the Diocese</b>	<b>Outreach and Development</b>	<b>Total Expense</b>
1,163,039	135,000	723,526	1,923,138
663,179	54,500	615,070	1,280,487
109,765	1,175	650	111,554
24,950	1,000	0	24,950
207,999	15,274	504,425	706,651
156,074	15,582	5,000	158,324
10,973	1,000	24,991	35,964
316,414	22,632	38,127	367,355
61,368	1,000	2,456	62,718
285,000	7,000	36,500	314,500
591,617	46,000	230,409	836,268
0	-	0	0
326,020	8,002	6,138	326,020
122,431	11,520	35,000	156,984
<b>70,087,162</b>	<b>4,271,973</b>	<b>18,864,456</b>	<b>87,291,709</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, 2016  
(with comparative totals for December 31, 2015)***

***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, 2016, 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, 2016, 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 2015 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated December 7, 2016. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2015 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 December 31, 2016 and 2015 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.



Richmond, Virginia  
October 25, 2017

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**STATEMENT OF FINANCIAL POSITION**

DECEMBER 31, 2016 (WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2015)

	2016			2015	
	Operating Funds	Designated Funds	Development Funds	Other Funds	Total
<b>ASSETS</b>					
Current Assets:					
Cash and cash equivalents	\$ 3,389,720	\$ -	\$ -	\$ -	\$ 3,389,720
Investments - STAMP	732,729	32,209	-	293,095	1,058,033
Accounts receivable:					
Church pledges to the Diocese	299,141	-	-	-	299,141
Related organizations	50,532	-	-	-	50,532
Pledges receivable - current portion	-	-	210,271	-	210,271
Other	6,316	77,975	-	-	84,291
Prepaid expenses	5,692	34,630	-	-	40,322
Real estate held available for sale	-	3,608,757	-	-	3,608,757
Current portion of notes receivable	-	-	-	4,575	4,575
<b>Total Current Assets</b>	<b>4,484,130</b>	<b>3,753,571</b>	<b>210,271</b>	<b>297,670</b>	<b>8,745,642</b>
Investments - Trustees of the Funds	757,715	875,828	117,267	19,184,998	20,935,808
Pledges receivable - less current portion	-	-	323,769	-	323,769
Interfund amounts	(5,499,490)	2,673,009	1,173,020	1,653,461	-
Property and equipment - net	194,100	-	-	-	194,100
Other Assets:					
Real estate	-	55,370,998	-	-	55,370,998
Notes receivable - less current portion	-	-	-	-	-
Beneficial interest in trusts	-	-	-	216,682	216,682
<b>Total Other Assets</b>	<b>-</b>	<b>55,370,998</b>	<b>-</b>	<b>216,682</b>	<b>55,587,680</b>
Assets Held as Agent:					
Investments held for others	-	-	-	659,537	659,537
Less investment held for others	-	-	-	(659,537)	(626,693)
<b>Total Other Assets</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Assets</b>	<b>\$ (63,545)</b>	<b>\$ 62,673,406</b>	<b>\$ 1,824,327</b>	<b>\$ 21,352,811</b>	<b>\$ 85,786,999</b>
					<b>\$ 87,323,856</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, 2016 (WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2015)

	2016			2015		
	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	312,085	-	56,231	-	368,316	369,467
Related organizations	-	46,695	-	-	46,695	46,695
Other	38,728	-	-	-	38,728	66,215
Prepaid rent	-	15,500	-	-	15,500	15,500
Current portion of notes payable	1,685	98,077	-	-	99,762	149,157
Total Current Liabilities	352,498	2,648,950	56,231	-	3,057,679	3,135,712
Long-Term Liabilities:						
Deferred revenue	-	68,660	-	-	68,660	35,289
Notes payable - less current portion	-	3,689,812	-	-	3,689,812	3,725,677
<b>Total Liabilities</b>	352,498	6,407,422	56,231	-	6,816,151	6,896,678
<b>NET ASSETS</b>						
Unrestricted:						
Undesignated	(416,043)	-	-	12,897,033	12,480,990	12,089,191
Board designated	-	55,000,706	-	-	55,000,706	54,880,615
Total Unrestricted	(416,043)	55,000,706	-	12,897,033	67,481,696	66,969,806
Temporarily restricted	-	1,194,727	1,064,510	6,064,511	8,323,748	8,219,018
Permanently restricted	-	70,551	703,586	2,391,267	3,165,404	5,238,354
<b>Total Net Assets (Deficit)</b>	(416,043)	56,265,984	1,768,096	21,352,811	78,970,848	80,427,178
	\$ (63,545)	\$ 62,673,406	\$ 1,824,327	\$ 21,352,811	\$ 85,786,999	\$ 87,323,856

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

YEAR ENDED DECEMBER 31, 2016 (WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2015)

	2016			2015		
	Operating Funds	Designated Funds	Development Funds	Other Funds	Total	Total
Operating Revenue:						
Camps and conferences	\$ 35,434	\$ 472,143	\$ -	\$ -	\$ 472,143	\$ 486,641
Income from Virginia Episcopalian					35,434	32,907
Total Operating Revenue	35,434	472,143	-	-	507,577	519,548
Support and Other Revenue:						
Gain from sale from real estate	-	-	-	-	-	1,636,221
Gain from transfer of property	-	707,200	-	-	707,200	-
Pledges from churches	4,228,475	-	-	-	4,228,475	4,244,810
Individual pledges and gifts	19,645	-	-	-	19,645	101,070
Health insurance admin reimbursement	102,919	-	-	-	102,919	106,386
Investment income (loss)	57,774	70,061	11,731	1,098,346	1,237,912	(529,819)
Change in beneficial interest in trust	-	-	-	(42,400)	(42,400)	(174,770)
Retraction from Trustees in beneficial interest in trust	-	-	-	(2,071,299)	(2,071,299)	-
Other restricted income	33,951	363,741	319,433	114,101	831,226	1,260,579
Other	350	202,122	183	54,816	257,471	613,195
	4,443,114	1,343,124	331,347	(846,436)	5,271,149	7,257,672
Net assets released from restrictions	730,798	-	(409,172)	(321,626)	-	-
Total Support and Other Revenue	5,173,912	1,343,124	(77,825)	(1,168,062)	5,271,149	7,257,672
Total Revenue and Support	5,209,346	1,815,267	(77,825)	(1,168,062)	5,778,726	7,777,220
Expenses and Other Deductions:						
Support of our greater Church community	767,275	-	-	-	767,275	852,895
Ministry areas in the Diocese:						
Christian Formation	271,013	-	-	-	271,013	236,332
Strengthening our Churches	791,064	-	-	-	791,064	719,476
Mission and outreach	74,898	-	-	-	74,898	68,201
Ministry	74,766	-	-	-	74,766	83,153
Human Dignity and Justice	10,007	-	-	-	10,007	10,904
Governance and commission support	15,017	-	-	-	15,017	15,507
Communications and technology across the Diocese	85,169	-	-	-	85,169	69,788

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, 2016 (WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2015)

	2016			2015		
	Operating Funds	Designated Funds	Development Funds	Other Funds	Total	Total
Bishops, staff and support	\$ 2,785,900	\$ -	\$ -	\$ -	\$ 2,785,900	\$ 2,829,933
Camps and conferences	-	622,118	-	-	622,118	630,456
Other operating expenses	-	330,771	-	-	330,771	635,204
Aid to individuals and organizations	-	272,862	-	-	272,862	292,038
Support services for mission and ministry	-	201,256	-	-	201,256	641,941
Contribution expense	260,549	-	-	-	260,549	778,495
Other designated and restricted fund expenditures	470,249	202,142	-	-	672,391	774,950
Total Expenses and Other Deductions	5,605,907	1,629,149	-	-	7,235,056	8,639,273
Excess (deficiency) of revenue and support over expenses and other deductions	(396,561)	186,118	(77,825)	(1,168,062)	(1,456,330)	(862,053)
Transfer of Funds:						
Other	379,041	68,103	51,355	(498,499)	-	-
Total Transfers of Funds	379,041	68,103	51,355	(498,499)	-	-
Change in Net Assets:						
Unrestricted	(17,520)	120,090	-	409,320	511,890	(450,590)
Temporarily restricted	-	134,131	(63,643)	34,242	104,730	(202,264)
Permanently restricted	-	-	37,173	(2,110,123)	(2,072,950)	(209,199)
	(17,520)	254,221	(26,470)	(1,666,561)	(1,456,330)	(862,053)
Net assets (deficit) - beginning of year	(398,523)	56,011,763	1,794,566	23,019,372	80,427,178	81,289,231
Net assets (deficit) - end of year	\$ (416,043)	\$ 56,265,984	\$ 1,768,096	\$ 21,352,811	\$ 78,970,848	\$ 80,427,178

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, 2016

(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED DECEMBER 31, 2015)

	2016	2015
	<u>All Funds</u>	
<b>Cash flows from operating activities:</b>		
Change in net assets	\$ (1,456,330)	\$ (862,053)
Adjustments to reconcile change in net assets to net cash from operating activities:		
Depreciation	40,070	46,388
Gain on sale of real estate	-	(1,636,221)
Gain on transfer of real estate property	(707,200)	-
Unrealized loss (gain) on investments - net	(407,132)	1,362,361
Retraction from Trustees in beneficial interest in trust	2,071,299	-
Decrease in beneficial interest in trusts	42,400	174,770
Change in:		
Accounts receivable	221,989	(278,517)
Prepaid expenses	(17,237)	7,545
Accounts payable and accrued liabilities	(28,638)	45,647
Deferred revenue	33,371	(85,733)
Net cash used in operating activities	<u>(207,408)</u>	<u>(1,225,813)</u>
<b>Cash flows from investing activities:</b>		
Payments received on notes receivable	44,544	54,462
Purchase of investments	(320,441)	(426,410)
Proceeds from sale of investments	17,500	221,356
Proceeds from sale of real estate	-	4,054,821
Purchase of property and equipment	(39,338)	(38,795)
Net cash provided by (used in) investing activities	<u>(297,735)</u>	<u>3,865,434</u>
<b>Cash flows from financing activities:</b>		
Payments on line of credit	-	(5,644)
Principal payments on notes payable	(85,260)	(88,058)
Net cash used in financing activities	<u>(85,260)</u>	<u>(93,702)</u>
Net change in cash and cash equivalents	(590,403)	2,545,919
Cash and cash equivalents - beginning of year	3,980,123	1,434,204
Cash and cash equivalents - end of year	<u>\$ 3,389,720</u>	<u>\$ 3,980,123</u>
<b>Supplemental disclosure of cash flow information:</b>		
Cash paid for interest	<u>\$ 157,873</u>	<u>\$ 148,161</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, 2016

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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, 2016

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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, 2016.

*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, 2016 the Diocese had \$2,528,727 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, 2016

**Note 3—Investments**

Investments are reported at fair value. Investments consist of the following at December 31, 2016:

	<u>Fair Value</u>	<u>Cost</u>
Investments - STAMP	\$ 1,058,033	\$ 1,073,539
Investments - Trustees of the Funds	20,935,808	10,819,425
	<u>\$ 21,993,841</u>	<u>\$ 11,892,964</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, 2016:

Diocesan Missionary Society	\$ 7,250
STAMP income	13,701
STAMP unrealized gain	5,815
Trustees of the Funds income	809,740
Trustees of the Funds unrealized gain	401,317
Interest on notes receivable	89
	<u>\$ 1,237,912</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, 2016. 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>	\$ 20,935,808	n/a	n/a	Daily	None
STAMP <sup>(b)</sup>	\$ 1,058,033	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 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, 2016

**Note 5—Notes receivable**

Notes receivable consisted of the following at December 31, 2016:

**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, 2016, as follows:

Pledges receivable	\$ 534,040
Less current portion	<u>(210,271)</u>
	<u>\$ 323,769</u>
Gross amounts to be collected in:	
Less than one year	\$ 210,271
One to five years	<u>350,189</u>
	560,460
Less:	
4% discount	<u>(26,420)</u>
Fair value	<u>\$ 534,040</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 2016 was \$26,420 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, 2016

**Note 7—Property and equipment**

Major classes of property and equipment consisted of the following at December 31, 2016:

Equipment	\$ 302,508
Vehicles	163,061
	<u>465,569</u>
Less accumulated depreciation	<u>(271,469)</u>
	<u>\$ 194,100</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. During the year, the Trustees of the Funds reversed a prior Board's decision that granted the entire allocation to the Diocese, which resulted in a retraction in the beneficial interest in trusts in the amount of \$2,071,299 on the statement of activities. The fair value of the interest in the trusts is \$216,682 at December 31, 2016, 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 2016, salary costs incurred and subsequently reimbursed were \$285,892 and \$26,397 for Trustees of the Funds and Diocesan Missionary Society, respectively. As of December 31, 2016, the Diocese also had related-party receivables with the TOTF, DMS, and Memorial Trustees in the amount of \$21,374, \$26,461, and \$2,697, 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 2016, the Diocese paid \$388,137 for room and board to Shrine Mont as a part of these programs.

