



THE EPISCOPAL DIOCESE OF VIRGINIA

# JOURNAL OF The 230<sup>th</sup> Annual Convention

## Including

Proceedings of the November 7-9, 2024 meeting

of the 230<sup>th</sup> Annual Convention

Parochial Statistics

Annual Reports

Audits

The Constitution and Canons of the Diocese of Virginia

Draft

Love Jesus. Embody justice. Be disciples.







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\* This section was not received before publication of the Draft Journal of the 230th Annual Convention. It will be included in the final publication of the Journal.





The 231st Annual Convention of the Episcopal Diocese of Virginia will be held on November 6-8, 2025 at the Fredericksburg Convention Center, 2371 Carl D. Silver Pkwy, Fredericksburg, Virginia 22401.

# Diocesan Officers

*As of the 230th Annual Convention.*

**The Bishop**

The Rt. Rev. E. Mark Stevenson

**The Assistant Bishop**

The Rt. Rev. Gayle E. Harris

**The Secretary**

Mr. Mark Eastham

**The Treasurer**

Mr. Ted Smith

**The Chancellor**

John Paul Causey Jr., Esq.

**The Registrar and Historiographer**

Mr. Nathan Vernon Madison

**The Trustees**

Jack W. Burtch Jr.

Esq. Bradfute W. Davenport Jr.

Esq. Elizabeth G. Hester, Esq.

**The Diocesan Offices of the Episcopal Diocese of Virginia**

110 West Franklin Street Richmond, Virginia 23220

804-643-8451

800-DIOCESE Fax 804-644-6928

[www.episcopalvirginia.org](http://www.episcopalvirginia.org)

# **Members of the 230<sup>th</sup> Annual Convention**

## Canonically Resident Clergy

\*Indicates attended 230<sup>th</sup> Annual Convention.

<i>Name (Alphabetical by Last Name)</i>	<i>Church &amp; Location</i>	<i>Position</i>
The Rev. Jonathan V. Adams*	Trinity, Upperville	Rector
The Rev. Dr. Christopher M. (Chris) Agnew*		Retired
The Rev. Charles D. (Buck) Aiken Jr.	St. Mark's, Richmond	Retired/Assisting
The Very Rev. J. Randolph (Randy) Alexander Jr.*	Immanuel-On-The-Hill, Alexandria	Rector
The Rev. T. Alexander (Alex) Allain	Goodwin House, Alexandria	Chaplain
The Rev. Charles D. (Chuck) Alley		Retired
The Rev. Deacon Barbara Ambrose		Vocational Deacon
The Rev. Paul John Andersen		
The Rev. Dr. Vienna Cobb Anderson		Retired
The Rev. Anthony F. (Tony) Andres		
The Rev. Pati Mary Andrews		
The Rev. Cate Anthony*	St. Stephen's, Richmond	Associate
The Rev. Amelia Arthur	St. Catherine's School, Richmond	Head Chaplain
The Rev. Collins Asonye*	Meade Memorial, Alexandria	Rector
The Rev. Deacon Logan Augustine	Westminster Canterbury, Richmond	Chaplain/Non-Parochial
The Rev. Benjamin Badgett*	St. Mark's, Richmond	Rector
The Rev. Heather K. Baggett	HCR Manorcare Heartland Hospice	Spiritual Care Coordinator
The Rev. Bertram Cass (Cass) Bailey*	Trinity, Charlottesville	Rector
The Rev. S. Abbott Bailey		
The Rev. John Baker		Retired
The Rev. Rhonda W. Baker		
The Rev. Robert (Rob) Banse*		Retired
The Very Rev. Gary J. (Gary) Barker*	Kingston Parish, Mathews	Rector
The Rev. Jane W. Barr		Retired
The Rev. Joshua C. (Josh) Bascom*	Christ Church, Charlottesville	Associate
The Rev. Ralph W. Bayfield		
The Rev. Dr. Rosemary Beales*	St. George's, Fredericksburg	Retired/Assisting
The Rev. Deacon Emmettri Monica Beane	St. Stephen's, Culpeper	Vocational Deacon
The Rev. Stephan P. (Steve) Beatty		
The Rev. Jo J. (Jo) Belser*	Resurrection, Alexandria	Rector
The Rev. Denise Bennett*	St. Aspah's, Bowling Green	Priest in Charge
The Rev. Deacon Elvira Beracochea*	St. Christopher's, Springfield	Vocational Deacon
The Rev. Gregory Bezilla*	St. Mary's, Goochland	Priest Locum Tenens
The Rev. M. Chanta Bhan	Diocese of Virginia	Canon for Discipleship
The Rev. Craig Biddle III		

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<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. Dr. Donald D. (Don) Binder		Retired
The Rev. Rachelle E. Birnbaum		Retired
The Rev. Dr. Thom Blair Jr		Retired
The Rev. Kyle Bomar	St. Thomas, Orange	Priest in Charge
The Rev. Deacon Amanda Bourne		
The Rev. Stephen Bragaw*	St. Peter's, New Kent	Priest in Charge
The Rev. Mary W. Brake		
The Rev. Michael Brenneis		
The Rev. Deacon Emma Wright Brice*	Grace, Alexandria	Assistant Rector
The Rev. Areeta Bridgemohan		
The Rev. Theresa Brion*	St. John's, West Point	Priest-in-Charge
The Rev. Charles F. Brock*	St. James', Mt Vernon, Alexandria	Rector
The Rev. Mignon L. (Sarah) Brockenbrough*		
The Rev. Mary Kay (Mary Kay) Brown		Retired
The Rev. W. Hill (Hill) Brown III*		Retired
The Rev. Jonathan R. Bryan		Retired
The Rev. Dr. Julie Diane Bryant*	St. John's, Arlington & St. Patrick's, Fall Church	Rector
The Rev. Katherine S. (Kate) Bryant		Retired
The Rev. William H. (Bill) Burk*	Creator, Mechanicsville	Rector
The Rev. Deacon Steven Busch*	St. John's, Centreville	Vocational Deacon
The Rev. Deacon Sam Bush*	Christ, Charlottesville	Associate
The Rev. Joseph Butler	Emmanuel, Harrisonburg	Interim Rector
The Rev. J Michael (Michael) Cadaret*	St. Bartholomew's	Priest-in-Charge
The Rev. George M. Caldwell		Retired
The Rev. Benjamin P. (Ben) Campbell*	St. Paul's, Richmond	Retired/Assisting
The Rev. Catherine Campbell		Retired
The Rev. Grace Cangialosi		Retired
The Rev. Diane Carroll*		Retired
The Rev. J M. (Currie) Carter		Retired
The Rev. Deacon Rebecca Casey*	Grace Church, Stanardsville and Piedmont Church	Priest-in-Charge
The Rev. Sean Cavanaugh	St. Stephen's & St. Agnes School, Alexandria	Chaplain/Non-Parochial
The Rev. Kathleen D. (Kate) Chipps		Retired
The Rev. Sang Seok (Athanasius) Choi*	Holy Cross Korean, Falls Church	Vicar
The Rev. Dr. Young Kwon Choi	St. Francis Korean, McLean	Vicar
The Rev. James H. (Jim) Cirillo		retired
The Rev. Constance (Connie) Clark*	Buck Mountain, Earlysville	Vicar

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<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. Laura Doud Cochran*	St. Aidan's, Alexandria	Rector
The Rev. Kim L. Coleman*	Trinity, Arlington	Rector
The Rev. Dr. Sarah M. Colvin*	All Saints, Sharon Chapel, Alexandria	Priest-in-Charge
The Rev. Carey Dougherty Connors*	St. Christopher's, Springfield	Rector
The Rev. Ruth E. Correll		Retired
The Rev. Geoffrey D. (Geoff) Coupland		
The Rev. Charles Cowherd*	St. Timothy's, Herndon	Rector
The Rev. Mary Gwynn (Gwynn) Crichton	St. Paul's, Richmond	Associate
The Rev. Ronald C. (Ron) Crocker		
The Rev. David M. Crosby*	Trinity, Fredericksburg	Interim Rector
The Rev. Deacon J. David (David) Curtis*	All Saints, Richmond	Deacon
The Rev. Deacon Mary Cushing*	St. John's, Arlington and St. Patrick's, Falls Church	Deacon
The Rev. S. Rainey Gamble Dankel	St. Paul's, Richmond	Retired/Assisting
The Rev. Judith (Judy) Davis*	St. John's, Tappahannock	Interim Rector
The Rev. Susan W. (Kipper) Degavre		Retired
The Rev. Deacon John C. Dickinson*	St. John's, Richmond	Vocational Deacon
The Rev. William (Will) Dickinson*		Non-Parochial
The Rev. Patricia J. (Pat) Dickson		Not in DOV
The Rev. Timothy W. (Tim) Dols		
The Very Rev. Katherine G. Dougherty	All Souls', Mechanicsville	Vicar
The Rev. William (Will) Drosos*	St. Thomas, McLean	Associate
The Rev. Emily H. Dunevant	Grace, Goochland	Rector
The Rev. Andrew (Andy) Dunks		Retired
The Rev. G Edward (Ed) Dunlap		
The Very Rev. Dr. Charles T. (Charlie) Dupree*	St. Paul's, Richmond	Rector
The Rev. Susan N. (Sue) Eaves		Retired
The Rev. William E. (Bill) Eberle		
The Rev. Whitney Zimmerman Edwards*	Varina, Varina	Vicar
The Rev. Robert M. Elder		
The Rev. Deacon Lawrence James Elliott		Vocational Deacon
The Rev. Gail Epes		Retired
The Rev. Rachel Bauer Eskite		
The Rev. Courtenay Evans*	Christ, Charlottesville	Vocational Deacon
The Rev. Deacon Paul Evans	St. Christopher's School, Richmond	Chaplain/Non-Parochial
The Rev. Dr. Margaret Ann (Sam) Faeth		
The Rev. Kristen Farrington*	Cople Parish	Priest-in-Charge
The Rev. Mark R. Feather		
The Rev. Katherine V. Ferguson*	Resurrection, Alexandria	Assistant



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<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. Richard E. Fichter Jr.*	Hanover-with-Brunswick Parish: Emmanuel & St. John's, King George	Rector
The Rev. Jeffrey P. Fishwick		Retired
The Rev. Marlene Eudora Forrest*	St. Philip's, Richmond	Rector
The Rev. Kenneth Nicholas (Nik) Forti*	The Fork Church, Doswell	Rector
The Very Rev. Elizabeth (Beth) Magill Franklin*	St. Michael's, Arlington	Rector
The Rev. Peter Fraser-Morris*	Christ Church, Luray	Priest-in-Charge
The Rev. Dr. Robert D. (Bob) Friend		Retired
The Rev. Deacon Anthony Gaboton, Jr.	St. John's, Richmond & Calvary, Hanover	Assistant Rector, Vicar
The Rev. Jenifer Gamber*	St. Peter's, Arlington	Rector
The Rev. Lee Gandiya*	St. Paul's, Owens, King George	Rector
The Rev. Deacon Christine J. Garcia*	St. Thomas, Richmond	Deacon
The Very Rev. Fran Gardner-Smith*	St. Thomas, McLean	Rector
The Rev. Deacon Frederico Garza*	St. Philip's, Richmond	Vocational Deacon
The Rev. Sarah Kinney Gaventa		Not in DOV
The Rev. Robert Douglas (Doug) Geddes		Retired
The Rev. Martin R. Geiger*	Emmanuel, Delaplane	Priest-in-Charge
The Rev. Webster Gibson*	Christ Church, Winchester	Rector
The Rev. Ann H. Gillespie*	Holy Comforter, Vienna	Associate
The Rev. Kimberly Baker (Kim) Glenn*	Grace, Kilmarnock	Rector
The Rev. Deacon Shea Godwin	Calvary, Front Royal	Vocational Deacon
The Rt. Rev. Susan E. Goff*		Retired Bishop Suffragan
The Rev. Neal (Neal) Goldsborough*	Christ Church, Glen Allen	Retired/Interim Rector
The Rev. Dr. Mario S. Gonzalez Del Solar		Retired
The Very Rev. Rodney E. (Rod) Gordon*	St. Peter's, Oak Grove, Colonial Beach	Rector
The Rev. Michael Gray*	Emmanuel, Rapidan	Priest-in-Charge
The Rev. Janettarose Greene*	St. Mary's, Arlington	Assistant
The Rev. April Trew Greenwood		Retired
The Rev. Kathy R. Guin		
The Rt. Rev. Edwin F. (Ted) Gulick Jr.*	Diocese Of Virginia	Retired
The Rev. Deacon Sally Gunn		Vocational Deacon
The Rev. Dr. Peter R. (Pete) Gustin		Retired
The Rev. Theodore R. (Ted) Haddix Jr.		
The Rev. Deacon Marty Hagar		Deacon
The Rev. Deacon Margaret A. Haight		Vocational Deacon
The Rev. Dr. John C N Hall		
The Rev. Harold H. (Hal) Hallock Jr.		Retired