In 2016, the Diocese paid \$260,549 of construction costs on Shrine Mont's behalf for renovation of the camps' facilities.

The Diocesan Missionary Society provides loans to organizations within the Diocese that are in financial need. Five loans to the Diocese are outstanding as of December 31, 2016, with a balance of \$3,789,574.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2016

**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 2016 was \$147,882. 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 2016 was \$139,694.

**Note 11—Notes payable and line of credit**

Notes payable consisted of the following as of December 31, 2016:

Note payable to DMS - collateralized by real property, due in monthly installments of \$1,429, including interest at 5.50%, with the remaining principal due in full August 2028, assuming all future 5-year extensions are granted.	\$ 143,970
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.	209,631
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.	1,550,536
Note payable to DMS - collateralized by real property, due in monthly installments of \$568, including interest at 6.50%, with the remaining principal due in full October 2017, assuming all future 5-year extensions are granted.	2,240
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.	1,883,197
	<u>3,789,574</u>
Less current portion	<u>(99,762)</u>
	<u>\$ 3,689,812</u>

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2016

**Note 11—Notes payable and line of credit (continued)**

Estimated future principal payments on notes payable for years ending December 31 follow:

2017	\$ 99,762
2018	95,360
2019	1,651,068
2020	105,994
2021	111,761
Thereafter	<u>1,725,629</u>
	<u>\$ 3,789,574</u>

The Diocese has a \$2,500,000 line of credit available from SunTrust Bank to fund cash requirements through October 31, 2017. As of December 31, 2016, 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% (1.767% at December 31, 2016). Repayment of the line of credit is due in full upon the sale of real estate located in Prince William County, Virginia or at October 31, 2017, 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.

**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, 2016 are as follows:

2017	\$ 19,992
2018	19,992
2019	19,992
2020	17,682
2021	<u>14,091</u>
	<u>\$ 91,749</u>

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2016

**Note 12—Lease commitments (continued)**

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, 2016:

2017	\$ 201,529
2018	224,575
2019	227,712
2020	193,230
2021	120,000
Thereafter	<u>1,240,000</u>
	<u>\$ 2,207,046</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, 2016 was \$3,371,170. 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 2017 through 2018. 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, 2016, this amounted to \$1,288,404.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2016

**Note 14—Restricted net assets**

The Diocese had restrictions on net assets as follows at December 31, 2016:

	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>
Development funds	\$ 1,064,510	\$ 703,586
Diocesan programs	2,608,385	-
Bishop's programs	4,650,853	2,245,136
Beneficial interest in perpetual trusts	-	216,682
	<u>\$ 8,323,748</u>	<u>\$ 3,165,404</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, 2016 is as follows:

	<u>Operating Funds</u>	<u>Designated Funds</u>	<u>Development Funds</u>	<u>Other Funds</u>
Program	\$ 3,441,971	\$ 1,629,149	\$ -	\$ -
Administrative and general	2,057,072	-	-	-
Fundraising	106,864	-	-	-
	<u>\$ 5,605,907</u>	<u>\$ 1,629,149</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, 2016

**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 2016.

*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, 2016:

<b>Assets at Fair Value as of December 31, 2016</b>				
	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
Beneficial interest in trusts	\$ -	\$ -	\$ 216,682	\$ 216,682
Pledges receivable	-	-	534,040	534,040
Total assets measured at NAV	-	-	-	21,993,841
Total assets at fair value	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 750,722</u>	<u>\$ 22,744,563</u>

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2016

**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 2016.

	<b>Beneficial Interest in Trusts</b>	<b>Pledges Receivable</b>
<b>Balance – beginning of year</b>	<u>\$ 2,330,381</u>	<u>\$ 706,967</u>
New pledges	-	104,612
Pledge payments received	-	(239,453)
Retraction from Trustees in beneficial interest in trust	(2,071,299)	-
Change in fair value	<u>(42,400)</u>	<u>(38,086)</u>
Net decrease	<u>(2,113,699)</u>	<u>(172,927)</u>
<b>Balance – end of year</b>	<u><u>\$ 216,682</u></u>	<u><u>\$ 534,040</u></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, 2016

**Note 17—Endowment funds (continued)**

A summary of the activity in endowment funds for the year ended December 31, 2016 is as follows:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Endowment net assets-- beginning of year	\$ (18,853)	\$ 3,527,804	\$ 2,253,882	\$ 5,762,833
Investment return:				
Investment income	13,086	73,765	2,086	88,937
Net realized and unrealized losses	(9,155)	123,509	742	115,096
Appropriation for expenditure	-	(13,000)	-	(13,000)
Endowment net assets-- end of year	<u>\$ (14,922)</u>	<u>\$ 3,712,078</u>	<u>\$ 2,256,710</u>	<u>\$ 5,953,866</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 2015 in the accompanying financial statements are included to provide a basis for comparison with 2016 and are not intended to present all information necessary for a fair presentation of the summarized 2015 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 2015, 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 October 25, 2017, the date the financial statements were available to be issued.

The Diocese has entered into a contract, in 2017, to sell the Lee Highway in Prince William County property for approximately \$3,000,000. This could result in a gain on sale of property of approximately \$2,700,000 in 2017.

The Diocese has extended the contract to sell the Centreville Road property in Fairfax County, which is now expected to be sold in 2017 for approximately \$2,700,000. This could result in a gain on sale of property of approximately \$1,700,000 in 2017.

The Diocese has sold the Ridgefield Parkway property in Richmond for approximately \$1.2 million, which resulted in a loss on sale of property of approximately \$470,000 in 2017.

**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, 2016 AND 2015

	2016		2015	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
<b>Support and Revenue:</b>					
Pledges from churches	\$ 4,427,625	\$ 4,228,475	\$ 4,244,810	\$ (199,150)	-4.50%
Other gifts, grants and pledges	103,500	53,596	138,898	(49,904)	-48.22%
Investment income (loss)	26,000	57,774	(13,164)	31,774	100.00%
Income from Virginia Episcopalian	50,000	35,434	32,907	(14,566)	-29.13%
Health insurance administration	90,000	102,919	106,386	12,919	14.35%
Miscellaneous income	-	350	64,179	350	0.00%
	4,697,125	4,478,548	4,574,016	(218,577)	-4.65%
Net assets released from restrictions	442,200	730,798	982,844	288,598	65.26%
<b>Total Support and Revenue</b>	<b>5,139,325</b>	<b>5,209,346</b>	<b>5,556,860</b>	<b>70,021</b>	<b>1.36%</b>
<b>Expenses:</b>					
<b>Ministry areas:</b>					
General Church Support	765,317	767,275	852,895	(1,958)	-0.26%
<b>Christian Formation:</b>					
Committee on Christian Formation	231,308	200,076	204,959	31,232	13.50%
Youth ministry development	12,000	11,437	6,697	563	4.69%
Clergy and diocesan conferences	13,490	56,457	22,156	(42,967)	-318.51%
Education for ministry program	2,500	3,043	2,520	(543)	-21.72%
	259,298	271,013	236,332	(11,715)	-4.52%
<b>Strengthening Our Churches:</b>					
Aid to mission churches	624,500	577,395	592,355	47,105	7.54%
Aid to mountain missions	87,458	77,938	83,649	9,520	10.89%
Special ministries and other committees	58,500	77,260	(3,192)	(18,760)	-32.07%
Other areas for strengthening our churches	56,900	58,471	46,664	(1,571)	-2.76%
	827,358	791,064	719,476	36,294	4.39%
<b>Mission and Outreach:</b>					
Committee on Mission and Outreach	27,700	21,648	14,951	6,052	21.85%
Other mission and outreach areas	63,250	53,250	53,250	10,000	15.81%
	90,950	74,898	68,201	16,052	17.65%
<b>Ministry:</b>					
Commission on Ministry	126,618	74,766	83,153	51,852	40.95%
<b>Human Dignity and Justice:</b>					
Areas for Human Need and Justice	17,170	10,007	10,904	7,163	41.72%
<b>Total ministry areas</b>	<b>2,086,711</b>	<b>1,989,023</b>	<b>1,970,961</b>	<b>97,688</b>	<b>4.68%</b>

See report of independent auditor on supplementary information.

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON**  
**OF SUPPORT AND REVENUES AND EXPENSES (CONTINUED)**

YEARS ENDED DECEMBER 31, 2016 AND 2015

	2016		2015	Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable) Amount	Percent
<b>Expenses (continued)</b>					
Governance & Committee Support:					
Standing Committee	\$ 3,000	\$ 1,573	\$ 817	\$ 1,427	47.57%
Executive Board, Deans and Presidents	3,700	1,419	2,904	2,281	61.65%
Other committee support	32,025	12,025	11,786	20,000	62.45%
	<u>38,725</u>	<u>15,017</u>	<u>15,507</u>	<u>23,708</u>	<u>61.22%</u>
Communications & Technology:					
Virginia Episcopalian and eCommunique	64,000	45,730	46,797	18,270	28.55%
Other communications expenses	28,500	39,439	22,991	(10,939)	-38.38%
	<u>92,500</u>	<u>85,169</u>	<u>69,788</u>	<u>7,331</u>	<u>7.93%</u>
Bishops, Staff and Support:					
The Episcopate:					
Bishops	493,666	487,878	490,144	5,788	1.17%
Episcopal office staff	526,890	476,089	462,126	50,801	9.64%
Other expenses of the Office of the Bishop	5,500	3,065	5,032	2,435	44.27%
Bishops and Episcopal office travel	88,350	20,475	36,921	67,875	76.83%
	<u>1,114,406</u>	<u>987,507</u>	<u>994,223</u>	<u>126,899</u>	<u>11.39%</u>
Staff:					
Professional staff	1,316,918	924,792	1,307,537	392,126	29.78%
Staff travel	32,216	133,139	113,593	(100,923)	-313.27%
Other staff expenses	12,450	361,354	42,989	(348,904)	-2802.44%
	<u>1,361,584</u>	<u>1,419,285</u>	<u>1,464,119</u>	<u>(57,701)</u>	<u>-4.24%</u>
Support:					
Automobile expenses	48,000	16,646	71,938	31,354	65.32%
Office supplies, equipment and services	117,300	121,778	112,557	(4,478)	-3.82%
Building related expenses	103,400	160,046	40,641	(56,646)	-54.78%
Professional fees	50,000	71,657	112,021	(21,657)	-43.31%
Other expenses	2,900	8,981	34,434	(6,081)	-209.69%
	<u>321,600</u>	<u>379,108</u>	<u>371,591</u>	<u>(57,508)</u>	<u>-17.88%</u>
Total Bishop's staff and support	<u>2,797,590</u>	<u>2,785,900</u>	<u>2,829,933</u>	<u>11,690</u>	<u>0.42%</u>
Expended assets released from restrictions:					
Aid to individuals and organizations	-	730,798	982,844	-	-
<b>Total expenses</b>	<u>5,015,526</u>	<u>5,605,907</u>	<u>5,869,033</u>	<u>(590,381)</u>	<u>-11.77%</u>

See report of independent auditor on supplementary information.

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON**  
**OF SUPPORT AND REVENUES AND EXPENSES (CONTINUED)**

YEARS ENDED DECEMBER 31, 2016 AND 2015

	2016		2015	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
	<b>Excess (deficiency) of support and revenue over expenses</b>	\$ 123,799	\$ (396,561)	\$ (312,173)	\$ (520,360)
Transfer of funds:					
Reserve accounts	-	51,664	(29,920)	51,664	100.00%
Shrine Mont camp program support	(122,500)	(122,500)	(122,500)	-	0.00%
Other	-	449,877	401,711	449,877	100.00%
	<u>(122,500)</u>	<u>379,041</u>	<u>249,291</u>	<u>501,541</u>	<u>-409.42%</u>
<b>Total changes in net assets after transfers</b>	<u>\$ 1,299</u>	<u>\$ (17,520)</u>	<u>\$ (62,882)</u>	<u>\$ (18,819)</u>	<u>-1448.73%</u>

See report of independent auditor on supplementary information.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF DESIGNATED FUNDS**

DECEMBER 31, 2016 AND 2015

	<b>2016</b>	<b>2015</b>
Aheron Scholarship	\$ (2,486)	\$ 14
Annual Council Fund	(100,365)	(49,878)
Atlee Mission Fund	(305,682)	(304,172)
Auto Reserve	(44,250)	(21,191)
Biggar/Power Fund	600	600
Bishop Johnston Vestments	46,000	-
Bishops & Staff Reserve	500	500
Bishop's Designated for Tanzania	53,725	56,125
Bishop's DMS Grant	(2)	(2)
Box Hill Income Fund	94,732	94,732
Building Repairs Reserve	(53,551)	(19,456)
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	11,018	6,494
Congregational Development & Revitalization	23,697	23,697
Council Scholarship Fund	310	275
Cursillo in the Diocese of VA	5,344	5,344
DaySpring	1,075,329	1,371,440
DaySpring Real Estate Fund	38,896,220	38,896,220
Deacons Reserve	47,484	47,484
Des - Intern - M&O	(2,500)	5,000
Des - St. Andrew's Charlottesville	87,474	107,258
Des - Trinity Highland Springs	31,341	2,074
Diaconal Formation Institute	(35,121)	(37,953)
Diocesan Cemetery Fund	9,352	2,198
Diocesan Historic Property Fund	1,110	19,115
Diocesan Intern Program	5,000	5,000
Diocesan Program Office	21,110	21,110
Diocese of Madagascar	100	100
Diocese of Renk -- Sudan	10,343	19,805
Diocese of Tanzania	133,013	146,543
East End Initiative	30,066	68,919
Ecumenical and Interfaith Committee	960	960
Education for Ministry	965	965
EPIC Moms	990	981
Episcopal Art Series	(21,717)	(21,717)
Episcopal Transition Reserve	10,000	8,000
General Convention	26,334	16,334
Haiti	809	1,282
Interim Ministry Development	1,080	1,080
John G Hayes Jr Income Fd	8,205	9,511
John G Hayes Missionary Fund	1,112	(129)
La Iglesia de Santa Maria	(32,362)	(32,362)
Lambeth Convention	142,047	165,813
Subtotal (carried forward)	<u>40,247,608</u>	<u>40,687,387</u>

See report of independent auditor on supplementary information.