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<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. James A. (Jim) Hammond		Retired
The Rev. Heewoo Daniel Han		
The Rev. Dr. Valentine Seung-gyu Han		
The Ven. Holly Hanback*	St. Gabriel's - San Gabriel, Leesburg	Vocational Deacon
The Rev. Carol J. Hancock*		Retired
The Rev. Rachel Harber		
The Rev. Crystal Hardin	St. George's, Arlington	Associate
The Rev. Deacon Susannah (Susie) Harding*		Non Parochial
The Rev. Torrence M. Harman	St. John's, Warsaw & N. Farnham Parish, Farnham	Retired/Priest-in-Charge
The Rev. Carl Harris*		Retired
The Rt. Rev. Gayle E. Harris*	Diocese of Virginia	Assistant Bishop
The Rev. Deacon Salli Hartman*		Non Parochial
The Very Rev. Susan P. Hartzell*	St. Peter's In The Woods, Fairfax Station	Rector
The Rev. Lachlan Hassman*		Not in DOV
The Rev. Linda Wofford Hawkins		
The Rev. Deacon Reginal Hayes	Immanuel-on-the-Hill, Alexandria	Postulant Intern
The Rev. Christopher Thomas (Tom) Hayes III		Retired
The Rev. Valerie J. Hayes*	Calvary, Front Royal	Rector
The Rev. Canon Dorothy (d'Rue) Hazel*	Diocese Of Virginia, Richmond	Canon to the Ordinary
The Rev. Roger Hearn		
The Rev. Dr. Thomas S. (Tom) Hendrickson		Retired
The Rev. Joseph H. (Joe) Hensley Jr.*	St. George's, Fredericksburg	Rector
The Rev. Lynda S. Hergenrather		
The Rev. Robert G. (Bob) Hetherington*		Retired
The Rev. Catherine Hicks	St. Peter's, Port Royal	Rector
The Rev. Deacon Harrison Higgins IV	St. Mary's, Richmond	Vocational Deacon
The Rev. Jeffrey (Rock) Higgins*	St. James the Less, Ashland	Rector
The Rev. Jennings W. (Jenks) Hobson III*		Retired
The Rev. Vincent S. Hodge		Retired
The Rev. John Edwin Hogg*	Immanuel, Mechanicsville	Rector
The Rev. C Lynn (Lynn) Holland		
The Rev. Melissa K. Hollerith		
The Rev. C Thomas (Tom) Holliday		Retired
The Rev. Jessica (Jess) Holthus*	St. Anne's, Reston	Rector
The Rev. Alan B. (Al) Hooker		Retired
The Rev. Martha J. Horne		Retired

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The Rev. John D. Hortum		Retired
The Rev. S Caitlin (Cait) Howell		
The Rev. James Anthony (Jim) Hughes	Trinity, Manassas	Retired/Assisting
The Rev. Nicholas (Nick) Hull*	St. Luke's, Wellington, Alexandria	Rector
The Rev. Dr. Thomas C. (Tom) Hummel	Episcopal High School, Alexandria	Chaplain/Non-Parochial
The Rev. Deacon Karla Westfall Hunt*	St. Peter's Church, Richmond	Vocational Deacon
The Rev. H Miller (Miller) Hunter Jr.		
The Rev. Frederic DuBois (Fred) Huntington		Retired
The Rev. Lee Hutchson*	St. Martin's, Henrico	Rector
The Rev. Dr. Linda V. (Lin) Hutton	St. Thomas's, Orange	Rector
The Rev. Tinh T. Huynh		
The Rev. Laura D. (Laura) Inscoe		Retired
The Rev. James C. Iswariah		Retired
The Very Rev. Justin A. (Justin) Ivatts*	Clarke Parish: St. Mary's & Grace, Berryville	Rector
The Rev. Brad L. Jackson	Piedmont, Madison	Retired/Music Director
The Rev. C Thomas (Tom) Jackson		
The Rev. John W.A. Jenkins*	St. Stephen's, Richmond	Associate
The Rev. Kathryn (Kate) Jenkins		
The Rev. Dr. Candine E. Johnson		Retired
The Rev. Daniel Edward Johnson*	Christ Church, Spotsylvania	Rector
The Rt. Rev. Shannon S. Johnston*		Retired Bishop
The Rt. Rev. David Colin Jones*		Retired Bishop Suffragan
The Rev. Deacon Edward W. (Ed) Jones*		Vocational Deacon
The Rev. Gary D. Jones		Retired
The Rev. Herbert H. Jones*	St. Thomas', Richmond	Rector
The Rev. Deacon Brian Justice		Non Parochial
The Rev. Dr. E. Ross (Ross) Kane	Virginia Theological Seminary, Alexandria	VTs Professor/ Non-Parochial
The Rev. Marion Kanour	Holy Cross, Batesville	Retired/Priest-in-Charge
The Very Rev. Elizabeth Keeler*	Trinity, Washington	Rector
The Rev. David Keill		
The Rev. Stacy Carlson Kelly	St. Paul's, Alexandria	Associate Rector
The Rev. Dr. Howard F. Kempseell Jr.		
The Rev. Paula S. Kettlewell		Retired
The Rev. Charles E. Kiblinger		
The Rev. Jennifer W. (Jen) Kimball*	Abingdon, White Marsh	Associate
The Rev. Warren P. Klam MD		

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The Rev. Pierce W. Klemmt		Retired
The Rev. Deacon Joseph Klenzmann*	Holy Comforter, Richmond	Vocational Deacon
The Rev. David H. Knight		Retired
The Rev. Melody Dawn Knowles PhD	Virginia Theological Seminary, Alexandria	Professor, Non-Parochial
The Rev. Deacon Karulynn T. Koelliker*	Emmanuel, Greenwood	Vocational Deacon
The Rev. Sara Amanda (Amanda) Korval*	St. Paul's, Ivy	Associate
The Rev. R Scott (Scott) Krejci		Retired
The Rev. Emily J. Krudys*	Our Saviour, Montpelier	Rector
The Rev. Deacon Hope Laingen		Vocational Deacon
The Rev. Vinnie Van Lainson*	Christ Church, Brandy Station	Rector
The Rev. Kevin Laskowski*	St. John's, Centreville	Priest in Charge
The Rev. Deacon Robert (Robbie) Laughton*	Christ Church, Alexandria	Associate
The Rev. Jennifer Lazzuri*	St. James', Louisa	Rector
Jennie Miller Leahey	Emmanuel, Alexandria	Associate Rector
The Rev. Eugene (Gene) LeCouteur II*	Emmanuel, Middleburg	Rector
The Rev. David E. Lee		Retired
The Rev. Deacon Grace Lee	St. Francis Korean, McLean	Deacon
The Rev. Angela Lerena*	Leeds, Markham	Rector
The Rev. Dr. Sandra (Sandi) Levy	St. Martin's, Henrico	Retired/Assisting
The Rev. Deacon Theresa Lewallen*	Resurrection, Alexandria	Vocational Deacon
The Rev. Melanie Lewis*	Cunningham Chapel Parish: Christ, Millwood	Rector
The Rev. Dr. Eric J. Liles		
The Rev. Megan Limburg*	St. James, Montross, and St. Paul's, Nomini Grove	Priest in Charge
The Rev. Laura Minnich Lockey*	Episcopal Campus Min Canterbury, Harrisonburg & St. Stephen's, & the Good Shepherd, Elkton (Lynwood Parish)	Campus Missioner/ Non-Parochial
The Rev. Deacon Deb Lockhart*	St. Mary's, Whitechapel & Trinity, Lancaster	Vocational Deacon
The Rev. Richard A. (Rick) Lord	St. Paul's, Ivy	Retired/Assisting
The Rev. Ethan Lowery*	Fredericksburg Region Missioner	Campus Missioner/ Non-Parochial
The Rev. David Lucey	St. Francis, Great Falls	Rector
The Rev. Dr. Susan (Susan) Lukens	Reurrection & Virginia Theological Seminary, Alexandria	Assistant & Professor
The Rev. Benjamin (Ben) Maas*	St. James' Church, Warrenton	Rector
The Rev. Susan J. (Susan) MacDonald	Our Redeemer, Aldie	Interim
The Rev. Matthew Machowski*	The Falls Church, Falls Church	Associate

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The Rev. R. Maria Maguire*	St. Anne's, Reston	Assistant
The Rev Dr John F. (John) Maher		Retired
The Rev. Kenneth Alexander Malcolm*	Christ Church, Glen Allen	Rector
The Rev. Robert (Bob) Malm		
The Rev. Thomas G. (Gustavo) Mansella*	St. David's, Aylett	Retired/Vicar
The Rev. Anne L. (Anne) Manson		Retired
The Very Rev Dr Ian (Ian) Markham	Virginia Theological Seminary, Alexandria	Dean & President
The Rev. Barbara B. (Barbara) Marques	St. Francis, Manakin-Sabot	Retired/Interim Vicar
The Rev. Ann F. (Ann) Martens		Retired
The Rev. Chad Martin*	St. James', Leesburg	Rector
The Very Rev. Edward W. (Weston) Mathews*	St. Francis, Great Falls	Priest in Charge
The Rt. Rev. F Clayton (Clay) Matthews		
The Rev. Joan (Joan) Mattia		Retired
The Rev. Louis J. (Lou) Mattia		Retired
The Rev. David H. (David) May	St. Mary's, Goochland	Rector
The Rev. Roma W. (Roma) Maycock		Retired
The Rev. Sara Chandler (Sara) Maypole		
The Rev. Dr. John McCard		
The Rev. Charles C. (Chuck) McCoart*	Emmanuel, Alexandria	Rector
The Rev. Theodore H. (Ted) McConnell		Retired
The Rev. Thomas B. (Tom) McCusker III		
The Rev. Eleanor Becker (Becky) McDaniel*	Westover, Charles City	Priest-in-Charge
The Rev. Janet S. (Janet) McDonald		
The Rev. Stephen (Steve) Y. McGehee*		Retired
The Rev. Justin M. McIntosh*	St. Paul's, Ivy	Rector
The Rev. Jennifer G. (Jennifer) McKenzie		
The Rev. Catherine R. (Cathy) McKinney		
The Rev. Amanda McMillen*	Christ Church, Charlottesville	Assistant
The Rev. Deacon Dawn Sykes McNamara*	St. James the Less, Ashland	Vocational Deacon
The Rev. Brent A. Melton*	Grace and Holy Trinity, Richmond	Priest-in-Charge
The Rev. Christine Love Mendoza*	Good Shepherd, Burke	Rector
The Rev. C. Robert (Rob) Merola*	St. Matthew's, Sterling	Rector
The Rev. Claudia W. Merritt		
The Very Rev. Andrew T.P. (Andrew) Merrow	St. Mary's, Arlington	Rector
The Rev. Christopher H. (Chris) Miller*	St. Dunstan's, McLean	Priest in Charge
The Rev. Edward O. (Ed) Miller Jr.*		
The Rev. John Edward (John) Miller		Retired