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF DESIGNATED FUNDS (CONTINUED)**

DECEMBER 31, 2016 AND 2015

	<b>2016</b>	<b>2015</b>
Subtotal (brought forward)	\$ 40,247,608	\$ 40,687,387
Latino Ministry	(2,415)	(2,415)
Liberia	1,577	2,077
Mental Health Committee Reserve	20	15
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	79,789
Mountain Mission Reserve	31,553	28,148
Native American Ministry	8,685	7,652
Office Equipment Reserve	6,932	6,932
Omisol Road - Reserve	9,368	1,897
Payroll Acct - St Margaret's Woodbridge	4,668	82,668
Prevention of Misconduct Reserve	4,000	4,000
Property & Opr Exp - St Pauls Haymarket	(10,984)	(3,221)
Property Exp - Church Hill Dr. Woodbridge	69,580	27,311
Property Exp - Epiphany Herndon	54,787	55,410
Property Exp - Main St, Fairfax (Truro)	(11,527)	-
Property Exp - Pickett Road/Braddock Rd	(7,016)	-
Property Fund	11,599	9,404
Property Maintenance Fund	27,969	28,403
Real Estate Value Fund	13,498,767	12,756,306
Region 2 Mission (Deltaville)	72,058	65,811
Reserve-2015 Unrestricted Reserve	1,062,880	1,140,157
Risk Management Program	15,756	26,156
Rockingham Property Fund (Reg 14)	12,811	12,811
Santa Maria Stewardship (DuPont Grant)	56,000	-
Shelton Shop Rd Property	133,475	114,356
St Clare's (W Henrico) Mission	(126,417)	(126,417)
St Francis Mission Fd (Goochland)	(179,357)	(179,357)
ST Investments	32,209	31,613
St Margarets Ruther Glenn	135	135
Stewardship Committee Reserve	467	467
Stewardship of Creation Grant Fund	8,801	8,801
Trinity, Beaverdam	10,734	8,149
Trustees of the Funds	875,828	847,277
Virginia Diocesan Library	(21,960)	(4,687)
YASC - A Cameron	(380)	(630)
YASC - A Jacobs	25	-
YASC - A Russell	973	-
YASC - C Belous	980	-
YASC - A. Davis	25	-
Young Priests Initiative	9,888	9,888
Youth Ministry	100,970	100,970
<b>Total designated funds</b>	<b>\$ 56,265,984</b>	<b>\$ 56,011,763</b>

See report of independent auditor on supplementary information.

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**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF DEVELOPMENT FUNDS**

DECEMBER 31, 2016 AND 2015

	<u>2016</u>	<u>2015</u>
Bishop Jones' Evangelism Fund	\$ 660	\$ 500
Bishop Lee Fund for Small Church Vitality	500	134,877
B Maxwell Art Camp Scholarship Fund	51,205	1,906
Camp Equipment	121,291	13,155
Camp Program TOF Investments	11,578	114,994
Camp Scholarship Annual Fund	511,064	18,271
FCF - Unrestricted	484,061	121,289
Mustard Seed Grant Fund	13,155	18,101
Pledges Receivable - SM Shout It! Campaign	534,040	648,835
Shrine Mont Shout It! Campaign	19,613	683,991
St. Georges Camp	19,337	19,337
W Stanley Camp Scholarship Fund	792	692
Youth Mission Vouchers 2006	(6,750)	450
Youth Mission Vouchers 2007	3,000	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	1,605
Youth Mission Vouchers 2012	(687)	1,513
Youth Mission Vouchers 2013	4,495	5,295
Youth Mission Vouchers 2014	(9,167)	(5,167)
Youth Mission Vouchers 2015	(6,987)	(3,769)
<b>Total development funds</b>	<u><u>\$ 1,768,096</u></u>	<u><u>\$ 1,794,566</u></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**

DECEMBER 31, 2016 AND 2015

	<b>2016</b>	<b>2015</b>
A.H. & C.J. Robinson Fund	\$ 76,560	\$ 178,750
Albert Baker Fund	135,234	101,460
Alison Gibson Fund	621	607
Ball Fund	144,859	135,651
Bishop Goff's Discretionary Fund	6,182	14,702
Bishop Goodwin Memorial Scholarship Fd	12,860	12,860
Bishop Gulick's Discretionary Fund	11,731	14,253
Bishop Johnston's Discretionary Fund	(7,588)	2,966
Bishop Jones' Discretionary Fund	24,304	31,758
Bishop Jones Evangelism Grant Fund	6,920	5,179
Bishop Jones' Sabbatical Fund	6,711	6,707
Bishop Mason Memorial Fund	1,770	1,770
Bishops Combined Discretionary Fund	9,945	7,734
Bishop's Emergency Needs Fund	84,739	99,704
Bishop's Investment Fund	(23,786)	(23,786)
Bishop's Theological Education Fund	19,409	16,272
Bp PjL Disc Fd	648	644
Bp R. F. Gibson Memorial Fund	1,453	1,432
Bp R. F. Gibson Property Foundation	10,393	10,178
Bruce Fund	50,407	44,428
Canon Wingo Discretionary Fund	3,539	2,494
Charles Norse Fund	2,155	2,113
Columbia Walker Memorial Missions Fund	49,532	48,885
David Lewis Memorial Fund	5,585	5,613
Disabled Clergy Fund	720,744	668,778
Diocesan Fund for Human Need	15,073	12,602
Diocesan Fund for World Mission	15,581	23,019
Dickinson Memorial Fund	(41,250)	(27,500)
Diocesan Cemetery Fund	-	7,017
Diocesan Historic Property Fund	-	(18,017)
Dooley Fund	130,610	129,955
duPont Diocesan Enrichment Fund	2,148	(82)
duPont Small Church Clergy Development	17,050	17,050
E Holcombe Palmer Fund	3,301	4,480
ECW Gift - Bishop Goff	589	589
Ellen Goldsborough Fund	35,726	26,715
Episcopal Fund	16,414	92,326
Fear Not Fund	350	-
Forest Fund	49,000	43,188
Francis Edmonia Newman Fund	35,236	35,236
Freda W Kipps Income Fund	35,134	31,670
Gilliatt Campus Ministry Fund	10,149	10,539
Hugh McGuire Taylor Fund	35,623	35,266
Subtotal (carried forward)	<u>1,715,661</u>	<u>1,815,205</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, 2016 AND 2015

	<b>2016</b>	<b>2015</b>
Subtotal (brought forward)	\$ 1,715,661	\$ 1,815,205
Ida B Gale Fund	36,247	35,858
J. B. duPont - Technology Grant	(680)	(680)
Julia A Ward Income Fund	802	802
John and Ethel Davis Fund	1,247	1,215
John Lyons Fund	5,938	5,929
Katherine G Cook Scholarship	2,106	2,166
Lucille McGriff Fund	814	802
M Thorpe Disc Fd	955	955
Mary Amanda Stewart Fund	10,498	10,402
MEZ Grant	14,426	20,007
Moncure Memorial Fund	16,291	14,358
Pearl Leone Hecht Fund	178	178
Philip A. Arthur Memorial Fund	550	547
Scott Fdn Grant 2010	6,646	51,646
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	293,095	287,689
St John's Waldrop Fund	33,176	33,176
St. John's Greensprings Fund	18,441	18,791
UTO Fund	187	187
Widows & Orphans Fund	(1,660)	(625)
<b>Subtotal</b>	<b>1,951,131</b>	<b>2,094,821</b>
Funds invested with the Trustees of the Funds	19,184,998	18,594,170
Beneficial interest in trusts	216,682	2,330,381
<b>Total other funds</b>	<b>\$ 21,352,811</b>	<b>\$ 23,019,372</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 AND  
SUPPLEMENTAL SCHEDULES

*As of and for the Years Ended December 31, 2016  
and 2015*

*And Report of Independent Auditor*



**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

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## Report of Independent Auditor

Board of Trustees  
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. (the "Corporation"), which comprise the statements of financial position as of December 31, 2016 and 2015, and the related schedules of investments, statements of activities, changes in net assets and cash flows for the years then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of 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 Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc., as of December 31, 2016 and 2015, and the schedules of investments, statements of activities, changes in its net assets and cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

**Emphasis-of-Matter**

As explained in Note 6, the financial statements include investments in global equity funds, hedge funds, real estate and natural resources funds, and private equity funds valued at \$55,272,138 (41% of net assets) and \$54,839,117 (41% of net assets) as of December 31, 2016 and 2015, respectively, whose values have 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.

*Cherry Bekant LLP*

Richmond, Virginia  
August 21, 2017

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2016 AND 2015

	<b>2016</b>	<b>2015</b>
<b>ASSETS</b>		
Investment in securities, at fair market value	\$ 134,391,757	\$ 130,973,041
Cash and cash equivalents	1,942,955	2,650,660
Accrued investment income	154,257	156,771
Note receivable	100,000	100,000
Land and building	688,547	688,547
Beneficial interest in trust	2,058,431	-
<b>Total Assets</b>	<b>\$ 139,335,947</b>	<b>\$ 134,569,019</b>
<b>LIABILITIES</b>		
Due to the Diocese of Virginia	\$ 18,862	\$ 58,187
Accrued expenses	16,898	-
Investment fees payable	26,466	25,511
<b>Total Liabilities</b>	<b>62,226</b>	<b>83,698</b>
<b>NET ASSETS</b>		
Parish funds: (2016 - 492 Parish funds with 60,042.972 units at \$1,301.16 and undistributed gain of \$62,067) (2015 - 502 Parish funds with 58,948.245 units at \$1,277.00 and undistributed gain of \$40,208)	78,187,580	75,317,117
Diocesan funds: (2016 - 98 Diocesan funds with 25,379.433 units at \$1,301.16 and undistributed gain of \$26,236) (2015 - 97 Diocesan funds with 26,809.800 units at \$1,277.00 and undistributed gain of \$18,286)	33,048,939	34,254,401
Trustee funds: (2016 - 81 Trustee funds with 16,189.576 units at \$1,301.16 undistributed gain of \$16,736) (2015 - 81 Trustee funds with 15,910.846 units at \$1,277.00, undistributed gain of \$10,847)	21,081,965	20,329,002
Parish STAMP funds: (2016 - 32 Parish funds with market value of \$1,529,691) (2015 - 25 Parish funds with market value of \$1,372,682)	1,529,691	1,372,682
Trustee STAMP funds: (2016 - 8 Trustee funds with market value of \$2,575,818) (2015 - 7 Trustee funds with market value of \$2,420,822)	2,575,818	2,420,822
Other Trustee funds	2,161,181	102,750
Mayo Memorial fund	688,547	688,547
<b>Total Net Assets</b>	<b>139,273,721</b>	<b>134,485,321</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 139,335,947</b>	<b>\$ 134,569,019</b>

The accompanying notes to the financial statements are an integral part of these statements.

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**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
SCHEDULE OF INVESTMENTS

YEAR ENDED DECEMBER 31, 2016

	Principal Amount or Shares	Fair Value
<b>Common stocks - 10%</b>		
Consumer discretionary - 2%		
Carmax, Inc.	6,315	\$ 406,623
Priceline Group, Inc.	217	318,135
Other	34,320	1,653,294
Consumer staples - 1%		
Other	15,195	1,186,298
Energy - 1%		
Other	12,540	959,233
Financial - 2%		
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 - 1%		
Cellegene Corp	2,647	306,390
Johnson & Johnson	3,281	378,004
Other	8,925	687,768
Industrials - 1%		
Danaher Corporation	4,485	349,112
Fedex Corporation	1,575	293,265
Other	18,432	1,121,596
Information technology - 1%		
Accenture PLC	3,040	356,075
Visa, Inc.	4,995	389,710
Other	7,670	1,161,362
Materials - 1%		
Other	3,825	448,302
<b>Bonds - 9%</b>		
Corporate obligations	6,798,457	7,126,508
Government and agency obligations		
FHLM	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

The accompanying notes to the financial statements are an integral part of this statement.

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**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
SCHEDULE OF INVESTMENTS (CONTINUED)

YEAR ENDED DECEMBER 31, 2016

	Principal Amount or Shares	Fair Value
<b>Mutual funds - 52%</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
PIMCO Funds	103,979	1,024,191
Silchester International Investors International 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	267,049	14,978,776
Vanguard Total Bond Market Index Fund	873,010	9,297,554
<b>Hedge funds - 21%</b>		
Drake Capital Offshore Partners	11,408,597	11,408,597
TAP Fund	2,090	1,386,936
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
Landsdowne Developed Markets Long Only Fund	21,651	3,760,939
<b>Real estate and natural resource funds - 7%</b>		
AEW Global PPTY Sec FD LP	2,854,135	2,854,135
Commonfund Capital National 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
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	581,077
<b>Total investments - 100% (Cost \$119,312,260)</b>		<b>\$ 134,391,757</b>

The accompanying notes to the financial statements are an integral part of this statement.

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**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
SCHEDULE OF INVESTMENTS (CONTINUED)

YEAR ENDED DECEMBER 31, 2015

	Principal Amount or Shares	Fair Value
<b>Common stocks - 10%</b>		
Consumer discretionary - 2%		
Amazon	434	\$ 293,336
Carmax	5,430	293,057
Priceline Group, Inc.	242	308,538
Other	27,113	1,335,712
Consumer staples - 1%		
Nestle	4,375	325,588
Other	12,780	1,060,187
Energy - 1%		
Other	8,570	661,787
Financial - 2%		
American Tower Corp	3,640	352,898
Berkshire Hathaway, Inc. CL B	2,330	307,653
Brookfield Asset Management, Inc.	12,712	400,809
Capital One Financial Corporation	5,340	391,937
CitiGroup, Inc	7,055	365,096
Markel Corporation	535	472,592
Other	11,655	800,046
Health care - 1%		
Celgene Corp	2,647	317,005
Johnson & Johnson	2,885	296,347
Other	12,905	1,228,476
Industrials - 1%		
Danaher Corporation	4,735	439,786
Other	16,095	788,241
Information technology - 1%		
Accenture PLC	3,195	333,878
Visa, Inc.	4,155	322,220
Other	11,680	931,047
Materials - 1%		
Other	4,335	433,622
<b>Bonds - 9%</b>		
Corporate obligations	7,154,096	7,648,891
Government and agency obligations		
FHLM	1,365,507	1,404,377
FNMA	985,714	1,062,965
GNMA	629,467	657,839
United States Treasury	825,000	995,583

The accompanying notes to the financial statements are an integral part of this statement.

6

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
SCHEDULE OF INVESTMENTS (CONTINUED)

YEAR ENDED DECEMBER 31, 2015

	Principal Amount or Shares	Fair Value
<b>Mutual funds - 51%</b>		
Aberdeen Emerging Market	295,906	\$ 3,361,490
Colchester Global Bond Fund	157,870	4,755,631
Dodge & Cox Global Stock Fund	559,062	5,847,788
Federated Total Return Sers Inc	146,492	1,327,218
PIMCO Funds	96,150	948,040
Silchester International Investors International Value Equity Trust	113,674	12,032,525
Vanguard Emerging Markets Stock Index Fund	97,683	2,029,859
Vanguard Fixed Income Fund	89,839	948,695
Vanguard FTSE All World Ex US Index Fund	127,651	10,929,458
Vanguard Inflation Protected Securities Fund	100,768	2,540,359
Vanguard Total Stock Market Index Fund	255,285	12,968,498
Vanguard Total Bond Market Index Fund	860,803	9,158,947
<b>Hedge funds - 21%</b>		
Drake Capital Offshore Partners	10,722,374	10,722,374
Lansdowne Developed Markets Long Only Fund	21,651	3,971,522
Forester Diversified Ltd.	4,496	5,346,936
Forester Diversified Ltd.	705	722,210
Forester Diversified Ltd.	500	521,485
Forester Diversified Ltd.	500	510,235
Forester Diversified Ltd.	500	485,815
Forester Diversified Ltd.	3,000	2,993,340
TAP Fund	4,024	2,545,609
<b>Real estate and natural resource funds - 8%</b>		
AEW Global PPTY Sec FD LP	2,816,193	2,816,193
Commonfund Capital National Res Partners VIII	1,203,181	1,203,181
GMO Forestry Fund 7	222,621	222,621
MA Resources Fund	229,621	229,621
Metropolitan Real Estate Partners 2008	546,788	546,788
Metropolitan Real Estate Partners IV	649,629	649,629
Park Street Capital Natural Resource	816,923	816,923
Property Holdings IV LLC REIT	1,718,922	1,718,922
RS Global Natural Resources Fund	116,713	1,844,059
TIFF Realty Resources II	131,959	131,959
<b>Private equity funds - 1%</b>		
Commonfund Distressed Debt Partners II LTD Partnership	154,974	154,974
MIT Private Equity Fund II	460,404	460,404
MIT Private Equity Fund III	625,601	625,601
MIT Private Equity Fund IV	308,445	308,445
Private Advisors Small Company Buyout II	134,925	134,925
TIFF Secondary Partners II	211,249	211,249
<b>Total investments - 100% (Cost \$122,657,326)</b>		<b>\$ 130,973,041</b>

The accompanying notes to the financial statements are an integral part of this statement.

7

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
STATEMENTS OF ACTIVITIES

YEARS ENDED DECEMBER 31, 2016 AND 2015

	<u>2016</u>	<u>2015</u>
<b>Investment income:</b>		
Interest	\$ 504,648	\$ 527,075
Dividends	1,477,546	1,951,146
Other investment income	122,543	13,380
	<u>2,104,737</u>	<u>2,491,601</u>
<b>Expenses:</b>		
Custodial and management fees	422,933	425,237
General and administrative	327,500	318,606
	<u>750,433</u>	<u>743,843</u>
<b>Net investment income</b>	<u>1,354,304</u>	<u>1,747,758</u>
<b>Other revenue:</b>		
Transfer of beneficial interest in trust	2,071,299	-
Change in beneficial interest in trust	(12,868)	-
	<u>2,058,431</u>	<u>-</u>
<b>Realized gain (loss) on investments:</b>		
Realized gain (loss) from securities transactions (excluding short-term securities):		
Proceeds from securities sold	18,815,066	47,126,161
Cost of securities sold	(19,032,392)	(39,897,984)
	<u>(217,326)</u>	<u>7,228,177</u>
<b>Unrealized appreciation (depreciation) during the year:</b>		
Ending	15,079,497	8,315,715
Beginning	(8,315,715)	(20,703,997)
	<u>6,763,782</u>	<u>(12,388,282)</u>
Change in net assets resulting from operations	<u>\$ 9,959,191</u>	<u>\$ (3,412,347)</u>

The accompanying notes to the financial statements are an integral part of these statements.

8



**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
STATEMENTS OF CHANGES IN NET ASSETS

YEARS ENDED DECEMBER 31, 2016 AND 2015

	<u>2016</u>	<u>2015</u>
<b>Change in net assets from operations:</b>		
Net investment income	\$ 1,354,304	\$ 1,747,758
Beneficial interest in trust	2,058,431	-
Net realized gain (loss) on investments sold	(217,326)	7,228,177
Net unrealized gain (loss) from market appreciation	<u>6,763,782</u>	<u>(12,388,282)</u>
Change in net assets resulting from operations	<u>9,959,191</u>	<u>(3,412,347)</u>
<b>Change in net assets from fund transactions:</b>		
Investment of funds	4,552,965	7,198,825
Income distributions reinvested	3,057,314	3,004,704
Withdrawals during the year	(7,381,756)	(5,797,688)
Distributions to fund investors - including reinvestments	<u>(5,399,314)</u>	<u>(5,129,794)</u>
Change in net assets due to fund transactions	<u>(5,170,791)</u>	<u>(723,953)</u>
Change in net assets	4,788,400	(4,136,300)
Net assets - beginning of year	<u>134,485,321</u>	<u>138,621,621</u>
Net assets - end of year (including undistributed investment income)	<u>\$ 139,273,721</u>	<u>\$ 134,485,321</u>

The accompanying notes to the financial statements are an integral part of these statements.

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**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2016 AND 2015

	<b>2016</b>	<b>2015</b>
<b>Cash flows from operating activities:</b>		
Change in net assets	\$ 9,959,191	\$ (3,412,347)
Adjustments to reconcile to net cash from operating activities:		
(Gain) loss on sale of investments	217,326	(7,228,177)
Purchases of investments	(15,687,326)	(47,103,606)
Proceeds from the sale of investments	18,815,066	47,126,161
Unrealized (gains) losses on investments	(6,763,782)	12,388,282
Decrease in beneficial interest in trust	12,868	-
Transfer of beneficial interest in trust	(2,071,299)	-
Change in assets and liabilities:		
Accrued investment income	2,514	(6,843)
Due to the Diocese of Virginia	(39,325)	19,457
Accrued expenses	16,898	-
Investment fees payable	955	(5,762)
Net cash provided by operating activities	<u>4,463,086</u>	<u>1,777,165</u>
<b>Cash flows from financing activities:</b>		
Investment and income distribution reinvestments	7,610,279	10,203,529
Withdrawals and distributions	<u>(12,781,070)</u>	<u>(10,927,482)</u>
Net cash used in financing activities	<u>(5,170,791)</u>	<u>(723,953)</u>
Net change in cash and equivalents	(707,705)	1,053,212
Cash and equivalents, beginning of year	<u>2,650,660</u>	<u>1,597,448</u>
Cash and equivalents, end of year	<u>\$ 1,942,955</u>	<u>\$ 2,650,660</u>
<b>Supplemental non-cash financing transactions:</b>		
Investment and income distribution reinvestments	<u>\$ 7,610,279</u>	<u>\$ 10,203,529</u>

The accompanying notes to the financial statements are an integral part of these statements.

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## TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA, INC.

### NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

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#### Note 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.

#### Note 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 Diocese.

*Diocesan Funds* account for investment funds controlled by the separate Diocesan organizations.

*Trustee Funds* account for investment funds primarily held for the benefit of the Diocese.

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 these affiliates.

*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 \$52.85 and \$52.59 per unit, aggregating \$5,399,314 and \$5,129,794, were paid to unitholders in 2016 and 2015, 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 and state income taxes. The Corporation has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2016.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

**Note 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.

*Concentration of Credit 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.

*New Accounting Pronouncements* - On May 1, 2015, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2015-07, *Fair Value Measurement (Topic 820) – Disclosures for Investments in Certain Entities That Calculate Net Asset Value ("NAV") per Share (or its Equivalent)*. The amendments in ASU 2015-07 remove the requirement to categorize within the fair value hierarchy all investments for which fair value is measured using the NAV per share practical expedient. Instead, the amounts measured using the NAV per share (or its equivalent) must be provided to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of financial position. The Corporation elected to early adopt ASU 2015-07 in 2015 and has removed all investments from the fair value hierarchy for which fair value is measured using the NAV per share practical expedient.

**Note 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.

**Note 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>2016</u>	<u>2015</u>
Land	\$ 10,000	\$ 10,000
Building	678,547	678,547
	<u>\$ 688,547</u>	<u>\$ 688,547</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

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**Note 5—Fair value measurements**

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 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 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 at December 31, 2016.

*Debt and Equity Securities* - Valued at the closing price reported on the active market on 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 THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

**Note 5—Fair value measurements (continued)**

The following table sets forth by level, within the fair value hierarchy, the Corporation's assets at fair value as of December 31:

	2016			Total
	Level 1	Level 2	Level 3	
<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
International bond funds measured at net asset value	-	-	-	4,932,460
<b>Hedge funds:</b>				
Hedge funds investments measured at net asset value	-	-	-	37,453,075
	<u>\$ 71,993,111</u>	<u>\$ 7,126,508</u>	<u>\$ -</u>	<u>\$134,391,757</u>

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

**Note 5—Fair value measurements (continued)**

	2015			
	Level 1	Level 2	Level 3	Total
<b>Debt and equity securities:</b>				
Common stock:				
Consumer discretionary	\$ 2,230,642	\$ -	\$ -	\$ 2,230,642
Consumer staples	1,385,774	-	-	1,385,774
Energy	661,787	-	-	661,787
Financial	3,091,033	-	-	3,091,033
Health care	1,841,828	-	-	1,841,828
Industrials	1,228,028	-	-	1,228,028
Information technology	1,587,144	-	-	1,587,144
Materials	433,622	-	-	433,622
Mortgage-backed securities	3,125,180	-	-	3,125,180
U.S. Treasury securities	995,583	-	-	995,583
Corporate bonds	-	7,648,891	-	7,648,891
<b>Mutual funds:</b>				
Global equity funds	9,209,278	-	-	9,209,278
Fixed income funds	40,851,075	-	-	40,851,075
Natural resource funds	1,844,059	-	-	1,844,059
Global equity funds measured at net asset value	-	-	-	12,032,525
International bond funds measured at net asset value	-	-	-	4,755,631
<b>Hedge funds:</b>				
Hedge funds investments measured at net asset value	-	-	-	38,050,961
	<u>\$ 68,485,033</u>	<u>\$ 7,648,891</u>	<u>\$ -</u>	<u>\$130,973,041</u>

**Note 6—Investments carried at NAV or its equivalent**

Mutual Funds are valued at the NAV 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.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

**Note 6—Investments carried at NAV or its equivalent (continued)**

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.