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<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. W. Terry (Terry) Miller*		
The Rev. Dr. Jean L. (Jean) Milliken		Retired
The Rev. Bollin M. (Bo) Millner Jr.		Retired
The Rev. Deacon Caroline Mitchell*	St. Thomas', McLean	Assisting Clergy
The Rev. Paul B. Moberly*	St. Alban's, Annandale	Assistant
The Rev. Michael C. (Michael) Mohn		Retired
The Rev. Deacon Peggy Moncure*	Christ Church, Saluda	Vocational Deacon
The Rev. Dr. Jennifer G. (Jenny) Montgomery	St. Paul's, Richmond	Retired/Assisting
The Rev. Trent Moore*	St. Stephen's, Culpeper	Rector
The Rev. Andrew Y. Moore*	St. John', McLean	Associate
The Rev. M. Leon (Lee) Moore		Retired
The Rev. Roberto Morales		
The Rev. Jay Morris*	Aquia, Stafford	Rector
The Rev. Robert Lee (Rob) Morris III*		
The Rev. W. Brown Morton III		Retired
The Rev. Dr. Sarah Moses	St. Stephens & St. Agnes School	Chaplain and Religion Faculty
The Rev. Kelly P. Moughty	Holy Cross, Dunn Loring	Rector
The Rev. Charles F. (Chuck) Mullaly Jr.		Retired
The Rev. Dr. Diane G. (Diane) Murphy		
The Rev. Dr. Jo-Ann (Jo-Ann) Murphy	St. Margaret's, Woodbridge	Retired/Priest-in-Charge
The Very Rev. Kathleen (Kathy) Murray*	Beckford Parish: Emmanuel, Woodstock & St. Andrew's, Mt. Jackson	Rector
The Rev. Penny A. Nash*	St. James's, Richmond	Interim Rector
The Rev. Deborah Newcomb		
The Rev. Kevin Newell*	Emmanuel, Brook Hill, Richmond	Priest-in-Charge
The Rev. J. David (David) Niemeyer*		Retired
The Rev. Peter Eric (Pete) Nunnally	St. Mary's, Arlington	Associate
The Rev. John Ohmer	St. Christopher's School, Richmond	Chaplain/Non-Parochial
The Rev. Roberto Orihuela*	La Iglesia de Santa Maria, Falls Church	Vicar
The Rev. Jennifer Ovenstone*	St. Paul's, Alexandria	Associate
The Rev. Deacon Stephen (Steve) Pace*	Grace and Holy Trinity, Richmond	Deacon
The Rev. Dr. Laurence K. (Larry) Packard		Retired
The Rev. William L. (Will) Packard*	St. Andrews, Burke	Rector
The Rev. James A. (Jim) Papile		
The Rev. Philip Paradine		
The Rev. Betsee (Betsee) Parker		
The Rev. Caroline Smith Parkinson		

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<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. Joan L. (Joani) Peacock	Emmanuel, Alexandria	Retired/Assisting
The Rev. William P. (Will) Peyton	St. Paul's Memorial, Charlottesville	Rector
The Rev. Dr. Craig A. (Craig) Phillips		
The Rev. Robert S. (Bob) Phipps Jr.		Retired
The Rev. William (Bill) Pickering		Retired
The Rev. Johanna (Joie) Baker Pierce*	St. Mary's, Fleeton, Reedville	Priest-in-Charge
The Rev. Jane D. Piver*	Buck Mountain, Earlysville	Retired/Assisting
The Rev. David H. (David) Poist		Retired
The Rev. Margaret C. (Margaret) Pollock		
The Rev. Carl (Carl) Praktish		
The Rev. Grace A. Pratt	St. Stephen's & St. Agnes School, Alexandria	Chaplain/Non-Parochial
The Rev. Sarah Kye Price*	Diocese of Virginia, Richmond	Interim Vocational Minister
The Rev. Dr. Robert W. (Bob) Prichard*	St. George's, Arlington & Christ Church, Saluda	Retired/Pastoral Associate
The Rev. Randall L. Prior		Retired
The Rev. Judith H. (Judith) Proctor		
The Rev. Cherian P. (Cherian) Pulimootil		
The Rev. William L. (Bill) Queen Jr.	St. Peter's, Richmond	Retired/Vicar
The Rev. Kent D. Rahm		
The Rev. Gaynelle M. (Gay) Rahn		
The Rev. B. Cayce (Cayce) Ramey		
The Very Rev. Robin Razzino*	St. Clement, Alexandria	Rector
The Rev. Elizabeth Rees	St. Stephen's & St. Agnes School, Alexandria	Chaplain/Non-Parochial
The Rev. Natalie Perl Regan*	St. Paul's, Alexandria	Associate Rector
The Rev. John F. (John) Rice Jr.		Retired
The Rev. James R. Rickenbaker*	Aquia Church, Stafford	Assistant
The Rev. Rachel Amelia Rickenbaker*		
The Rev. Dr. Anne G. (Anne) Ritchie	Good Shepherd, Burke	Retired/Assisting
The Rev. Dr. William Bradley (Bill) Roberts		Retired
The Rev. Benjamin (Ben) Robertson IV	All Saints, Richmond	Rector
The Rev. Julius (Julie) Rodriguez		Transitional Deacon
The Rev. Santiago Rodriguez*	Grace, Alexandria	Assistant
The Rev. John Rohrs*	St. Stephen's, Richmond	Rector
The Very Rev. Dr. Lynn Petri Ronaldi	Pohick, Lorton	Rector
The Rev. David Rose*	Emmanuel Church, Harrisonburg	Rector
The Rev. Sean K. (Sean) Rousseau*	St. Paul's, Haymarket	Rector

**Members of the 230<sup>th</sup> Annual Convention**

<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. Randi Hicks Rowe*	Christ Church Parish, Middlesex (Saluda)	Priest-in-Charge
The Rev. Dr. Stephen Paul (Paul) Rowles		Retired
The Rev. Bradford (Brad) Rundlett		Retired
The Rev. Deborah W. (Debbie) Rutter	Good Shepherd, Bluemont	Retired/Supply
The Rev. William (Bill) Sachs*	St. Stephen's, Richmond	Retired/Assisting
The Rev. W. Burley (Burl) Salmon*	The Falls Church, Falls Church	Rector
The Rev. Jamie S. (Jamie) Samilio*		
The Rev. Marybeth Sanders-Wilson*	St. James, Leesburg	Assistant
The Rev. Jon Scarffe*	Goodwin Living, Alexandria	Chaplain
The Rev. Stuart E. Schadt		Retired
The Rev. Warren A. Schaller Jr.		
The Rev. Roger Schellenberg		Retired
The Rev. Anna Scherer	St. Dunstan's, McLean	Assistant Rector
The Rev. Colleen Schiefelbein*	St. Martin de Porres, Alexandria	Priest-in-Charge
The Very Rev. Stephen (Steve) Schlossberg*	St. Matthew's, Henrico	Rector
The Rev. Deacon Nancy Searby*	St. Anne's, Reston	Vocational Deacon
The Rev. Jeffrey H. (Jeff) Seiler		
The Rev. Redmond Self*	Church of the Good Shepherd, Burke	Associate Rector
The Rev. Jeffrey S. (Jeff) Shankles*	St. Alban's, Annandale,	Rector
The Rev. John Thomas Sheehan		
The Rev. John Bolin Shellito*	St. Barnabas', Annandale	Rector
The Rev. Benson E. (Ben) Shelton*	St. Paul's, Hanover	Rector
The Rev. Stephen G. Shepherd		Retired
The Rev. James H. (Jim) Silcox Jr.		Retired
The Rev. Thomas W. (Tom) Simmons IV*	St. Peter's, Purcellville	Rector
The Rev. Ann Kilpen (Kilpy) Singer*	St. Mary's, Goochland	Associate
The Rev. Blake Singer*	St. James's, Richmond	Associate
The Rev. Kira Skala		Retired
The Rev. R. Dale Smith*	St. Thomas, Richmond	Associate Rector
The Rev. David Hayes Smith		
The Very Rev. G. Miles (Miles) Smith*	Grace, Cismont, Keswick	Rector
The Rev Dr Hilary B. Smith*	Holy Comforter, Richmond	Rector
The Rev. Shirley E. Smith Graham*	Christ Church, Glen Allen	Rector
The Rev. Katherine (Kate) Sonderegger	Virginia Theological Seminary, Alexandria	Retired/Professor
The Rev. Dr. Haywood B. Spangler		
The Rev. Sarah Spurlock Biggs*	Immanuel on the Hill, Alexandria	Assistant
The Rev. William Stafford-Whittaker	Wicomico Parish, Wicomico Church	Rector



**Members of the 230<sup>th</sup> Annual Convention**

<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. Mary L. Staley		Not in DOV
The Rev. William (Will) Stanley*	St. Stephen's, Richmond	Vicar
The Rev. Darren Steadman	St. Christopher's School, Richmond	Chaplain/Non-Parochial
The Rev. Canon Leslie Nunez Steffensen	Federal Ministries	Not in DOV
The Rt. Rev. E. Mark Stevenson*	Diocese of Virginia, Richmond	Bishop Diocesan
The Rev. J Bruce (Bruce) Stewart*	Goodwin House, Alexandria	Chaplain/Non-Parochial
The Rev. David M. Stoddart*	Our Saviour, Charlottesville	Rector
The Rev. Jon Strand*	Holy Comforter, Vienna	Rector
The Rev. Dr. Jennifer R. (Jenn) Strawbridge	Oxford, England	Not in DOV
The Rev. Hilary B. (Hilary) Streever		
The Rev. Anna J. (Ann) Stribling		Retired
The Rev. Jess H. Stribling Jr.		Retired
The Rev. Kathleen Sturges*	Our Saviour, Charlottesville	Associate
The Rev. Canon Rosemary Graughan Sullivan		Retired
The Rev. Jack T. Sutor Jr.		Retired
The Rev. Catherine Williams (Kaki) Swann*		Retired
The Rev. Michael Sweeney		Not in DOV
The Rev. Charles R. Sydnor Jr.*		Retired
The Rev. Gregory B. Taylor		Retired
The Rev. Robert L. (Bob) Tedesco		
The Rev. John T. (JT) Thomas*	Emmanuel, Greenwood	Rector
The Rev. Deacon Kathryn Thomas*	Piedmont/Bromfield Parish, Madison AND Grace, Stanardsville	Vocational Deacon
The Rev. Marilu J. Thomas	Christ Church, Charlottesville	Associate
The Rev. Jacqueline C. (Jackie) Thomson	Holy Comforter, Vienna	Retired/Assisting
The Rev. Mary B. Thorpe*		
The Rev. Cathy Tibbetts*	Christ Church, Luray	Retired/Priest in Charge
The Rev. Ann Black Tollison		
The Very Rev. Kyle (Kyle) Tomlin*	Messiah, Fredericksburg	Rector
The Rev. Elizabeth W. (Liz) Tomlinson		Retired
The Rev. Malcolm E. Turnbull		Retired
The Rev. Anne M. (Anne) Turner*	Grace Church, Alexandria	Rector
The Rev. Linnea S. Turner		Retired
The Rev. Sven L. vanBaars*	Abingdon, White Marsh	Rector
The Rev. Daniel Velez-Rivera*	St. Gabriel's - San Gabriel, Leesburg	Vicar
The Rev. Alyse E. Viggiano*	St. Andrew's, Arlington	Priest in Charge
The Rev. Stephen H. Wade		Retired
The Rev. Paul N. Walker*	Christ Church, Charlottesville	Rector
The Rev. Joshua (Josh) Walters*	St. John's, McLean	Rector

**Members of the 230<sup>th</sup> Annual Convention**

<i><b>Name (Alphabetical by Last Name)</b></i>	<i><b>Church &amp; Location</b></i>	<i><b>Position</b></i>
The Rev. Frederick S. (Fred) Wandall		Retired
The Rev. Oran E. Warder*	St. Paul's, Alexandria	Rector
The Rev. Philene Ware-Dunn		
The Rev. Dr. Heather Warren	St. Paul's Memorial, Charlottesville	Assistant/Professor
The Rev. David F. Wayland		Retired
The Rev. John Weatherly*	Wicomico Parish, Wicomico Church	Retired/Interim Rector
The Rev. Cornelia (Corry) Weierbach		Retired
The Rev. Joie Clee Weiher		Retired
The Rev. Eleanor Lee Smith Wellford		Retired
The Rev. William S. (Bill) Wells Jr.		Retired
The Rev. Anne West		Retired
The Rev. Hillary T. West		Retired
The Rev. Elisa D. Wheeler		Retired
The Rev. R. Ellen (Ellen) White		
The Rev. Harold N. (Hal) White		Retired
The Rev. Kristin Price Robinson Wickersham*	Epiphany, Henrico	Priest-in-Charge
The Rev. Dina E. Widlake*	Epiphany, Herndon	Rector
The Rev. John Douglas (Doug) Wigner Jr	St. James's, Richmond	Retired/Assisting
The Rev. Ann Peyton Williams*	St. Andrew's, Richmond	Priest-in-Charge
The Rev. Shearon Williams*	St. George's, Arlington	Rector
The Rev. Stacy R. Williams-Duncan*	Little Fork, Rixeyville	Priest-in-Charge
The Rev. Barbara C. (Bambi) Willis*		Retired
The Rev. Amelie Wilmer *	St. John's, Richmond	Rector
The Rev. Deacon Dan Wilmoth	Goodwin House, Alexandria	Chaplain/ Non-Parochial
The Rev. Dr. Marian K. Windel*		Retired
The Rev. Anne Lane (Anne Lane) Witt	St. John's, Richmond	Assisting
The Rev. Hunter H. Wood		Retired
The Rev. Sarah Anne Wood		
The Rev. Stuart C. Wood*	Christ Church Parish, Christchurch, Saluda	Priest-in-Charge
The Rev. Karen B. Woodruff		
The Rev. Daniel O. (Peter) Worthington Jr.		Retired
The Rev. Dorota Wright-Pruski		
The Rev. Dr. Noelle M. York-Simmons*	Christ Church, Alexandria	Rector
The Rev. Kirtley Yearwood*	Christ Church, Lucketts, Leesburg	Priest in Charge

## Lay Delegates and Alternates

\*Indicates attended 230th Annual Convention.