2016	Fair Value	Unfunded Commitments	Lock-in Period	Redemption Frequency	Redemption Notice Period
Hedge Funds - Equity long/short <sup>(a)</sup> :	\$ 11,408,597	n/a	6/30/2017	Semi-annually	90 days
	1,386,936	n/a	n/a	Monthly	5 days
	3,760,939	n/a	n/a	n/a	n/a
	523,225	n/a	3/1/2020	n/a	95 days
	511,935	n/a	6/30/2017	n/a	95 days
	487,435	n/a	6/1/2018	n/a	95 days
	3,003,330	n/a	9/30/2018	n/a	95 days
	724,616	n/a	9/30/2018	n/a	95 days
	5,358,687	n/a	12/31/2018	n/a	95 days
	535,315	n/a	6/30/2019	n/a	95 days
	Real Estate and Natural Resource Funds <sup>(b)</sup> :	1,165,536	157,500	8/19/2023	n/a
273,038		n/a	12/31/2016	Monthly	n/a
213,993		19,250	1/3/2023	n/a	n/a
544,521		33,000	7/31/2019	n/a	n/a
253,697		99,000	12/31/2015	n/a	n/a
1,993,820		22,889	9/16/2017	n/a	n/a
963,765		185,625	1/31/2027	n/a	n/a
91,528		55,000	6/30/2018	n/a	n/a
2,854,135		n/a	n/a	Monthly	10 business days
Private Equity Funds <sup>(c)</sup> :	290,129	34,921	12/31/2018	n/a	n/a
	506,927	81,960	4/21/2021	n/a	n/a
	310,023	174,261	3/17/2023	n/a	n/a
	102,110	163,198	12/31/2014	n/a	n/a
	102,747	120,000	12/31/2020	n/a	n/a
	86,091	31,306	11/14/2020	n/a	n/a
	37,453,075				
Global Equity Fund <sup>(d)</sup> :	12,886,603	n/a	n/a	Monthly	n/a
International Bond Fund <sup>(e)</sup> :	4,932,460	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 THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

**Note 6—Investments carried at NAV or its equivalent (continued)**

2015	Fair Value	Unfunded Commitments	Lock-in Period	Redemption Frequency	Redemption Notice Period
Hedge Funds - Equity long/short/Absolute Return <sup>(a)</sup> :	\$ 10,722,374	n/a	12/31/2016	Semi-annually	90 days
	2,545,609	n/a	n/a	Monthly	5 days
	3,971,522	n/a	n/a	n/a	n/a
	5,346,936	n/a	12/31/2015	n/a	95 days
	521,485	n/a	3/31/2017	n/a	95 days
	510,235	n/a	6/30/2017	n/a	95 days
	485,815	n/a	6/1/2018	n/a	95 days
	2,993,340	n/a	9/1/2018	n/a	95 days
	722,210	n/a	9/30/2018	n/a	95 days
Real Estate and Natural Resource Funds <sup>(b)</sup> :	1,203,181	231,875	8/19/2020	n/a	n/a
	222,621	n/a	12/31/2016	Monthly	5 days
	229,621	35,750	1/3/2023	n/a	n/a
	649,629	33,000	7/31/2016	n/a	n/a
	546,788	99,000	12/31/2015	n/a	n/a
	1,718,922	22,889	9/16/2017	n/a	n/a
	816,923	280,125	1/31/2027	n/a	n/a
	131,959	55,000	6/30/2018	n/a	n/a
	2,816,193	n/a	n/a	Monthly	10 business days
Private Equity Funds <sup>(c)</sup> :	460,404	34,708	12/31/2018	n/a	n/a
	625,601	80,532	4/21/2021	n/a	n/a
	308,445	183,700	3/17/2023	n/a	n/a
	154,974	163,198	12/31/2014	n/a	n/a
	211,249	120,000	12/31/2020	n/a	n/a
	134,925	33,095	11/14/2020	n/a	n/a
	<u>38,050,961</u>				
Global Equity Fund <sup>(d)</sup> :	12,032,525	n/a	n/a	Monthly	n/a
International Bond Fund <sup>(e)</sup> :	4,755,631	n/a	n/a	n/a	n/a

(a) This class includes investments in market neutral, multi-strategy absolute return pools. The majority of the securities are either directly traded in separately managed accounts or via underlying funds.

(b) This class includes multiple funds investing in real estate and natural resources management. The funds include real estate acquisitions, ground up development projects, distressed debt portfolios, timberland and oil and gas resources.

(c) This class includes multiple funds invested in diversified portfolios of private equity funds consisting of venture capital funds, private capital, and international private equity funds.

(d) This class includes a global equity fund consisting of foreign common and preferred stock and short-term investments.

(e) This class includes an international bond fund consisting of fixed income securities with the objective of achieving favorable income-oriented returns from a globally diversified portfolio consisting primarily debt or debt-like securities.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2016 AND 2015

**Note 7—Unit information and financial highlights**

Selected data for a unit outstanding throughout 2016 and 2015 follows:

	<b>2016</b>	<b>2015</b>
Interest income	\$ 4.94	\$ 5.16
Dividend income	13.97	18.63
Other income	1.21	0.13
<b>Total investment income</b>	<b>20.12</b>	<b>23.92</b>
Total expenses	(7.37)	(7.28)
<b>Investment income - net</b>	<b>12.75</b>	<b>16.64</b>
Income distributions	(52.85)	(52.59)
	(40.10)	(35.95)
Net realized gain (loss) and change in unrealized appreciation (depreciation)	64.26	(50.41)
Change in net asset value	24.16	(86.36)
Net assets value - beginning of year	1,277.00	1,363.36
Net assets value - end of year	\$ 1,301.16	\$ 1,277.00
Total Return	1.87%	-6.54%
Supplemental Data:		
Unitized Net Assets:		
Net assets, end of year	\$132,318,484	\$129,900,520
Ratio to average net assets:		
Expenses	0.56%	0.56%
Net investment income	0.96%	1.31%
Non-Unitized Net Assets:		
Net assets, end of year	\$ 6,955,237	\$ 4,584,801
Investment return	\$ 73,511	\$ 9,692
Beneficial interest in trust	\$ 2,058,431	\$ -
Ratio to average net assets:		
Expenses	0.02%	0.08%
Net investment income	1.56%	0.21%
Beneficial interest in trust	43.74%	0.00%

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
NOTES TO THE FINANCIAL STATEMENTS

*DECEMBER 31, 2016 AND 2015*

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**Note 8—Beneficial interest in trust**

During 2016, the Corporation was notified it was an income 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 \$2,058,431 at December 31, 2016, which has been recorded as an asset and is adjusted each year to reflect the change in value.

**Note 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 \$291,318 and \$274,059 as of and for the years ended December 31, 2016 and 2015, respectively. The Corporation had a related-party payable with the Diocese in the amount of \$18,862 and \$58,187 as of December 31, 2016 and 2015, 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, 2016 and 2015.

**Note 10—Subsequent events**

In preparing these financial statements, the Corporation has evaluated events and transactions for potential recognition or disclosure through August 21, 2017, the date the financial statements were available to be issued.



## Report of Independent Auditor on Supplemental Schedules

Board of Trustees  
Trustees of the Funds of the Protestant Episcopal Church  
in the Diocese of Virginia, Inc.  
Richmond, Virginia

We have audited the financial statements of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. (the "Corporation") as of and for the year ended December 31, 2016, and have issued our report thereon dated August 21, 2017, which contained an unmodified opinion on those financial statements. The prior year comparative information has been derived from the Corporation's financial statements as of December 31, 2015 and for the year then ended, which we have audited and whose report, dated August 18, 2016, expressed an unmodified opinion on those statements. Our audit was performed for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of investment securities by investing manager are presented for the purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

*Cherry Bekaert LLP*

Richmond, Virginia  
August 21, 2017

**SUPPLEMENTAL SCHEDULES**

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**SCHEDULE OF INVESTMENT SECURITIES BY INVESTING MANAGER**

DECEMBER 31, 2016

	Davenport Asset Management	Agincourt Capital Management	Non-Exchange Traded Assets	Mutual Funds	STAMP	Total
<b>Fair value:</b>						
Common stocks	\$ 13,373,853	\$ -	\$ -	\$ -	\$ -	\$ 13,373,853
Mutual funds	-	-	12,886,603	49,035,712	3,471,978	65,394,293
Hedge funds	-	-	27,701,015	-	-	27,701,015
Real estate and natural resource funds	-	-	8,354,033	1,517,080	-	9,871,113
Private equity funds	-	-	1,398,027	-	-	1,398,027
Corporate obligations	-	7,126,508	-	-	-	7,126,508
International bond funds	-	-	4,932,460	-	-	4,932,460
Government and agency obligations	-	4,594,488	-	-	-	4,594,488
	<u>13,373,853</u>	<u>11,720,996</u>	<u>55,272,138</u>	<u>50,552,792</u>	<u>3,471,978</u>	<u>134,391,757</u>
<b>Cost:</b>						
Common stocks	9,396,467	-	-	-	-	9,396,467
Mutual funds	-	-	4,258,457	48,719,496	3,527,193	56,505,146
Hedge funds	-	-	25,577,693	-	-	25,577,693
Real estate and natural resource funds	-	-	7,828,961	2,184,750	-	10,013,711
Private equity funds	-	-	785,796	-	-	785,796
Corporate obligations	-	7,270,654	-	-	-	7,270,654
International bond funds	-	-	5,125,852	-	-	5,125,852
Government and agency obligations	-	4,636,941	-	-	-	4,636,941
	<u>9,396,467</u>	<u>11,907,595</u>	<u>43,576,759</u>	<u>50,904,246</u>	<u>3,527,193</u>	<u>119,312,260</u>
Gross unrealized gains	4,100,567	61,627	13,082,461	2,082,940	-	19,327,595
Gross unrealized losses	(123,181)	(248,226)	(1,387,082)	(2,434,394)	(55,215)	(4,248,098)
	<u>\$ 3,977,386</u>	<u>\$ (186,599)</u>	<u>\$ 11,695,379</u>	<u>\$ (351,454)</u>	<u>\$ (55,215)</u>	<u>\$ 15,079,497</u>

See report of independent auditor on supplemental schedules.

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**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**  
SCHEDULE OF INVESTMENT SECURITIES BY INVESTING MANAGER (CONTINUED)

DECEMBER 31, 2015

	<b>Davenport Asset Management</b>	<b>Agincourt Capital Management</b>	<b>Non-Exchange Traded Assets</b>	<b>Mutual Funds</b>	<b>STAMP</b>	<b>Total</b>
<b>Fair value:</b>						
Common stocks	\$ 12,459,858	\$ -	\$ -	\$ -	\$ -	\$ 12,459,858
Mutual funds	-	-	12,032,525	46,836,400	3,223,953	62,092,878
Hedge funds	-	-	27,819,526	-	-	27,819,526
Real estate and natural resource funds	-	-	8,335,837	1,844,059	-	10,179,896
Private equity funds	-	-	1,895,598	-	-	1,895,598
Corporate obligations	-	7,648,891	-	-	-	7,648,891
International bond funds	-	-	4,755,631	-	-	4,755,631
Government and agency obligations	-	4,120,763	-	-	-	4,120,763
	<u>12,459,858</u>	<u>11,769,654</u>	<u>54,839,117</u>	<u>48,680,459</u>	<u>3,223,953</u>	<u>130,973,041</u>
<b>Cost:</b>						
Common stocks	9,008,984	-	-	-	-	9,008,984
Mutual funds	-	-	4,301,274	49,552,388	3,299,274	57,152,936
Hedge funds	-	-	26,000,000	-	-	26,000,000
Real estate and natural resource funds	-	-	8,279,598	4,080,936	-	12,360,534
Private equity funds	-	-	1,036,833	-	-	1,036,833
Corporate obligations	-	7,892,431	-	-	-	7,892,431
International bond funds	-	-	5,156,708	-	-	5,156,708
Government and agency obligations	-	4,048,900	-	-	-	4,048,900
	<u>9,008,984</u>	<u>11,941,331</u>	<u>44,774,413</u>	<u>53,633,324</u>	<u>3,299,274</u>	<u>122,657,326</u>
Gross unrealized gains	3,726,366	154,293	12,387,761	878,341	-	17,146,761
Gross unrealized losses	(275,492)	(325,970)	(2,323,057)	(5,831,206)	(75,321)	(8,831,046)
	<u>\$ 3,450,874</u>	<u>\$ (171,677)</u>	<u>\$ 10,064,704</u>	<u>\$ (4,952,865)</u>	<u>\$ (75,321)</u>	<u>\$ 8,315,715</u>

See report of independent auditor on supplemental schedules.