<i>Church</i>	<i>Location</i>	<i>Delegate(s)</i>	<i>Alternate(s)</i>
Abingdon	Gloucester	Barbara Allison Bryan*	Sharon Stone
All Saints'	Richmond	Jim Jollay*	Mark Wilcox*
All Saint's, Sharon Chapel	Alexandria	Davette Himes*	Jane Delbridge
All Soul's	Mechanicsville	Bonnie Hoffman*	Barbara Peyton
Aquia	Stafford	Michael Golasz*	Sarah Kirby
Aquia	Stafford	William Hoffman*	
Aquia	Stafford	Carolyn Hendrickson*	
Buck Mountain	Earlysville	Karen Gray*	Douglas Smith
Calvary	Front Royal	Jenny Stone	Rea Howarth
Calvary	Hanover	Marvin Tillman*	
Christ Ascension	Richmond	Carolyn Sandbridge*	
Christ Church	Alexandria	Jane Baird*	David Halwig
Christ Church	Alexandria	Cindi Bartol*	Liz Nelson*
Christ Church	Alexandria	Anne Ramsey*	Matt Zahn
Christ Church	Alexandria	Steven Slaton*	
Christ Church	Brandy Station	Amy Tuttle*	Sharon Church
Christ Church	Charlottesville	Meg Holder	
Christ Church	Charlottesville	Bill Duxbury*	
Christ Church	Charlottesville	Proal Heartwell*	
Christ Church	Charlottesville	Charlie Owen	
Christ Church	Charlottesville	Sadie Collins*	
Christ Church	Glen Allen	Garway Bright	
Christ Church	Glen Allen	Sara Vale*	
Christ Church	Glen Allen	Linda Walton*	
Christ Church	Glen Allen	Kay Holmes*	
Christ Church	Gordonsville	Michael Silberman	Susette Goodwin
Christ Church	Luray	Rebecca Roesch	Mary Kate Long
Christ Church	Saluda	William Budd	Scott Holt
Christ Church	Spottsylvania	Connie Hockaday*	Joseph Ilk*
Christ Church	Winchester	Joy Wall*	
Christ Church, Lucketts	Leesburg	Elizabeth Newberry*	Lisa Treichel*
Christ Church/Cunningham Chapel Parish	Millwood	P. Macon Uskurait*	
Church of Our Redeemer	Aldie	Marie Connelly*	Linda Bailey
Church of Our Saviour	Charlottesville	Ellen Osborne*	Eric Henkel
Church of Our Saviour	Montpelier	Steven Buoni*	Rob Lewis
Church of St. Clement	Alexandria	Letha Dreyfuss	Kathy Keenoy

**Members of the 230<sup>th</sup> Annual Convention**

<i><b>Church</b></i>	<i><b>Location</b></i>	<i><b>Delegate(s)</b></i>	<i><b>Alternate(s)</b></i>
Church of the Creator	Mechanicsville	Stacy Rausch	James Eppes*
Church of the Epiphany	Richmond	Diana Stone*	Timothy Blackburn
Church of the Good Shepherd	Bluemont	Judy Hall*	Cindy Ingram
Church of the Good Shepherd	Burke	Kimberly Appich*	
Church of the Good Shepherd	Burke	Elizabeth Leland*	
Church of the Holy Comforter	Richmond	Elizabeth Long*	Cheryl Groce-Wright*
Church of the Holy Comforter	Vienna	Virginia Barazia*	Jeanne Firey
Church of the Holy Comforter	Vienna	Peter Brownrigg	Byron Knight
Church of the Holy Comforter	Vienna	Candace Dibblee	
Church of the Holy Cross	Batesville	Pete Marks	
Church of the Holy Cross	Dunn Loring	Kate Hayes*	Tom Brooke
Church of the Incarnation	Mineral	Susan Turney*	Nancy Moser
Church of the Messiah	Fredericksburg	James Stegall*	Christine Knights
Church of the Resurrection	Alexandria	Cynthia Bullard-Perez*	Kathleen Turner
Cople Parish	Hague	Treadwll Davison*	Deborah Stafford
Emmanuel	Alexandria	Barbie Frank*	
Emmanuel	Delaplane	Lee Johnson*	Phil Applegate*
Emmanuel	Greenwood	Anne Dagner	Kelly McCaskill*
Emmanuel	Harrisonburg	David Penrod*	Joe Paxton
Emmanuel	Middleburg	Tamara Hayter*	Romey Curtis
Emmanuel	Rapidan	Andrea Madison*	Lura Wharton
Emmanuel	Woodstock	Christopher Hartmann*	
Emmanuel, Brook Hill	Richmond	Virginia Ferguson*	Suzanne Messerschmidt
Episcopal Church of the Epiphany	Herndon	Donald Brill*	Jonathan Isner
Falls Church Episcopal, The	Falls Church	Robin Gardner*	Geoffrey Kannan
Farnham Church	Farnham	Stan Terhune*	Cindy Mescan
Fork Church, The	Doswell	Paul Newell	Sid Skjei
Grace and Holy Trinity	Richmond	Glenice Coombs*	Susan Hankins*
Grace Church	Alexandria	Elizabeth Rugaber	Rushad Thomas
Grace Church	Alexandria	Douglas Prince	
Grace Church	Berryville	Sarah Cobb-Hoptman*	Ted Culley*
Grace Church	Bremo Bluff	Allison Unnerstall	
Grace Church	Casanova	Bryan Jacobs	
Grace Church	Kilmarnock	Laura Sale*	Eddy Whichard
Grace Church	Stanardsville	Pat Peck*	Jean Byerly
Grace Church	The Plains	Scott Wehner*	
Grace Church, Cismont	Keswick	Bill Adams*	
Grace, Red Hill	Charlottesville	Cynthia Davis	Don Swofford
Hanover-with-Brunswick Parish	King George	Roan Grapes*	

**Members of the 230<sup>th</sup> Annual Convention**

<i><b>Church</b></i>	<i><b>Location</b></i>	<i><b>Delegate(s)</b></i>	<i><b>Alternate(s)</b></i>
Holy Cross, Korean	Fairfax	John Kwon	
Immanuel Church-on-the-Hill	Alexandria	Mark Fearer*	
Immanuel Church-on-the-Hill	Alexandria	Diana Walker	
Immanuel Church-on-the-Hill	Alexandria	Matt Haskin*	
Immanuel, Old Church	Mechanicsville	Alice Middleton	George Souleret*
Kingston Parish	Matthews	James Husband*	James Eaton
La Iglesia de San Jose	Arlington	Sylvia Booth*	Sonia Sevilla*
La Iglesia de Santa Maria	Falls Church	Jamel Sandoval*	Daniel Soliz*
Leeds	Markham	Ursula Baxley*	Pernille Brandt*
Little Fork	Rixeyville	Richard Furnival*	Faith Dickerson
Meade Memorial	Alexandria	Thomas Jones*	Nadine Goff
Meade Memorial	White Post	Virginia Mackay-Smith*	
Piedmont/Bromfield Parish	Madison	Briarley Rogers*	Bill Birkhofer
Pohick	Lorton	Don Brownlee*	
Pohick	Lorton	Michael Wooten*	
St. Aidan's	Alexandria	Mary Jane Guffey	Ted Boling*
St. Alban's	Annandale	Izanne Zorin	Kevin Holland
St. Alban's	Annandale	Michael Yarborough*	
St. Andrew's	Arlington	Thomas Cassidy*	Dana Madsen
St. Andrew's	Burke	Rosemary Phillips*	Julie Morgan
St. Andrew's	Mt. Jackson	Alan Spear*	
St. Andrew's	Richmond	Christine Baur*	Steve Boschen
St. Anne's	Reston	Shon Cooper*	Margaret Light
St. Anne's	Reston	Suzi Jones*	Bernadette Capelle
St. Anne's	Reston	Catherine Tucker*	Charlie Saunders
St. Anne's Parish	Scottsville	John Langhorne	Andy Morris
St. Asaph's	Bowling Green	Sam Frye	Kathy Hancock*
St. Barnabas	Annandale	Helen Mosher	Ellen Riddle*
St. Bartholomew's	Richmond	Jill Wood*	Ruth Jones
St. Christopher's	Springfield	Meredith Carlton	Alice Jean Dodson
St. David's	Ashburn	Bobbie Johnson*	Katie Graham
St. David's	Aylett	Denise Bagnall*	Susan Richards
St. Dunston's	McLean	Alice Curran	Philip Chalk*
St. Francis'	Great Falls	Scott Perkins*	Lynda Davis
St. Francis'	Manakin-Sabot	Susan Kidd*	
St. Gabriel's	Leesburg	Octavio Somuano*	Anne Donohue
St. George's	Arlington	Parks Gilbert*	Clayton Swope
St. George's	Arlington	Karla Walter*	Becky Fulton
St. George's	Fredericksburg	David Davies*	Janet Meredith

**Members of the 230<sup>th</sup> Annual Convention**

<i><b>Church</b></i>	<i><b>Location</b></i>	<i><b>Delegate(s)</b></i>	<i><b>Alternate(s)</b></i>
St. George's	Fredericksburg	Beth Klein*	Laurel Loch
St. James'	Leesburg	George Garlick	Jane Roth*
St. James'	Leesburg	Dorothy Brannock*	
St. James'	Louisa	Linda Harvey*	Sharon Boivin*
St. James'	Montross	Agnes Toone*	Josie Carver*
St. James'	Warrenton	Anita Sherman*	
St. James the Less	Ashland	Bob Hughes*	John Hoar*
St. James', Mt. Vernon	Alexandria	Mary Bramley*	
St. James's	Richmond	Brooke Taylor*	Julie Eckstein
St. James's	Richmond	Laura Strickler*	
St. James's	Richmond	W. Grey Ligon II*	
St. James's	Richmond	William Baxter II	
St. James's	Richmond	Richard Bennett*	
St. James's	Richmond	David Gardner*	
St. John's	Arlington	Lynn Robinson	Barbara Olivere
St. John's	Centreville	Walter Cooner*	Monti Zimmerman
St. John's	Columbia	Maureen Harris*	Leonora Johnson
St. John's	McLean	Maggie Keller	Margi Vanderhye
St. John's	McLean	John Barkmeyer*	John Hunter
St. John's	McLean	Susan Arthur*	
St. John's	Richmond	Anne Hardy*	Daryl Quackenbush
St. John's	Tappahannock	Susan Fogg*	Margaret Taliaferro*
St. John's	Warsaw	Mark Jenkins*	Anne Neuman
St. John's	West Point	Anglea Lipscomb*	Earle Wilson, Jr.*
St. Luke's, Simeon	Charlottesville	Lou Lamb*	
St. Luke's, Wellington	Alexandria	George Omohundro*	Rob Lamb
St. Margaret's	Woodbridge	Winifred Gilmore*	George Grover
St. Mark's	Richmond	Robert McTier*	Ryn Kennedy*
St. Martin's	Richmond	Joe Lamb*	
St. Martin de Porres	Alexandria	Linda James*	Barbara Gay
St. Mary's	Arlington	Russ Randle*	
St. Mary's	Arlington	Nick Polizzi*	
St. Mary's	Arlington	Michelle Neblett*	
St. Mary's	Arlington	Dennis Carter-Chand*	
St. Mary's	Berryville	Gwendolyn Malone*	Edwina Mason
St. Mary's	Colonial Beach	Thomas Savage*	
St. Mary's	Goochland	John Hyslop*	Nancy Jones
St. Mary's	Goochland	Sherry Means*	
St. Mary's	Goochland	Mike Means*	