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# 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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WELLSCOLEMAN.COM | T 804.358.1150 | F 804.358.7116

**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	<u>36,986</u>	<u>-</u>
<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	<u>1,560,545</u>	<u>1,560,545</u>
<b>Total property and equipment</b>	<b>3,886,145</b>	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	<u>173,487</u>	<u>-</u>
<b>Total other assets</b>	<u>4,450,083</u>	<u>5,651,196</u>
 <b>Total Assets</b>	 <b><u>\$ 15,602,937</u></b>	 <b><u>\$ 15,489,040</u></b>

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	<u>40,471</u>	<u>(40,471)</u>	-	<u>-</u>
<b>Total support and revenue</b>	<u>313,190</u>	<u>91,541</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	<u>14,000</u>	<u>-</u>	<u>-</u>	<u>14,000</u>
<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>	<b>1,294,446</b>	<b>879,192</b>
<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>
	<u>3,886,145</u>	3,886,145
Less accumulated depreciation	<u>(240,966)</u>	<u>(222,876)</u>
	<u>\$ 3,645,179</u>	<u>\$ 3,663,269</u>

**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	3,645,179	-	-
	<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	3,663,269	-	-
	<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	145,700	-	145,700
		<u>1,560,545</u>	<u>-</u>	<u>1,560,545</u>
		<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

Notes Payable to Churches:	Balance 12/31/2016	Additions (Reductions)	Balance 12/31/2017	Maturity Date	Interest Rate
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%
Gillett 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%
Poblick Fund #3	50,000	-	50,000	07/28/2019	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	07/27/2020	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%
	\$ 1,174,144	\$ (111,000)	\$ 1,063,144		

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>	<b><u>\$ 1,386,408</u></b>
<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>	<b><u>515,991</u></b>
<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>	<b><u>284,063</u></b>
<b>Total permanently restricted net assets</b>	<b><u>\$ 2,186,462</u></b>



# 2017 Diocesan Program Budget as Adopted by Convention

DIOCESE OF VIRGINIA 2018 BUDGET

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 Requests (estimates)	2018 Adjustments Made by EB	2018 As Approved by Executive Board	2018 Subsequent Requests	2018 Budget Cte. adjustments	2018 as adopted by Annual Convention
<b>INCOME</b>							
A. ANTICIPATED PLEDGE INCOME	4,301,500	4,240,000	-	4,240,000	-	-	4,240,000
B. OTHER UNRESTRICTED INCOME TO SUPPORT DIOCESAN BUDGET	230,000	180,000	-	180,000	-	-	180,000
C. VIRGINIA EPISCOPALIAN SUPPORT	50,000	50,000	-	50,000	-	-	50,000
D. HEALTH INSURANCE ADMIN REIMBURSEMENT	90,000	90,000	-	90,000	-	-	90,000
E. RESTRICTED INCOME - Released from Restrictions	450,000	450,000	-	450,000	-	-	450,000
<b>TOTAL INCOME</b>	5,121,500	5,010,000	-	5,010,000	-	-	5,010,000
<b>EXPENSES</b>							
A Support of Our Greater Church Community	703,722	626,665	-	626,665	-	-	626,665
<b>B Ministry Areas in the Diocese</b>							
1 Christian Formation							
a Formation Staff Cost	206,800	206,800	-	206,800	-	-	206,800
b Formation Staff Travel	7,500	7,500	-	7,500	-	-	7,500
c Aging, Committee on	13,300	13,300	-	13,300	-	-	13,300
d Grants for Episcopal College Ministries	188,890	210,102	-	210,102	-	-	210,102
e Committee on Parish Youth Ministries	21,500	21,500	-	21,500	-	-	21,500
f Ministries in Higher Education, Committee on	600	600	-	600	-	-	600
g Other Christian Formation Programs							
1 Shrine Mont Camp Program Support	122,500	122,500	-	122,500	-	-	122,500
2 Youth Ministry Development	7,000	7,000	-	7,000	-	-	7,000
3 Clergy & Diocesan Conferences	13,500	13,500	-	13,500	-	-	13,500
4 Fee for Education for Ministry Program	2,500	2,500	-	2,500	-	-	2,500
<b>Total - Christian Formation</b>	584,090	605,302	-	605,302	-	-	605,302

DIOCESE OF VIRGINIA 2018 BUDGET

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 Requests (estimates)	2018 Adjustments Made by EB	2018 As Approved by Executive Board	2018 Subsequent Requests	2018 Budget Cte. adjustments	2018 as adopted by Annual Convention
<b>2 Strengthening Our Churches</b>							
<b>a</b> SOC Staff Cost	235,600	235,600	-	235,600	-	-	235,600
<b>b</b> SOC Staff Travel	7,500	7,500	-	7,500	-	-	7,500
<b>c</b> Committee on Congregational Missions							
CCM- Aid for Mission Churches	683,961	662,702	-	662,702	-	-	662,702
0106 Incarnation, Mineral	7,000	-	-	-	-	-	-
0207 Immanuel, King & Queen	1,500	1,500	-	1,500	-	-	1,500
0217 St. Paul's, West Point & Grace, Millers Tavern	18,000	18,000	-	18,000	-	-	18,000
0311 San Jose, Arlington	66,000	67,000	-	67,000	-	-	67,000
0313 Cristo Rey, Arlington	60,000	61,000	-	61,000	-	-	61,000
0510 St. Francis Korean, McLean	38,000	35,000	-	35,000	-	-	35,000
0610 San Marcos, Alexandria	40,000	40,000	-	40,000	-	-	40,000
0806 Holy Cross Korean Mission	42,000	42,000	-	42,000	-	-	42,000
0807 Santa Maria, Falls Church	35,000	30,000	-	30,000	-	-	30,000
0905 St. Peter's, Richmond	22,000	21,000	-	21,000	-	-	21,000
0909 Varina, Richmond	28,000	26,000	-	26,000	-	-	26,000
1107 Our Saviour, Montpelier	30,000	20,000	-	20,000	-	-	20,000
1108 St. David's, Aylett	10,000	10,000	-	10,000	-	-	10,000
1110 St. Martin's, Doswell	-	-	-	-	-	-	-
1115 All Soul's, Alee	41,800	41,800	-	41,800	-	-	41,800
1211 St. Francis, Manakin Sabot	45,000	45,000	-	45,000	-	-	45,000
1317 Christ Church, Lucketts	15,000	14,400	-	14,400	-	-	14,400
1323 St. Gabriel's, Leesburg	8,900	75,000	-	75,000	-	-	75,000
1407 Good Shepherd, Bluemont	8,900	8,900	-	8,900	-	-	8,900
1412 St. George's, Pine Grove	10,500	11,500	-	11,500	-	-	11,500
1414 St. Paul's, Ingham	8,800	8,800	-	8,800	-	-	8,800
1501 Buck Mountain, Earlysville	25,500	22,000	-	22,000	-	-	22,000
1506 Good Shepherd, Boonesville	13,000	14,500	-	14,500	-	-	14,500
1508 Grace Church, Stanardsville	5,500	10,000	-	10,000	-	-	10,000
1511 Mellhany Parish, Albemarle	28,615	31,352	-	31,352	-	-	31,352
1514 St. John the Baptist, Ivy	8,846	7,950	-	7,950	-	-	7,950

DIocese OF VIRGINIA 2018 BUDGET

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 Requests (estimates)	2018 Adjustments Made by EB	2018 As Approved by Executive Board	2018 Subsequent Requests	2018 Budget Cte. adjustments	2018 as adopted by Annual Convention
<b>d</b>							
CCM- Other Items							
1 Interest on property loans	22,000	22,000	-	22,000	-	-	22,000
2 Small Church Conference/Continuing Ed/Cmte expense	1,100	1,150	-	1,150	-	-	1,150
3 Reserve for maintenance projects	10,000	10,000	-	10,000	-	-	10,000
4 Reserve for special needs	10,000	10,000	-	10,000	-	-	10,000
5 Reserve for Transitions	35,000	20,000	-	20,000	-	-	20,000
6 Latino Task Force	-	1,000	-	1,000	-	-	1,000
Committee on Stewardship	6,000	6,000	-	6,000	-	-	6,000
Committee on Liturgy & Church Music	2,500	2,500	-	2,500	-	-	2,500
<b>g</b>							
Other Areas for Strengthening Our Churches							
1 Bishop's Minority Scholarship	2,400	2,400	-	2,400	-	-	2,400
2 Transition Ministry Expenses	2,000	2,000	-	2,000	-	-	2,000
3 Congregational Development Expenses	6,500	6,500	-	6,500	-	-	6,500
4 Insurance for vacant churches	5,000	5,000	-	5,000	-	-	5,000
5 Real Estate Tax (Undeveloped Land)	41,000	41,000	-	41,000	-	-	41,000
<b>Total - Strengthening Our Churches</b>	<b>1,070,561</b>	<b>1,035,352</b>	<b>-</b>	<b>1,035,352</b>	<b>-</b>	<b>-</b>	<b>1,035,352</b>
<b>3 Mission &amp; Outreach</b>							
<b>a</b> Mission & Outreach Staff Costs	118,300	118,300	-	118,300	-	-	118,300
<b>b</b> Mission & Outreach Travel	7,500	7,500	-	7,500	-	-	7,500
<b>c</b> Committee on Mission & Outreach	20,500	20,500	-	20,500	-	-	20,500
<b>d</b> Committee on Ecumenical & Interfaith Issues	7,220	7,380	-	7,380	-	-	7,380
<b>e</b> Other Mission & Outreach Areas							
1 Ecumenical Partnerships	-	-	-	-	-	-	-
i. Gracelandside	40,500	40,500	-	40,500	-	-	40,500
ii. Virginia Council of Churches (VCC)	7,000	7,000	-	7,000	-	-	7,000
iii. Virginia Interfaith Center for Public Policy (VICPP)	5,000	5,000	-	5,000	-	-	5,000
2 Support - Office of Mission & Outreach	10,000	10,000	-	10,000	-	-	10,000
<b>Total - Mission &amp; Outreach</b>	<b>216,020</b>	<b>216,180</b>	<b>-</b>	<b>216,180</b>	<b>-</b>	<b>-</b>	<b>216,180</b>

DIOCESE OF VIRGINIA 2018 BUDGET

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 Requests (estimates)	2018 Adjustments Made by EB	2018 As Approved by Executive Board	2018 Subsequent Requests	2018 Budget Cte. adjustments	2018 as adopted by Annual Convention
<b>4 Ministry - Commission on Ministry</b>							
a Ministry Staff Costs	348,800	348,800	-	348,800	-	-	348,800
b Ministry Staff Travel	15,400	15,400	-	15,400	-	-	15,400
c Commission on Ministry - General Expenses	3,000	3,000	-	3,000	-	-	3,000
d Committee on Discernment	5,100	5,100	-	5,100	-	-	5,100
e Committee on Leadership Formation	1,600	1,600	-	1,600	-	-	1,600
f Committee on the Diaconate	14,600	14,600	-	14,600	-	-	14,600
g Committee on the Priesthood	60,000	60,000	-	60,000	-	-	60,000
h Committee on the Young Priests Initiative	20,300	20,300	-	20,300	-	-	20,300
i Diocesan Board of Examining Chaplains	3,300	3,300	-	3,300	-	-	3,300
j Committee on Continuing Clergy Formation	18,700	18,700	-	18,700	-	-	18,700
<b>Total Ministry</b>	<b>490,800</b>	<b>490,800</b>	<b>-</b>	<b>490,800</b>	<b>-</b>	<b>-</b>	<b>490,800</b>
<b>5 Human Dignity &amp; Justice</b>							
a Stewardship of Creation, Committee on the	1,000	1,000	-	1,000	-	-	1,000
b Race Relations, Committee on	9,080	12,236	-	12,236	-	-	12,236
c Mental Health, Committee on	4,170	4,170	-	4,170	-	-	4,170
d Prevention of Sexual Misconduct, Committee on	2,620	2,620	-	2,620	-	-	2,620
e Women in Mission & Ministry	600	600	-	600	-	-	600
<b>Total - Human Dignity &amp; Justice</b>	<b>17,470</b>	<b>20,626</b>	<b>-</b>	<b>20,626</b>	<b>-</b>	<b>-</b>	<b>20,626</b>
<b>B Total for Ministry Areas</b>	<b>2,378,941</b>	<b>2,368,260</b>	<b>-</b>	<b>2,368,260</b>	<b>-</b>	<b>-</b>	<b>2,368,260</b>
<b>C Governance</b>							
1 Governance Staff Costs	184,400	184,400	-	184,400	-	-	184,400
2 Governance Travel	5,700	5,700	-	5,700	-	-	5,700
3 Standing Committee	3,000	3,000	-	3,000	-	-	3,000
4 Executive Board, Deans & Presidents	3,700	3,700	-	3,700	-	-	3,700
5 Program Development	-	-	-	-	-	-	-
6 Province III - Representation & Support	9,025	9,025	-	9,025	-	-	9,025
7 General Convention Representation - Reserve	20,000	20,000	-	20,000	-	-	20,000
<b>Total for Governance</b>	<b>225,825</b>	<b>225,825</b>	<b>-</b>	<b>225,825</b>	<b>-</b>	<b>-</b>	<b>225,825</b>