**Members of the 230<sup>th</sup> Annual Convention**

<b><i>Church</i></b>	<b><i>Location</i></b>	<b><i>Delegate(s)</i></b>	<b><i>Alternate(s)</i></b>
St. Mary's, Fleeton	Reedville	Anne Henderson	Dennis Dalpino*
St. Mary's, Whitechapel	Lancaster	Donna Ransone*	Connie Horne
St. Matthew's	Richmond	Lissa Power-deFur*	Mark Hopkins
St. Matthew's	Sterling	Martha Olson*	Lisa Lintelman
St. Matthew's	Sterling	Candace Timmons*	Tom Leary
St. Matthew's	Sterling	Allen Tuttle*	Linda Merola
St. Michael's	Arlington	Elizabeth Cavey*	
St. Patrick's	Falls Church	Kathleen Oliver	Julie Tran
St. Paul's	Alexandria	George White, III*	Heidi Schneble
St. Paul's	Alexandria	Charles Zauzig III*	Ann Webb*
St. Paul's	Alexandria	Julie Coburn*	Dede Stanko
St. Paul's	Alexandria	Karen Grane*	Edmund Sullivan, Jr.
St. Paul's	Alexandria	Lisa Eskew	Larry Campbell
St. Paul's	Alexandria	Christine Tilton*	Lucinda Brack
St. Paul's	Alexandria	Linda Surles*	Robert Long
St. Paul's	Alexandria	James Norman*	Anne Ayres
St. Paul's	Hanover	Gary Nolan*	Dana Houghtaling
St. Paul's	Haymarket	Kelly Carson*	Dave Carson*
St. Paul's	Ivy	Mary Collier*	Robert Wilcox*
St. Paul's	Ivy	Charlotte Wilcox	
St. Paul's	King George	Katie Haywood*	Lisa Stuart
St. Paul's	Miller's Tavern	June Howard*	
St. Paul's	Richmond	Christopher West*	
St. Paul's Memorial	Charlottesville	Sophie Gibson*	Rachel Lloyd
St. Paul's Memorial	Charlottesville	Matt Greene	Barry Keith*
St. Paul's, Bailey's Crossroads	Falls Church	Henry Hallie	
St. Paul's, Nomini Grove	Montross	Maria Clark*	Daniel Hutt
St. Peter's	Arlington	Jonh Lushetsky*	Robert Woody
St. Peter's	Arlington	Jack Schick*	Patric Link*
St. Peter's	New Kent	R. Jon Ackley*	John Remorenko, Jr.
St. Peter's	Port Royal	Andrea Pogue*	John Davis*
St. Peter's	Richmond	Ron Carey*	Doris Neal*
St. Peter's	Purcellville	Marcia Davis*	Jeremiah Lorrig
St. Peter's in the Woods	Fairfax Station	Tom Keithly	Andrew Miller*
St. Peter's, Oak Grove	Oak Grove	Tom Smallwood*	
St. Philip's	Richmond	Joy Lee*	Kimion Walker*
St. Stephen's	Catlett	Michael (Noah) Nye*	Leslie Cox
St. Stephen's	Culpeper	Mary Ann Cowherd*	Kimeth Helsel
St. Stephen's	Heathsville	John Hodges*	Sandra Kirkpatrick

**Members of the 230<sup>th</sup> Annual Convention**

<i><b>Church</b></i>	<i><b>Location</b></i>	<i><b>Delegate(s)</b></i>	<i><b>Alternate(s)</b></i>
St. Stephen's	Richmond	Gussie Bannard*	
St. Stephen's	Richmond	Sarah Bartenstein*	
St. Stephen's	Richmond	Kathy Brock*	
St. Stephen's	Richmond	Bill Davis*	
St. Stephen's	Richmond	May Fox*	
St. Stephen's	Richmond	Lynn Ivey*	
St. Stephen's	Richmond	Allen Jamerson*	
St. Stephen's	Richmond	Nan O'Connell*	
St. Stephen's	Richmond	Anne Pinion*	
St. Stephen's	Richmond	Aleta Richards	
St. Stephen's	Richmond	Meg Tucker*	
St. Stephen's	Richmond	John Crowder*	
St. Stephen's & the Good Shepherd	Elkton	Marcia Bailey*	Thom Bailey*
St. Thomas'	McLean	Steven Wickman	Rebecca Vantorini
St. Thomas'	Orange	Cynthia Arnold*	
St. Thomas'	Richmond	Melissa Taylor*	Anne Fano
St. Timothy	Herndon	Keith Sinclair	John McGrath*
Trinity	Arlington	Maurice Spraggins*	Robert Perry
Trinity	Charlottesville	Amy Griffith	Stephanie Commander*
Trinity	Fredericksburg	Christopher Brantley	
Trinity	Lancaster	Liza Frye	Debbiy Tupper
Trinity	Manassas	Eugene Molinelli	
Trinity	Manassas	Christian Cobb	
Trinity	Upperville	Ben Baker*	Richard Jones
Trinity	Washington	Carolyn Emerick*	
Varina	Richmond	Tom Davis*	
Vauter's, Loretto	Champlain	Myra Dickinson	MacDowell Garrett*
Ware	Gloucester	Allison Parker*	Breck Montague*
Westover Church	Charles City	Albert Copland	
Wicomico Parish Church	Wicomoco Church	Shawn Lamb*	Edgar Doleman*



## Lay Members *Ex Officio*

\*Indicates attended 230th Annual Convention.

<i>Position</i>	<i>Name</i>	<i>Church</i>
<b>Chancellor</b>	J.P. Causey*	St. John's, West Point
<b>Collegiate Delegate</b>	Gabriel Dole Jordan Tan Marvin Stearns Peyton Rabb Olivia Andres	George Mason University James Madison University University of Mary Washington University of Virginia Virginia Commonwealth University
<b>ECW President</b>	Ericka Masias*	La Inlesia de Santa Maria, Falls Church
<b>Executive Board</b>	Harry Dickinson* Laura Bondurant Mickie Jones* Sandra Kirkpatrick Deb Gandy* Jim Carlock* Michael Dugger Joni Langevorrt* Mary (Boo) Elmore*	Trinity, Fredericksburg St. John's, West Point St. Mark's, Richmond St. Stephen's, Heathsville St. Mary's, Arlington Trinity, Fredericksburg St. Barnabas, Annandale Holy Comforter, Vienna Immanuel, Old Church, Mechanicsville
<b>Standing Committee</b>	Tom Baker* Tyson Gilpin* Thomas Beatty* Helen Penrod* Susan Magill* Chrissie Crosby*	St. James's, Richmond Christ Church, Millwood St. Philips, Richmond Emmanuel, Harrisonburg Christ Church, Alexandria Grace, Alexandria
<b>Standing Committee</b>		
Alexandria	Susan Hahn	Christ Church, Alexandria
Central Richmond	Larry Clark*	St. Philip's, Richmond
Culpeper	Cady Soukup*	Trinity, Washington
North Fairfax	Chris Cameron*	St. Anee's, Reston
North Richmond	George Spagna*	St. James the Less, Ashland
Northern Neck	Linda Hutt*	St. Paul's, Nomini Grove
Northern Piedmont	Bruce LeLacheur*	Grace, The Plains
No. Shenandoah	Martha Griffin	Christ Church, Winchester
Potomac	Jim Bailes*	St. Mark's, Alexandria
So. Shenandoah	Marcia Brownfield*	St. Andrew's, Mt. Jackson
South Fairfax	Cindy McLaughlin*	St. Barnabas, Annandale
Upeer Tidewater	Mary Montague*	Ware, Gloucester
West Richmond	Tom Crockett	Christ Church, Glen Allen
<b>Youth Delegate</b>	Isabelle Cresswell	Central Richmond



# **Committees of Convention**

## COMMITTEE ON BUDGET

*Prepares the diocesan budget for approval.*

**Ms. Deb Gandy, St. Mary's, Arlington, Chair**

Mr. Harry Dickinson, Trinity, Fredericksburg

Ms. Mickie Jones, St. Mark's Richmond

The Rev. Gene LeCouteur, Emmanuel, Middleburg

The Rev. Amanda Kotval, St. Paul's, Ivy

Ms. Kat Turner, Church of the Resurrection, Alexandria

The Rev. Sarah Colvin, All Saints, Sharon Chapel, Alexandria

## COMMITTEE ON CONSTITUTION & CANONS

*Considers proposed amendments to the Constitution and Canons.*

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

The Rev. Deacon David Curtis, All Saints, Richmond

Mr. Garway Bright, Christ Church, Glen Allen

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

The Rev. Sven vanBaars, Abingdon, White Marsh

Mr. Grey Ligon II, St. James's, Richmond

The Rev. Jay Morris, Aquia, Stafford

Ms. Karen Grane, St. Paul's Alexandria

## COMMITTEE ON CREDENTIALS

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

**Ms. Terry Long, Holy Comforter, Richmond, Chair**

Mr. Bruce LeLacheur, President, Northern Piedmont Region

The Rev. Chuck McCoart, Emmanuel, Alexandria

Ms. Joy Lee, St. Philip's, Richmond

## COMMITTEE ON RELATED ORGANIZATIONS

*Reviews nominations to related organizations (TOTF, VEREP, DMS).*

**The Rev. Kathleen Murray, Beckford Parish, Mt. Jackson & Woodstock, Chair**

Mr. Jim Bailes, Potomac Region President

The Rev. Bambi Willis, Trinity, Fredericksburg

## COMMITTEE ON RESOLUTIONS

*Considers submitted resolutions.*

**The Rev. Dina Widlake, Epiphany Episcopal, Oak Hill, Chair**

Mr. Russ Randle, St. Mary's, Arlington

Mr. Jack Schick, St. Peter's, Arlington

The Rev. Kevin Newell, Emmanuel, Brook Hill, Richmond

The Rev. Jo Belser, Church of the Resurrection, Alexandria

Dr. George Spagna, North Richmond Region President

Ms. Judy Hall, Church of the Good Shepherd, Bluemont

Dr. Barbara-Allison Bryan, Abingdon, White Marsh

The Rev. Janettarose Greene, St. Mary's, Arlington

## COMMITTEE ON THE JOURNAL

*Creates the Convention Journal.*

**Mr. Mark Eastham, Chair**

Mr. Nathan Vernon Madison



# **List of Clergy in Order of Reception into Canonical Residence**

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

*As of November 2024*

<b><i>Bishops</i></b>	<b><i>Date of Consecration</i></b>	<b><i>Received from</i></b>
Matthews, Frank Clayton	9/11/1993	East Carolina
Jones, David Colin	6/24/1995	Virginia
Harris, Gayle Elizabeth	1/18/2003	Massachusetts
Johnston, Shannon Sherwood	5/26/2007	Mississippi
Goff, Susan Ellyn	7/28/2012	Virginia
Stevenson, E. Mark	12/3/2022	

<b><i>Priests/Deacons</i></b>	<b><i>Date of Reception/Ordination</i></b>	<b><i>Received from/Ordained in VA</i></b>
Brown, III, W. Hill	11/24/1962	Ordained
Aiken, Jr., Charles D.	6/15/1963	Ordained
Harris, Carl B.	1/1/1965	Washington
Wood, Hunter H.	6/12/1965	Ordained
Campbell, Benjamin P.	11/12/1966	Ordained
Stribling, Jr., Jess H.	1/1/1967	Washington
Sydnor, Jr., Charles R.	6/20/1970	Ordained
Wandall, Frederick S.	9/1/1970	Southwestern Virginia
Praktish, Carl	4/15/1972	Ordained
Prior, Randall L.	10/6/1972	Central Gulf Coast
Hobson, III, Jennings W.	5/26/1973	Ordained
Hodge, Vincent S.	5/26/1973	Ordained
Prichard, Robert W.	5/24/1974	Ordained
Bayfield, Ralph W.	12/10/1974	Pennsylvania
Morton, III, W. Brown	1/15/1975	Cnv.Am.Churches, Europe
Dols, Timothy W.	4/1/1975	Maryland
Worthington, Jr., Daniel O.	5/22/1976	Ordained
Turnbull, Malcolm E.	6/4/1977	Southwestern Virginia
Biddle, III, Craig	8/1/1977	Connecticut
Poist, David H.	9/1/1977	Maryland
White, Harold N.	9/13/1977	West Virginia
Jones, David C.	1/1/1978	West Virginia
Klam, Warren P.	6/16/1978	Ordained
Brake, Mary W.	8/18/1978	Ordained
Knight, David H.	10/15/1978	Western Massachusetts
McCusker, III, Thomas B.	4/6/1979	Pittsburgh



**Clergy of the Diocese in Order of Reception**

<b><i>Priests/Deacons</i></b>	<b><i>Date of Reception/Ordination</i></b>	<b><i>Received from/Ordained in VA</i></b>
Hergenrather, Lynda S.	6/23/1979	Ordained
Holliday, C. Thomas	6/23/1979	Ordained
Stewart, J. Bruce	9/4/1979	Newark
Matthews, F. Clayton	1/1/1980	East Carolina
Kettlewell, Paula S.	6/14/1980	Ordained
Taylor, Gregory B.	7/18/1980	Ohio
Lee, David E.	1/26/1981	Michigan
Merrow, Andrew T. P.	6/7/1981	Ordained
Goff, Susan E.	6/23/1981	Newark
Hallock, Jr., Harold H.	9/1/1981	Tennessee
Miller, John E.	12/12/1981	Ordained
Bryan, Jonathan R.	6/9/1982	Ordained
Stribling, Anna J.	6/9/1982	Ordained
Carter, J. Currie M.	6/15/1982	Southern Virginia
Windel, Marian K.	6/28/1982	Washington
Horne, Martha M. J.	6/11/1983	Ordained
Maycock, Roma W.	6/11/1983	Ordained
Rutter, Deborah W.	8/6/1983	Pittsburgh
Milliken, Jean L.	12/12/1983	Atlanta
Blair, Jr., Thom W.	2/1/1984	Missouri
Mohn, Michael	3/1/1984	Western North Carolina
Hetherington, Robert G.	5/11/1984	Western New York
Phipps, Jr., Robert S.	7/1/1984	Texas
Chipps, Kathleen D. M.	7/25/1984	Ordained
Elder, Robert M.	3/13/1985	Maryland
Tedesco, Robert L.	8/22/1985	Ordained
Manson, Anne L. Y.	6/11/1986	Ordained
Friend, Robert D.	1/1/1987	Maryland
Seiler, Jeffrey H.	1/15/1987	Maine
Wells, Jr., William S.	2/15/1987	North Carolina
Schaller, Jr., Warren A.	2/17/1987	Minnesota
Epes, Gail E. A.	6/13/1987	Ordained
Gustin, Peter R.	6/13/1987	Ordained
Wood, Stuart C.	6/18/1988	Ordained
Mansella, Thomas G. A.	3/1/1989	Argentina/Uruguay
Cangialosi, Grace L.	6/10/1989	Ordained
Turner, Linnea S.	6/10/1989	Ordained
Malm, Robert H.	6/15/1989	New Hampshire

**Clergy of the Diocese in Order of Reception**

<i><b>Priests/Deacons</b></i>	<i><b>Date of Reception/Ordination</b></i>	<i><b>Received from/Ordained in VA</b></i>
Hearn, Roger D.	1/1/1990	Easton
Schadt, Stuart E.	2/1/1990	Texas
Morales, Roberto	2/25/1991	New York
Maypole, Sara J. Chandler	12/1/1991	Connecticut
Eaves, Susan N.	12/12/1991	Ordained
Alley, Charles D.	1/21/1992	Alabama
Papile, James A.	6/13/1992	Ordained
Jackson, Brad L.	11/23/1992	Kansas
May, David H.	6/12/1993	Ordained
Klemmt, Pierce W.	1/1/1994	West Missouri
Rundlett, Bradford A.	1/1/1994	Maryland
Hunter, Jr., H. Miller	2/1/1994	Alabama
Huynh, Tinh T.	6/11/1994	Ordained
Mullaly, Jr., Charles F.	6/11/1994	Ordained
Peacock, Joan L.	6/11/1994	Ordained
Woodruff, Karen B.	6/11/1994	Ordained
Kempsell, Jr., Howard F.	7/1/1994	Massachusetts
Lord, Richard A.	8/15/1994	Connecticut
Fishwick, Jeffrey P.	1/1/1995	South Carolina
Ohmer, John R.	1/23/1995	Indianapolis
Ritchie, Anne Gavin	6/19/1995	Washington
Hammond, James A.	6/27/1995	Easton
Krejci, R. Scott	7/31/1995	Michigan
Greenwood, April Trew	10/10/1995	Rhode Island
Rice, Jr., John F.	11/1/1995	Massachusetts
Wade, Stephen H.	11/1/1995	Massachusetts
Moore, Melvin L.	11/27/1995	Ordained
Merritt, Claudia W.	5/22/1996	North Carolina
Wayland, David F.	5/25/1996	Southern Ohio
Parker, Betsee	7/31/1996	Massachusetts
Hortum, John D.	9/8/1996	Roman Catholic
Miller, Jr., Edward O.	10/18/1996	Massachusetts
Hancock, Carol J.	11/22/1996	Upper South Carolina
Packard, Laurence K.	1/1/1997	Atlanta
Faeth, Margaret A.	1/7/1997	Ordained
Jackson, C. Thomas	1/14/1997	West Texas
Dunlap, G. Edward	1/25/1997	Eastern Carolina
Crocker, Ronald C.	3/18/1997	Rhode Island
Burk, William H.	5/5/1997	Northern California

**Clergy of the Diocese in Order of Reception**

<i><b>Priests/Deacons</b></i>	<i><b>Date of Reception/Ordination</b></i>	<i><b>Received from/Ordained in VA</b></i>
Levy, Sandra M.	5/30/1997	Southwestern Virginia
Rahm, Kent D.	7/11/1997	Long Island
Weatherly, John A.	7/15/1997	East Carolina
deGavre, Susan W.	8/16/1997	Pennsylvania
Schellenberg, Roger T.	9/1/1997	Western Massachusetts
Parkinson, Caroline S.	9/18/1997	Washington
Sturges, Kathleen M.	10/15/1997	Olympia
Hummel, Thomas C.	12/26/1997	Newark
Cobb Anderson, Vienna	1/26/1998	Washington
Caldwell, George M.	6/13/1998	Ordained
Simmons, IV, Thomas W.	6/13/1998	Ordained
Thomson, Jacquelin C.	6/13/1998	Ordained
Birnbaum, Rachelle E.	6/15/1998	Arkansas
Murphy, Jo-Ann R.	1/26/1999	Newark
Kempsell, Jr., Howard F.	6/14/1999	New Jersey
McDonald, Janet S.	6/19/1999	Ordained
Baker, John M.	8/31/1999	West Tennessee
Gibson, Webster	10/1/1999	Southern Virginia
Warder, Oran E.	1/15/2000	Delaware
Han, Valentine S.	2/1/2000	Korea
Pollock, Margaret C. F.	3/29/2000	Honduras
Smith, Hilary B.	6/24/2000	Ordained
Newcomb, Deborah J.	9/8/2000	Maryland
Hollerith, Melissa K.	12/1/2000	Georgia
Lainson, Vinnie	12/7/2000	Ordained
Kiblinger, Charles E.	12/28/2000	Colorado
Huntington, Frederic D.	1/1/2001	South East Florida
Wheeler, Elisa D.	5/10/2001	Washington
Coleman, Kim L.	6/23/2001	Ordained
Hawkins, Linda	6/23/2001	Ordained
Fichter, Jr., Richard E.	6/23/2001	Ordained
Skala, Kira	6/23/2001	Ordained
Sheehan, John Thomas	6/23/2001	Ordained
Piver, Jane D.	8/23/2001	East Carolina
Lockey, Laura Minnich	9/11/2001	Mississippi
Binder, Donald D.	10/1/2001	Dallas
Baker, Rhonda W.	10/1/2001	Chicago
Dickson, Patricia J.	11/17/2001	Ordained
Merola, C. Robert	1/1/2002	Central Florida

**Clergy of the Diocese in Order of Reception**

<i><b>Priests/Deacons</b></i>	<i><b>Date of Reception/Ordination</b></i>	<i><b>Received from/Ordained in VA</b></i>
Andres, Anthony	1/1/2002	Indiana
Gray, Michael F.	1/7/2002	Southeast Florida
Inscoc, Laura D.	6/15/2002	Ordained
Shepherd, Stephen	6/15/2002	Ordained
Iswariah, James C.	8/6/2002	Perth, Australia
Rowles, S. Paul	10/5/2002	Ordained
Phillips, Craig A.	10/21/2002	Pennsylvania
Haddix, Jr., Theodore R.	11/11/2002	Restored
Millner, Jr., Bollin	2/17/2003	North Carolina
Sonderegger, Katherine A.	4/11/2003	Vermont
Murphy, Diane G.	6/14/2003	Ordained
Proctor, Judith H.	7/25/2003	Missouri
Howell, S. Caitlin	8/21/2003	Maine
Spangler, Haywood B.	10/7/2003	Western New York
Agnew, Christopher M.	11/1/2003	Delaware
Queen, William L.	11/6/2003	Southern Virginia
Brenneis, Michael J.	1/14/2004	Ordained
Harman, Torrence M.	1/14/2004	Ordained
Turner, Anne M.	1/28/2004	Washington
Sutor, Jr., Jack T.	4/15/2004	West Virginia
Hutchson, Lee A.	5/14/2004	Florida
White, R. Ellen	6/1/2004	Southwestern Virginia
Johnson, Candine E.	6/26/2004	Ordained
Kimball, Jennifer W.	6/26/2004	Ordained
Morris, Jay	6/26/2004	Ordained
West, Hillary T.	6/26/2004	Ordained
Walker, Paul N.	7/1/2004	Alabama
Cavanaugh, Sean H.	9/8/2004	Atlanta
Hayes, Christopher Thomas	9/21/2004	Central New York
Wood, Sarah A.	11/22/2004	Ordained
Barr, Jane W.	12/1/2004	Central Pennsylvania
Swann, Catherine W.	12/2/2004	Southern Virginia
Gaventa, Sarah Kinney	6/18/2005	Ordained
Martens, Ann F.	6/18/2005	Ordained
Staley, Mary	6/18/2005	Ordained
Willis, Barbara C.	6/18/2005	Ordained
Jones, Gary D.	8/31/2005	West Tennessee
Stoddart, David M.	9/29/2005	Western Massachusetts
Gonzalez del Solar, Mario S.	12/22/2005	Southern Virginia