DIOCESE OF VIRGINIA 2018 BUDGET

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 Requests (estimates)	2018 Adjustments Made by EB	2018 As Approved by Executive Board	2018 Subsequent Requests	2018 Budget Ctr. adjustments	2018 as adopted by Annual Convention
<b>D Communications &amp; Technology Across the Diocese</b>							
1 Communications Staff Costs	124,600	124,600	-	124,600	-	-	124,600
2 Communications Travel	5,550	5,550	-	5,550	-	-	5,550
3 Virginia Episcopalian & e-Communique	64,000	64,000	-	64,000	-	-	64,000
4 Web Presence	5,000	5,000	-	5,000	-	-	5,000
5 Other Communications Expenses	23,500	23,500	-	23,500	-	-	23,500
<b>D Total Communication &amp; Technology Across the Diocese</b>	<b>222,650</b>	<b>222,650</b>	<b>-</b>	<b>222,650</b>	<b>-</b>	<b>-</b>	<b>222,650</b>
<b>E Bishops, Staff &amp; Support</b>							
<b>1 The Episcopate</b>							
a Bishops	502,700	502,700	-	502,700	-	-	502,700
b Episcopal Office	184,900	184,900	-	184,900	-	-	184,900
c Other expenses of the Bishops Office	5,500	5,500	-	5,500	-	-	5,500
d Bishops' Travel	61,850	61,850	-	61,850	-	-	61,850
e Bishops' Office Travel	3,500	3,500	-	3,500	-	-	3,500
f Reserve - Lambeth	2,000	2,000	-	2,000	-	-	2,000
g Episcopal Transition Expense & Reserve	4,000	4,000	-	4,000	-	-	4,000
<b>2 Staff</b>							
a Mayo House Staff	188,400	188,400	-	188,400	-	-	188,400
b M&G Travel	-	-	-	-	-	-	-
c Finance Staff	283,100	283,100	-	283,100	-	-	283,100
d Finance Travel	9,562	9,562	-	9,562	-	-	9,562
e Temporary Assistance	1,450	1,450	-	1,450	-	-	1,450
f Administrative Staff Travel	-	-	-	-	-	-	-
g Other Staff Expenses	21,500	15,000	-	15,000	-	-	15,000

DIOCESE OF VIRGINIA 2018 BUDGET

CATEGORY AND PROGRAM	2017 as adopted by Annual Council	2018 Requests (estimates)	2018 Adjustments Made by EB	2018 As Approved by Executive Board	2018 Subsequent Requests	2018 Budget Cte. adjustments	2018 as adopted by Annual Convention
<b>3 Support</b>							
a Auto Expense & Reserve	48,000	40,000	-	40,000	-	-	40,000
b Telephone & Cell Phone Expense	27,000	27,000	-	27,000	-	-	27,000
c Office Supplies, Equipment & Services	85,000	80,638	-	80,638	-	-	80,638
d Building Related Expenses & Reserve	104,000	100,000	-	100,000	-	-	100,000
e Audit, Legal & Professional fees	50,000	50,000	-	50,000	-	-	50,000
f Other operating expenses	7,900	7,000	-	7,000	-	-	7,000
<b>E Total for Bishops, Staff and Support</b>	<b>1,590,382</b>	<b>1,566,600</b>	<b>-</b>	<b>1,566,600</b>	<b>-</b>	<b>-</b>	<b>1,566,600</b>
<b>TOTAL EXPENSES</b>	<b>5,121,500</b>	<b>5,010,000</b>	<b>-</b>	<b>5,010,000</b>	<b>-</b>	<b>-</b>	<b>5,010,000</b>
<b>TOTAL INCOME - EXPENSES</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>0</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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## Constitution of the Protestant Episcopal Church in the Diocese of Virginia

**Whereas**, the civil government in the Virginia Colony from time to time established within the bounds of the Colony parishes of the Established Church of England in Virginia, which parishes continued as such until the Church was disestablished by the several acts of the General Assembly of Virginia in 1784; and

**Whereas**, the Protestant Episcopal Church of Virginia was organized in May, 1785, by a union of all the parishes of the disestablished Church of England within the bounds of the Commonwealth of Virginia and took part in the organization of the union of all the Protestant Episcopal Churches of the several States and, by its own formal ratification of the plan of union, became the Diocese of Virginia of the Protestant Episcopal Church in the United States of America; and

**Whereas**, the original Diocese of Virginia, embracing the entire State, has since been divided into several Dioceses, one of which remains established as the Diocese of Virginia;

**Now**, Therefore, the Diocese of Virginia acknowledges the authority and power of the General Convention of the Protestant Episcopal Church in the United States of America, as set forth in the Constitution and Canons adopted thereby, and, in the exercise of its own powers and authority, doth amend and revise the Constitution of this Diocese so that the same shall read as follows:

# The Constitution of the Protestant Episcopal Church in the Diocese of Virginia

## Article I. Order, Government and Discipline.

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

## Article II. Meetings of Convention.

The Convention shall hold on a weekend, upon the date designated by the Ecclesiastical Authority of the Diocese, a regular annual meeting at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority of the Diocese may, for any cause deemed by it to be sufficient, change the time, or the place, or both, for any regular meeting of the Convention. At meetings of the Convention, the Rules of Order of the previous meeting shall be in force until they are amended or repealed by the Convention.

## Article III. Composition of the Convention.

### Section 1

- (a) The Convention shall be composed of the Clerical order and the Lay order.
- (b) The Clerical order shall consist of the Bishop or Bishops and all other ministers canonically resident in the Diocese of Virginia. No member of the Clerical order under ecclesiastical censure shall be entitled to a seat in the Convention.
- (c) The Lay order shall consist of two classes, namely: (1) the Lay Delegates from the church and (2) the Lay members ex officio.
- (d) There shall be only one Lay Delegate from each church, to be chosen by its Vestry. But from every church having more than three hundred confirmed communicants in good standing reported to the Diocesan authorities in the last annual report, there shall be an additional Lay Delegate for each three hundred confirmed communicants in good standing, or major fraction thereof, above the first three hundred.
- (e) The Lay members of the Standing Committee, the Lay members of the Executive Board, the Chancellor, the Presidents of the Regions, the President of the Episcopal Church Women of the Diocese, one Youth Delegate (not over 21 years of age) elected by each Regional Council on or before May 1, and five lay persons, not over 25 years of age at the time of election who are participants in an Episcopal higher education ministry in the Diocese, to be elected by the Standing Committee on or before May 1 as Collegiate Delegates shall be members of Convention ex officio.
- (f) Each elected Delegate and ex officio member shall have one vote.

**Section 2.** The Lay Delegates shall serve for the regular meeting for which they are chosen, and, unless other delegates be chosen, for any special meeting held prior to the next regular meeting of the Convention



**Section 3.** All Lay members of the Convention shall be adult confirmed communicants in good standing, as defined in the General Convention Canon I.17., of the Episcopal Church, in the Diocese of Virginia.

## **Article IV. Quorum of the Convention.**

One-third of the members of the Clerical order and one-half of the members of the Lay order shall constitute a quorum for the transaction of business at any regular or special meeting of the Convention, but a smaller number may adjourn any such meeting.

## **Article V. Methods of Voting in the Convention.**

In all matters that may come before any meeting of the Convention the clergy and laity shall deliberate in one body and a majority of those voting shall be necessary for a decision, except where the vote is by orders, in which case there must be a concurrence of majorities in each order; but, before a vote is taken upon any matter, five members may, by request, require the vote to be taken by orders. In a vote by orders each Clerical Delegate and each Lay Delegate shall be entitled to one vote.

## **Article VI. The Bishops, Officers and Committees of the Diocese.**

In addition to the Bishop of the Diocese, there may be a Bishop Coadjutor, Bishops Suffragan, Assistant Bishops, or any combination thereof, upon the conditions and pursuant to the authority contained in the Canons of the General Convention.

In addition to the Bishop, or Bishops, the officers of the Diocese shall consist of a Secretary, Treasurer, Chancellor, and a Registrar.

For the conduct of the affairs of the Diocese, there shall be a Standing Committee and an Executive Board, together with such other officers, committees, departments, and boards as the Convention may deem desirable

## **Article VII. Election of a Bishop.**

The election of a Bishop shall be made at a regular meeting of the Convention, or at a special meeting of the Convention called for that purpose. The vote shall be by ballot and by orders and a concurrent majority of the votes cast by each order shall be necessary to a choice.

## **Article VIII. The Bishop as President of the Convention.**

**Section 1.** The Bishop shall preside at all meetings of the Convention and exercise all the ordinary duties of a presiding officer. He may call a special meeting of the Convention at whatever time and place he may think necessary; and whenever requested by the Standing Committee, it shall be his duty to call a special meeting to be held at the time and place selected by the Standing Committee.

**Section 2.** The Bishop Coadjutor, if there be one, shall preside at any meeting of the Convention from which the Bishop is absent, or whenever the Bishop may request him to preside.

**Section 3.** The ranking active Suffragan Bishop, if there be one, shall preside at any meeting of the Convention if he is requested to do so by the Bishop, or in the absence of the Bishop, by the Bishop Coadjutor; or if declared or serving as the Ecclesiastical Authority pursuant to Article IX of the Constitution.

**Section 4.** A retired Bishop or an Assistant Bishop of this Diocese may preside at any meeting of the Convention at the request of the presiding officer.

## **Article IX.**

### **Vacancy in the Office of the Bishop.**

**Section 1.** Upon the death of the Bishop and if there is no Bishop Coadjutor, then the ranking active Suffragan Bishop shall be in charge of this Diocese and shall be temporarily the Ecclesiastical Authority of this Diocese until such time as a new Bishop shall be chosen and consecrated; or, if the Standing Committee declare the disability or absence of the Bishop and there is no Bishop Coadjutor able and present, then the ranking active Suffragan Bishop shall be in charge of this Diocese until such time as the Standing Committee shall declare the ability and presence of the Bishop.

**Section 2.** In case of a vacancy, or anticipated vacancy, in the Office of the Bishop, a special meeting of the Convention shall be called by the Ecclesiastical Authority. That special Convention, immediately upon assembling, if there be no Bishop, Bishop Coadjutor, Suffragan Bishop, or Assistant Bishop present, shall elect by ballot a President from among the order of Presbyters present, who shall remain in office until the election and consecration of the Bishop. The President so elected shall perform all the duties and possess all the privileges of a presiding officer. He shall not have the power to call a special meeting of the Convention except when requested so to do by the Standing Committee, in which case the special meeting shall be at the time and place requested.

## **Article X.**

Reserved for future use.

## **Article XI.**

### **The Secretary of the Diocese.**

A Secretary of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee. He shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, he shall hold no other Clerical preferment. He shall also serve as Secretary of the Convention, take minutes of its proceedings and attest to the public acts of the body. The Secretary shall perform such other duties as may be prescribed by Canon.

## **Article XII.**

### **The Treasurer of the Diocese.**

A Treasurer of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. He, or she, shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. He shall receive and keep safely all money and other property confided to his custody; and he shall disburse and dispose of the same as may be provided by Canon. He shall report annually to the Convention an account showing all money and other property

received by him, and the manner in which he has disbursed or disposed of the same. The Treasurer shall give bond in an amount to be fixed by the Standing Committee, with corporate surety approved by the Standing Committee, which bond shall be conditioned upon the faithful performance of the duties of his office. At the close of each fiscal year, accounts of the Treasurer shall be audited by a certified public accountant selected by the Standing Committee. In case of the misconduct of the Treasurer, or of his incapacity, refusal or failure to discharge the duties of his office, the Standing Committee shall remove him and a new appointment shall be made in the manner aforesaid.

## **Article XIII. The Chancellor of the Diocese.**

**Section 1.** A Chancellor of the Diocese shall be appointed by the Ecclesiastical Authority. The Chancellor shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. The Chancellor shall be a confirmed adult communicant in good standing, as defined in General Convention Canon I. 17. of the Episcopal Church in the Diocese of Virginia, and a member of the Virginia State Bar. The Chancellor shall be the legal advisor of the Ecclesiastical Authority of the Diocese, the Convention of the Diocese, and to the Executive Board of the Diocese.