**Clergy of the Diocese in Order of Reception**

<i><b>Priests/Deacons</b></i>	<i><b>Date of Reception/Ordination</b></i>	<i><b>Received from/Ordained in VA</b></i>
Campbell, Catherine	1/4/2006	Northern California
Andersen, Paul J.	1/10/2006	Western Massachusetts
Andrews, Pati Mary	1/16/2006	Upper South Carolina
Geddes, R. Douglas	2/1/2006	Southern Virginia
Carroll, Diane P.	5/10/2006	Southern Virginia
Peyton, William P.	6/24/2006	Ordained
Wellford, Eleanor L.	6/24/2006	Ordained
Strawbridge, Jennifer R.	6/29/2006	Southwestern Virginia
Cadaret, J. Michael	7/6/2006	Florida
Shankles, Jeffrey S.	8/28/2006	Idaho
Sachs, William L.	9/15/2006	Connecticut
Rahn, Gaynelle M.	10/31/2006	Western Massachusetts
Tollison, Ann B.	11/8/2006	Upper South Carolina
Cirillo, James H.	12/1/2006	Pennsylvania
Johnston, Shannon S.	5/26/2007	Mississippi
Han, Heewoo Daniel	6/16/2007	Ordained
Holland, C. Lynn	6/16/2007	Ordained
Marques, Barbara B.	6/16/2007	Ordained
Rees, Elizabeth	6/16/2007	Ordained
Banse, Robert L.	6/16/2007	Ordained
McKenzie, Jennifer G.	10/15/2007	Washington
Weiher, Joie C.	12/12/2007	Texas
Markham, Ian S.	1/23/2008	Connecticut
Hutton, Linda V.	1/24/2008	Northern Indiana
Beatty, Stephan P.	3/8/2008	New Jersey
Brown, Mary Kay	5/24/2008	Ordained
Tibbetts, Catherine J.	5/24/2008	Ordained
vanBaars, Sven L.	5/24/2008	Ordained
Niemeyer, J. David	6/7/2008	Received, Roman Catholic Church
Eberle, William E	1/1/2009	Central Pennsylvania
Jenkins, Kathryn E.	5/4/2009	Southern Virginia
Montgomery, Jennifer B.	6/3/2009	Central New York
Pulimootil, Cherian P.	6/6/2009	Ordained
Thorpe, Mary B.	6/6/2009	Ordained
Beales, Rosemary E.	8/20/2009	Maryland
Gillespie, Ann	9/16/2009	Los Angeles
Kane, E. Ross	11/14/2009	Ordained
McIntosh, Justin M.	11/14/2009	Ordained
Coupland, Geoffrey D.	12/8/2009	West Virginia

**Clergy of the Diocese in Order of Reception**

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Paradine, Philip J.	1/18/2010	Southwestern Virginia
Asonye, Collins E.	3/29/2010	Ohio
Clark, Constance L.	4/30/2010	Wyoming
Hicks, Catherine D.	6/5/2010	Ordained
Weierbach, Cornelia M.	6/5/2010	Ordained
Witt, Anne Lane	6/5/2010	Ordained
Bailey, B. Cass	6/17/2010	Hawai'i
Smith, David H.	7/6/2010	Southern Virginia
Mattia, Joan P.	2/1/2011	Florida
Ambrose, Barbara	2/5/2011	Ordained
Hager, Marty M.	2/5/2011	Ordained
Bryant, Katherine S.	2/10/2011	New York
Williams, Shearon S.	3/25/2011	Washington
Mattia, Jr., Louis J.	3/28/2011	Florida
Rousseau, Sean K.	4/3/2011	Received, Roman Catholic Church
Choi, Young Kwon	6/4/2011	Ordained
Guin, Kathy	6/4/2011	Ordained
Jones, Herbert H.	6/4/2011	Ordained
Kelly, Tracey	6/4/2011	Ordained
Wilmer, Amelie	6/4/2011	Ordained
Brock, Charles F.	6/7/2011	Olympia
Pickering, William T.	7/26/2011	Connecticut
Hendrickson, Thomas S.	10/11/2011	Connecticut
Orihuela, Roberto O.	11/20/2011	Received, Roman Catholic Church
Forti, K. Nicolas	11/21/2011	Southern Virginia
Garcia, Christine J.	2/11/2012	Ordained
Garza, Jr., Frederico E.	2/11/2012	Ordained
Liles, Eric J.	3/26/2012	Alabama
McConnell, Theodore H.	5/30/2012	East Carolina
Belser, Jo J.	6/2/2012	Ordained
Cochran, Laura	6/2/2012	Ordained
Crosby, David	6/2/2012	Ordained
Ramey, B. Cayce	6/2/2012	Ordained
Steffensen, Leslie N.	6/2/2012	Ordained
Limburg, Megan	6/9/2012	Ordained
Morris, III, Robert L	6/9/2012	Ordained
Dunks, Andrew A.	7/31/2012	Southwestern Virginia
Velez-Rivera, Daniel	11/2/2012	Massachusetts

**Clergy of the Diocese in Order of Reception**

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Silcox, Jr., James H.	11/27/2012	Southeast Florida
Hooker, Alan B.	12/19/2012	Southern Virginia
Shelton, Benson E.	1/22/2013	Southwestern Virginia
McCoart, Charles C.	2/9/2013	Received, Roman Catholic Church
Beane, Emmetri M.	2/23/2013	Ordained
Connors, Carey Dougherty	2/23/2013	Ordained
Hanback, Holly	2/23/2013	Ordained
Higgins, IV, W. Harrison	2/23/2013	Ordained
Jones, Edward W.	2/23/2013	Ordained
Thomas, Kathryn P.	2/23/2013	Ordained
Wilmoth, Dan	2/23/2013	Ordained
Maas, Benjamin W.	3/5/2013	Kentucky
Barker, Gary J.	6/11/2013	Southern Virginia
Higgins, Jeffrey	7/27/2013	Ordained
Maher, John F.	8/1/2013	Arizona
Sullivan, Rosemari G.	9/25/2013	Washington
McKinney, Catherine R.	11/4/2013	Southern Virginia
Smith, G. Miles	11/25/2013	Western North Carolina
Hayes, Valerie J.	11/25/2013	Southern Virginia
Wigner, J. Douglas	11/27/2013	Southwestern Virginia
Feather, Mark R.	1/23/2014	Kentucky
Alexander, Jr., J. Randolph	1/23/2014	New York
Tomlinson, Elizabeth	2/22/2014	Ordained
Davis, Judith	6/7/2014	Ordained
Keeler, Elizabeth F.	6/7/2014	Ordained
LeCouteur, Eugene H.	6/7/2014	Ordained
Correll, Ruth E.	7/14/2014	Pittsburgh
Hensley, Joseph H. Jr.	1/21/2015	North Carolina
MacDonald, Susan S.	3/19/2015	West Virginia
Tomlin, Kyle R.	6/5/2015	Pennsylvania
Ivatts, Justin A.	6/6/2015	Ordained
Pratt, Grace King	6/6/2015	Ordained
Miller, Christopher H.	6/6/2015	Ordained
Samilio, Jamie S.	6/6/2015	Ordained
Shellito, John	7/22/2015	New Hampshire
Nash, Penny A.	10/10/2015	Southern Virginia
Smith Graham, Shirley E.	10/26/2015	Southern Virginia
Roberts, William B.	11/21/2015	Ordained

**Clergy of the Diocese in Order of Reception**

<i><b>Priests/Deacons</b></i>	<i><b>Date of Reception/Ordination</b></i>	<i><b>Received from/Ordained in VA</b></i>
Dunevant, Emily H.	11/21/2015	Ordained
Hartzell, Susan	12/3/2015	New York
Lucey, David	1/21/2016	Rhode Island
West, Anne K.	2/16/2016	West Virginia
Curtis, David	4/16/2016	Ordained
Gunn, Sally W. P.	4/16/2016	Ordained
Klenzmann, Joseph G.	4/16/2016	Ordained
Lee, Grace	4/16/2016	Ordained
Lewallen, Theresa C.	4/16/2016	Ordained
Rickenbaker, Rachel A.	6/11/2016	Ordained
Hall, John C. N.	8/19/2016	Southwest Florida
Streever, Hilary B.	10/3/2016	Southwestern Virginia
Goldsborough, Charles	11/29/2016	Central Gulf Coast
Hughes, James Anthony	12/10/2017	Received, Roman Catholic Church
York-Simmons, Noelle M.	1/23/2017	Atlanta
Razzino, Robin	1/25/2017	Washington
Gandiya, Leonard F. "Lee"	1/26/2017	England
Thomas, Marilu J.	2/1/2017	Received, Evangelical Church of America
Bascom, Joshua C.	6/10/2017	Ordained
Dougherty, Katherine G.	6/10/2017	Ordained
Packard, William L.	6/10/2017	Ordained
Gardner-Smith, Francine	9/12/2017	California
Mathews, Edward Weston	9/18/2017	Southwestern Virginia
Mendoza, Christine Love	10/5/2017	Texas
McCard, John	10/31/2017	Atlanta
Warren, Heather Anne	11/28/2017	North Carolina
Murray, Kathleen	11/29/2017	New Jersey
Rickenbaker, James Robert	12/15/2017	East Carolina
Franklin, Elizabeth Magill	1/18/2018	Texas
Brion, Theresa Markley	1/22/2018	Maryland
Moughty, Kelly Patricia	1/23/2018	Maine
Brockenbrough, Mignon Sarah Lawton	3/12/2018	Southern Virginia
McGehee, Stephen	5/15/2018	Upper South Carolina
Hogg, John Edwin	6/2/2018	Ordained
Cowherd, Charles Robison	6/9/2018	Ordained
Forrest, Marlene Eudora	6/9/2018	Ordained
Krudys, Emily Judin	6/9/2018	Ordained



**Clergy of the Diocese in Order of Reception**

<i><b>Priests/Deacons</b></i>	<i><b>Date of Reception/Ordination</b></i>	<i><b>Received from/Ordained in VA</b></i>
Lenow, Joseph Earl	6/9/2018	Ordained
Steadman, Darren Franklin	6/9/2018	Ordained
Widlake, Dina Elaine	6/9/2018	Ordained
Strand, Jon	7/18/2018	Massachusetts
Moberly, Paul Benjamin	7/31/2018	Vermont
Edwards, Whitney Z.	9/4/2018	Connecticut
Moore, Andrew York	9/13/2018	West Tennessee
Wright-Pruski, Dorota	9/18/2018	Milwaukee
Augustine, Anne Logan	9/29/2018	Ordained
Elliott, Lawrence	9/29/2018	Ordained
Hunt, Karla Westfall	9/29/2018	Ordained
Ferguson, Katherine V.	9/29/2018	Ordained
Baggett, Heather Kathleen	10/23/2018	North Dakota
Price, Sarah Kye	11/10/2018	Ordained
Haight, Margaret Ann	1/10/2019	Albany
Schlossberg, Stephen K. Kelly	1/30/2019	Albany
Hardin, Crystal J	3/2/2019	Ordained
Johnson, Daniel Edward	3/2/2019	Ordained
Kotval, Sarah Amanda	3/2/2019	Ordained
Wickersham, Kristin Price R.	3/2/2019	Ordained
Koeliker, Karulyln	3/18/2019	Georgia
Knowles, Melody D.	3/18/2019	Chicago
Williams-Duncan, Stacy	6/25/2019	Washington
Thomas, John Taliaferro	7/29/2019	Georgia
Walters, Joshua David	8/29/2019	Rochester
Viggiano, Alyse Elizabeth	8/29/2019	Pittsburgh
Ronaldi, Lynn	9/10/2019	Mississippi
McDaniel, Eleanor	10/14/2019	Southwestern Virginia
Glenn, Kimberly Baker	11/6/2019	Southwestern Virginia
Lukens, Susan Ackley	11/6/2019	Central Tanganyika
Dupree, Charles Thomas	12/4/2019	Indianapolis
Choi, Sang Seok (Athanasius)	12/16/2019	Anglican Church of Korea
Bourne, Amanda	3/7/2020	Ordained
Crichton, Gwynn	3/7/2020	Ordained
Dickinson, William	3/7/2020	Ordained
Dumont-Machowski, Matthew	3/7/2020	Ordained
Lazzuri, Jennifer	3/7/2020	Ordained
Nunnally, Peter	3/7/2020	Ordained
Schiefelbein, Colleen	3/7/2020	Ordained