**Section 2.** The Ecclesiastical Authority may, in consultation with the Chancellor, also appoint one or more Vice Chancellors, who shall continue in office at the pleasure of the Ecclesiastical Authority. Vice Chancellors shall be confirmed adult communicants in good standing, as defined in General Convention Canon I. 17. of the Episcopal Church in the Diocese of Virginia, and members of the Virginia State Bar. Vice Chancellors shall serve at the direction of the Chancellor and shall assist the Chancellor in the performance of the Chancellor's duties. Vice Chancellors shall have seat and voice at the Annual 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 Council 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) One member elected by each Regional Council or in the absence of the member, an alternate member elected by each Regional Council.
- (b) The Bishop, the Bishop Coadjutor if there be one, and the Suffragan Bishops if there be such.

**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 Convention. All congregations designated as Parish Churches, Parishes or Separate Congregations on the effective date of this Canon shall be classified as Churches.

**Section 2.** A group of people seeking such status must signify its desire to a regular meeting of the Convention of the Diocese of Virginia by petitioning for Church status. Such petition must contain the proposed name for the Church, a certification that the requirements of Section 1 of this Canon are complied with, the name and address of the supervising Priest, the address or addresses of the place or places of worship, and a copy of the current budget. The petition shall be accompanied by certificates of endorsement from the Regional Council of the Region in which such group provides a place of worship and from the Executive Board, it being the responsibility of the group to obtain such certificate.

**Section 3.** Each Church shall have a Vestry in conformity with Canon 11.

**Section 4.** The Vestry of a Church shall elect, from among those persons eligible to serve as Vestry members of that Church, representatives to the Regional Council and Convention of the Diocese in the number provided by Canon.

**Section 5.** The Rector and Vestry of a Church as herein defined are expressly designated as the

“Rector and Vestry of a Parish” for purposes of the Constitution and Canons of The Episcopal Church.

**Section 6.** A group of persons who desire to organize a congregation, but who are unable to meet all of the requirements of Section 1 of this Canon, may be constituted by the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it be the Ecclesiastical Authority, a Mission. Application for such status shall be accompanied by a certificate of endorsement of the Regional Council of the Region in which such group proposes to worship, it being the responsibility of the group to obtain such certificate. A list of all Missions shall be published annually in the Journal of the Convention of the Diocese. Upon the request of any Church, or the failure of any Church to meet all the requirements of Section 1 of this Canon, or upon request by a Church for direct aid from the Diocesan Budget, the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it be the Ecclesiastical Authority, may change the status of such Church to that of a Mission. Any action taken under this section shall be reported in the Journal of the next succeeding Convention as one of the official acts of the official taking the action.

**Section 7.** The minister in charge of a Mission shall be called the Vicar.

**Section 8.**

- (a) Any Church may, with the consent of the Ecclesiastical Authority and the Regional Council of the Region in which the Mission is to be located, establish within the boundaries of such Region one or more Missions of a Founding Church. The minister in charge of such Mission shall be appointed by the Rector of the Founding Church with the concurrence of the Ecclesiastical Authority. The Vestry of the Founding Church shall appoint or shall allow to be elected a Vestry Committee which shall be composed as provided in Canon 11.14. It shall be charged with transacting the temporal business of the Mission, except that the Founding Church may retain to itself such temporal functions as it deems proper and in any event shall be ultimately responsible for the temporal obligations of the Mission.
- (b) The Rector and Vestry of the Founding Church may at any time agree with the Bishop to designate such “Mission of a Founding Church” as a “Mission,” and upon such designation becoming effective, the provisions of this section shall no longer apply to such a Mission. Any Mission functioning under this section shall be so marked in the annual list of Missions.
- (c) A Mission shall be entitled to Lay and Clerical representation in the Diocesan Convention and Regional Council as is afforded other Churches

**Section 9.**

- (a) An Episcopal theological seminary located within the bounds of the diocese may with the consent of the Ecclesiastical Authority and the Regional Council of the Region in which the Mission is to be located, establish within the boundaries of such Region one or more Missions of a Theological Seminary. The minister in charge of such Mission shall be appointed by the Dean and President of the theological seminary with the concurrence of the Ecclesiastical Authority. The Dean and President shall also appoint or allow to be elected a Vestry Committee which shall be composed as provided in Canon 11.14. It shall be charged with transacting the temporal business of the Mission, except that the theological seminary may retain to itself such temporal functions as it deems proper and in any event shall be ultimately responsible for the temporal obligations of the Mission.
- (b) The Dean and President of the theological seminary may at any time agree with the Bishop to designate such “Mission of a Theological Seminary” as a “Mission,” and upon such designation becoming effective, the provisions of this section shall no longer apply to such a Mission. Any Mission functioning under this section shall be so marked in the annual list of Missions.
- (c) A Mission of a Theological Seminary shall be entitled to lay and clerical representation in

the Diocesan Convention and Regional Council as is afforded other Churches.

## **CANON 11.**

### **Election and Organization of Vestries, and Call of Congregational Meetings.**

**Section 1.** In this Canon, the term “Rector” implies “Rector or Vicar,” and the term “Vestry” denotes “Vestry or Vestry Committee,” unless specifically noted to the contrary.

**Section 2.** A Church shall have a Vestry which shall consist of not fewer than three or more than twelve members, except that in any Church having more than one hundred confirmed communicants in good standing one additional member may be elected to its Vestry for each additional one hundred confirmed communicants in good standing, or major fraction thereof, provided that the total number of elected Vestry members shall not exceed eighteen.

**Section 3.** The election of Vestry members shall be held annually at such time and place as shall be designated by the Vestry, or in the event the Vestry does not act then by the Rector, or, if there be no Rector by the Wardens. If the time and place be not so fixed then the election shall be held on Easter Monday in the church or regular place of worship. At least three days notice of the time and place of each election of Vestry members shall be given in the church on an occasion of public worship or by other adequate means.

Notwithstanding the foregoing provision, if any Church so authorize, Vestry members may be elected for terms not to exceed four years, the congregation to determine the length of terms, the beginning of the term, and the number of Vestry members to be elected for such terms. The Vestry members elected and qualified under this Canon shall serve until their successors are elected and have qualified.

At all meetings of the congregation, the Rector shall preside, except that at the request of the Rector or if the Church is without a Rector, the meeting shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry

**Section 4.** Only Lay persons, who are confirmed adult communicants in good standing of the church, as defined in General Convention Canon I.17., shall be eligible for election as Vestry members of such church. However, regardless of eligibility of a person for election, no person shall be elected at duly convened congregational meetings to consecutive full terms on a congregation’s Vestry or Vestry Committee.

**Section 5.** All adult communicants in good standing, registered in the particular Church in which they offer to vote, shall be entitled to vote at the election of Vestry members. The voting shall be by ballot in person and, unless otherwise provided by the meeting, a majority of the votes cast shall be necessary to a choice. There shall be no voting by proxy. But no election shall be valid unless the participating qualified votes number at least ten per cent of the number of active communicants qualified to vote reported for the previous year.

**Section 6.** The Vestry may appoint three persons to act as judges at the Vestry elections, whose duties shall be to determine the qualifications of the voters and the eligibility of persons for nomination as Vestry members.

**Section 7.** As soon as may be after their election, the persons chosen as Vestry members shall assemble and organize at such time and place as the Rector shall appoint, or, if no time or place be appointed by him within a reasonable time, then at such time and place as shall be designated by

any two Vestry members elect, the Rector and each Vestry member elect being notified. The newly organized Vestry takes office at a time previously established by the congregation in a duly called meeting. The proceedings at this and every meeting of the Vestry shall be opened with one or more collects and the Lord's Prayer by the Rector, or other person appointed by the Rector.

**Section 8.** Every person chosen a Vestry member shall qualify by subscribing the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of The Episcopal Church; and I promise that I will faithfully execute the office of Vestry member of \_\_\_\_\_ Church, in Region \_\_\_\_\_, in the County (or City) of \_\_\_\_\_, according to my best knowledge and skill." No person shall act as a Vestry member until this declaration and promise have been subscribed to.

**Section 9.** The Vestry shall elect a Senior and a Junior Warden, a Register and a Treasurer, who shall continue in office until their successors are elected and qualified. The Wardens shall be members of the Vestry.

**Section 10.** The Rector shall preside at all meetings of the Vestry. In the absence of the Rector, or at his request when present, the Rector may request the Vestry to elect a substitute presiding officer, in which case the Rector will continue to have seat, voice and vote. If the church is without a Rector, meetings of the Vestry shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry. All Vestry meetings shall be subject to the Rector's call; but in case he fails to call a meeting when requested to do so by two Vestry members, such Vestry members may themselves call a meeting, giving at least three days notice of the time and place to the Rector and to each Vestry member. A majority of the Vestry members who have qualified, exclusive of the Rector, shall constitute a quorum; but any Vestry may by resolution fix a smaller number to act as a quorum at future meetings. The Vestry may adopt by-laws not inconsistent with Diocesan or National Canons.

**Section 11.** In case of a vacancy in the Vestry, the remaining members may elect a qualified member of the congregation to fill the vacancy until the next annual congregational meeting, at which time such vacancy shall be filled. The following actions of any Vestry member may, after due warning, be deemed to create a vacancy which shall be declared by resolution of the Vestry:

- a. Failure to qualify within 60 days of election; or
- b. Failure to continue as a communicant in good standing; or
- c. Continued failure to attend the meetings of the Vestry without adequate excuse; or
- d. Neglect to perform faithfully and diligently the duties of Vestry members enumerated in the Canons or by the by-laws of the congregation.

**Section 12.** Any Church having two or more congregations in different communities may apportion to each congregation the number of Vestry members to be chosen as its representation upon the Church Vestry. A separate election shall be held by and for each congregation, at which the number of Vestry members allotted to that congregation shall be chosen in accordance with the procedure presented in the preceding provisions of this Canon.

The Vestry members so chosen, together with the Rector, if there be one, shall constitute the Rector and Vestry of the Church. The Vestry members chosen by each congregation, together with the Rector, shall be a committee of the Church Vestry to have the care and control of the property and to transact the local business of the congregation from which elected. Each Vestry committee may appoint one Warden for its congregation, a Treasurer and a Clerk. If Wardens have been chosen for particular congregations by Committees of the Vestry, the Senior and Junior Wardens of the Church

shall be chosen from among such Wardens.

The Church Vestry shall meet as a whole at least quarterly. Any matter concurred in by a majority of the committees of the Vestry, recorded by their respective Clerks and by the Register of the Vestry, shall be the act of the Vestry of the Church unless the Rector, or if there be none, the Senior Warden, deem it proper that such matter should be acted upon in a meeting of the Church Vestry as a whole.

**Section 13.** In addition to the annual meeting of the congregation for the election of Vestry members, other meetings of the congregation may be called by the Vestry or, if they decline to do so, by ten qualified voters of the congregation after at least three days notice of the time, place and object of the meeting have been given either on an occasion of public worship or by other adequate means to the minister, each Vestry member and the congregation. At such meetings only those persons shall be entitled to vote who are qualified to vote for Vestry members and such meetings shall be conducted in the same manner as meetings held for the election of Vestries, except that voting by ballot need not be required.

**Section 14.** The Bishop or the Ecclesiastical Authority of the Diocese shall appoint, or else allow a Mission which is not a Mission of a Founding Church to elect, a Committee of not fewer than three nor more than twelve Lay persons, who are confirmed adult communicants in good standing of that Mission, as defined in General Convention Canon I.17, to be called the Vestry Committee.

## CANON 12.

### Duties of Vestries, Wardens and Parish Officers.

**Section 1.** The Rector of a Church shall be elected by its Vestry, with the advice of the Bishop and in compliance with General Convention Canon III.9.3(a). The Vestry Committee of every Mission shall elect a Vicar upon nomination by the Bishop, such Vicar to serve at the pleasure of the Bishop. In accordance with General Convention Canon III.9.3(b), after consultation with the Vestry, a Priest-in-Charge may be appointed by the Bishop for any congregation in which there is no Rector. Any assistant ministers of a Church, by whatever name they may be designated, shall be selected by the Rector subject to the approval of the Vestry and in accordance with General Convention Canon III.9.3(c).

**Section 2.** Each Vestry shall cooperate with the Rector or Vicar in promoting the spiritual welfare of his cure and assist him in his duties as defined in General Convention Canon III.9.6.

**Section 3.** Each Vestry member shall support the programs of the Church through a commitment to service and biblically-based standard of proportional giving. Each vestry member shall also continuously encourage the members of the congregation to support the programs of the Church and to give generously towards the support of those programs; and each Vestry member shall extend personally a hearty welcome to newly baptized, confirmed, received, or transferred members of the congregation.

**Section 4.** Each Vestry shall see that the Rector or Vicar is properly supported, that his salary is paid in full and with regularity, together with the pension premiums and other obligations due from the Church; annually review the compensation of its Rector or Vicar in keeping with the published guidelines of the Diocese; and make all necessary provision for Church music, with the advice and consent of the Rector or Vicar, and subject to his control.

**Section 5.** Each Vestry shall advise the Diocese 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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