**Clergy of the Diocese in Order of Reception**

<b><i>Priests/Deacons</i></b>	<b><i>Date of Reception/Ordination</i></b>	<b><i>Received from/Ordained in VA</i></b>
Harber, Rachel	6/15/2020	Ordained
Lewis, Melanie	6/15/2020	Ordained
Ware-Dunn, Philene	6/16/2020	Ordained
Pierce, Johanna Baker	8/31/2020	Arizona
Adams, Jonathan	9/29/2020	Texas
Miller, W. Terry	9/29/2020	Florida
Geiger, Martin T.	9/30/2020	Missouri
Kanour, Marion	12/15/2020	Southwestern Virginia
Dankel, Susan Rainey	1/19/2021	Massachusetts
Stanley, William S.	2/26/2021	Los Angeles
Kamran, Celal	3/1/2021	Ordained
Sweeney, Michael	3/1/2021	Ordained
Fraser-Morris	3/4/2021	Ordained
Rodriguez, Santiago	3/6/2021	Ordained
Busch, Steve	4/19/2021	Ordained
Godwin, Shea	4/19/2021	Ordained
Moncure, Peg	4/19/2021	Ordained
Evans, Courtenay	4/20/2021	Ordained
Hartman, Salli	4/20/2021	Ordained
Justice, Brian	4/21/2021	Ordained
Pace, Steve	4/21/2021	Ordained
Bridgemohan, Areeta	5/3/2021	Michigan
Bennett, Denise	6/12/2021	Ordained
Eskrite, Rachel Bauer	6/12/2021	Ordained
Salmon, W. Burley	7/1/2021	Atlanta
Bailey, Stephanie Abbott	7/12/2021	California
Anthony, Catherine	9/27/2021	Chicago
Gordon, Rodney E.	9/27/2021	Southern Virginia
Hull, Nicholas	2/7/2022	Southerwestern Virginia
Evans, Paul	3/5/2022	Ordained
Kelly, Stacy	3/5/2022	Ordained
Laskowski, Kevin	3/5/2022	Ordained
Newell, Kevin	3/5/2022	Ordained
Regan, Natalie Perl	3/5/2022	Ordained
Rodriguez, Julie	3/5/2022	Ordained
Arthur, Amelia	5/24/2022	Minnesota
Martin, Chad	6/6/2022	Texas
Lowery, Thomas Ethan	6/14/2022	California

**Clergy of the Diocese in Order of Reception**

<i><b>Priests/Deacons</b></i>	<i><b>Date of Reception/Ordination</b></i>	<i><b>Received from/Ordained in VA</b></i>
Holthus, Jessica	6/15/2022	Maryland
Bush, Sam	6/25/2022	Ordained
Maguire, R. Maria	6/25/2022	Ordained
Singer, Blake	6/25/2022	Ordained
Singer, Ann Kilpen	6/25/2022	Ordained
Butler, Joseph	8/22/2022	Southwestern Virginia
Harding, Susannah	9/10/2022	Ordained
McNamara, Dawn	9/10/2022	Ordained
Drosos, William	9/15/2022	Atlanta
Moore, Trent Scott	9/19/2022	Florida
Rohrs, John	10/11/2022	Southern Virginia
Ovenstone, Jenni	10/28/2022	New Jersey
Jenkins, John	11/7/2022	Georgia
Hazel, Dorothy	1/1/2023	Upper South Carolina
Allain, Thomas Alexander	2/14/2023	Mississippi
Gamber, Jennifer	2/14/2023	Washington
Robertson, Ben G. IV	2/14/2023	Mississippi
Scherer, Anna	2/14/2023	Southern Virginia
Bomar, Kyle Micah	3/4/2023	Ordained
Bragaw, Stephen G.	3/4/2023	Ordained
Greene, Janettarose Lavole	3/4/2023	Ordained
McMillen, Amanda Katelyn	3/4/2023	Ordained
Sanders-Wilson, Marybeth	3/4/2023	Ordained
Spurlock Biggs, Katherine	3/4/2023	Ordained
Badgett, Benjamin	3/8/2023	Southwestern Virginia
Colvin, Sarah	3/9/2023	Olympia
Farrington, Kristen	3/30/2023	Maryland
Stafford-Whittaker, William	6/1/2023	Washington
Harris, Gayle Elizabeth	6/5/2023	Massachusetts
Gaboton, Anthony	7/1/2023	Ordained
Laughton, Robert Stuart	7/1/2023	Ordained
Smith, R. Dale	7/1/2023	Ordained
Williams, Ann Peyton	7/1/2023	Ordained
Wright, Emma Addison	7/1/2023	Ordained
Beracochea, Maria Elvira	8/12/2023	Ordained
Dickinson, John Curtis	8/12/2023	Ordained
Laingen, Hope Austin	8/12/2023	Ordained
Lockhart, Deborah Falls	8/12/2023	Ordained
Searby, Nancy Derby	8/12/2023	Ordained

### Clergy of the Diocese in Order of Reception

Yearwood, Kirtley	10/12/2023	Olympia
Malcolm, Kenneth	10/15/2023	Texas
Bhan, Marcia Chanta	11/1/2023	Massachusetts
Angela Lerena	11/27/2023	Colorado
Julie Diane Bryant	2/7/2024	Los Angeles
Jon Scarffe	3/16/2024	Ordained
Redmond Self	3/16/2024	Ordained
Gregory Bezilla	5/20/2024	New Jersey
Sarah Moses	7/3/2024	Mississippi
Reginal Hayes	7/13/2024	Ordained
Caroline Mitchell	7/13/2024	Ordained
Rebecca Casey	7/13/2024	Ordained
Jennie Miller Leahey	7/25/2024	Central Gulf Coast
Mary Cushing	8/10/2024	Ordained
David Rose	8/19/2024	Georgia
Randi Hicks Rowe	9/1/2024	Western New York
Brent A. Melton	9/18/2024	North Carolina
Lachlan Hassman	9/30/2024	Ordained

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

*As of November 2024*

<b><i>Priest</i></b>	<b><i>Date of Transfer</i></b>	<b><i>Transferred to</i></b>
Reinholz, Kimberly	12/1/2023	New Jersey
Kamran, Celal	1/30/2024	Central Pennsylvania
Smith, Sarah Winston "Winnie"	2/1/2024	Washington
Belanger, Fanny	4/16/2024	East Carolina
Wise, Leah	5/2/2024	Texas
Willms, Ann	7/1/2024	Rio Grande
Miller, Sarah	8/1/2024	Washington
Mckenna, Cynthia	8/5/2024	Washington
Parnell, Pilar	9/1/2024	Central New York
Parnell, Scott	10/1/2024	Central New York

**Clergy who have died**

*As of November 2024*

Howard LaRue	1/11/2024
Joseph Webb III	1/21/2024
Philip G. Johnston	2/27/2024
George Wyer	5/13/2024
Charles B. Spigner	5/27/2024
Gabor Strasser	6/12/2024
Linda Estelle Murphy	7/16/2024
Alwin Reiners, Jr.	7/17/2024
Carla Eva Thompson	8/29/2024

**Clergy who have been removed**

*As of November 2024*

Lubelfeld, Nicholas	12/14/2023
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# **In Memoriam**



**The Reverend Philip Gilchrist Johnston**

*March 14, 1929 – February 27, 2024*

The Rev. Philip Gilchrist Johnston, a retired priest of the Diocese of Virginia, passed away February 27, 2024, in Elon, North Carolina.

Philip Gilchrist Johnston was born on March 14, 1929, in Buhl, Minnesota, to parents Kenneth Alexander and Arlyn Johnston, nee Wixson. Following the family's move to Kentucky, he attended high school in Princeton, before going on to the University of Kentucky, where he earned a B.S. in 1952, after which he enlisted in the United States Army and served as an infantry officer until 1955. He earned an M. Div from the Episcopal Theological Seminary in Kentucky in 1958; further education later included graduate studies at Long Island University in 1969, and at Virginia Theological Seminary in 1979. He was ordained by the Rt. Rev. William R. Moody, Bishop of Lexington to both the diaconate on June 14, 1958 and to the priesthood on September 19, 1958, and served briefly as rector of Christ Church in Harlan, Kentucky from 1958 to 1960, whereafter he began a seventeen-year career as a chaplain with the United States Army, the years 1970-1972 ministering at the Washington National Cathedral.

Rev. Johnston began his ministry in the Diocese of Virginia in 1977, as first interim, and later associate priest at Church of the Good Shepherd, Burke. In 1978, he was assistant priest at Pohick Church, Lorton, and from 1978 to 1979, Rev. Johnston served as interim priest at St. Andrew's, Arlington. Beginning in 1983, Rev. Johnston was vicar at Piedmont Church in Madison, where he remained until 1995; on January 1, 1984, Rev. Johnston ceased serving under license and became canonically resident in the Diocese of Virginia. On May 23, 1987, Rev. Johnston married Carol Lawton, born January 20, 1943. Rev. Johnston retired on June 25, 1995; that same day, Carol completed her one year of service as lay minister at nearby Graves Chapel, shortly before its joining with Piedmont Church. While at Piedmont, Rev. Johnston helped the church take a more active role in the community, through its support of the Madison Emergency Services Association, or MESA, and helping to establish the Madison Child Care and Early Learning Center, now Madison Learning Center, Inc.

Following official retirement, Rev. Johnston still continued to provide ministry when called upon to do so, serving as an interim priest at St. Matthew's, Sterling from 1999 to 2001, and as an associate at Church of the Good Shepherd, Burke from 2002 until 2016.

The Rev. Philip Gilchrist Johnston was survived by his wife, Carol.





**The Reverend Howard Arlen LaRue**

*January 3, 1930 – January 11, 2024*

The Rev. Howard Arlen LaRue, a retired priest of the Diocese of Virginia, passed away January 11, 2024, in Belfast, Maine.

Howard was born to parents Veloura Whitehorn and William Lee LaRue, at the family home (with his maternal grandmother serving as midwife) in Maud, a small town that straddles the border between Pottawatomie and Seminole counties, Oklahoma. He grew up alongside his two older siblings, Colleen and William, in a household that constantly moved due to his father's work along the ever-expanding "frontier of the oilfields," as Howard described it years later. In 1948, Howard joined the United States Navy, and it was during his initial stationing in Honolulu that he met, and soon married, Catherine "Kate" Barnes, a local teacher and organist at the church they both attended. Much of Howard's naval career was spent in service of the Pacific Fleet, including two years living in Japan, a period which saw the birth of son Caleb and daughter Monica; he also served in the Antarctic during Operation Deep Freeze, a series of missions, began in 1957, that the United States Navy, alongside several other nations, undertook to augment climatological and biological knowledge regarding the southern polar regions. Following his graduation from the United States Navy Officer Candidate School in 1963, Howard worked briefly at the Pentagon before resigning his commission and, following a calling he remembered feeling as early as eight or nine years of age, enrolling at the Virginia Theological Seminary in 1964, from which he graduated magna cum laude in 1967. He was ordained to the diaconate on June 22, 1967, by the Rt. Rev. George Purnell Gunn, Fifth Bishop of Southern Virginia, and to the priesthood on May 1, 1968, by the Rt. Rev. David Shepherd Rose, Sixth Bishop of Southern Virginia. Rev. LaRue ministered to the congregations of both The Episcopal Church of St. Paul and St. Andrew in Kenbridge, as well as Gibson Memorial Church in Crewe from 1967 to 1969. In 1969, Rev. LaRue was called to the Diocese of Virginia, and began a nearly twenty-six-year tenure as rector of both Emmanuel, Greenwood, and Holy Cross, in nearby Batesville.

Following his retirement in 1995, Howard and Kate moved north to Waldo County, Maine and to the city of Searsport, on the banks of the Penobscot Bay; there, they opened Penobscot Books, an art gallery and bookstore that spoke to the many passions Howard had fostered during his travels in the Navy, with a catalog of tens of thousands of books covering a variety of topics including art, sculpture, world religions, and poetry. Much of the bookstore's decorations consists of works of art Howard and Kate had accumulated in their many sojourns abroad, both before and during his retirement years.

Howard and Kate's firstborn daughter, Carrie, and Howard's siblings, Colleen and William preceded him in death, as did Kate, his beloved wife of fifty-two years, in 2005. He was survived by his three children, twelve grandchildren, and fifteen great-grandchildren.

Two memorial services were held, a testament to the memories and friendships Howard fostered throughout his life; the first, in Bangor, Maine, and officiated by The Rev. James W. Nutter, on February 8, 2024, at St. John's Episcopal Church. A second was held at Emmanuel, Greenwood, on Friday, April 12, 2024, officiated by The Rev. John Taliaferro, followed by interment.



**The Reverend Linda Estelle Murphy**

*July 18, 1947 – July 16, 2024*

The Rev. Linda Estelle Murphy, a retired deacon of the Diocese of Virginia, passed away at her home in Colonial Beach, on Tuesday, July 16, 2024, at the age of 76.

Born in Woburn, Massachusetts on July 18, 1947 to parents Howard and Martha Murphy, Ms. Murphy spent her youth in nearby Salem, before the family moved to California, where she graduated from Delta College (now San Joaquin Delta College) in Stockton and spent much of her career in the bookkeeping and accounting fields. After a move to Virginia and following a deep desire to minister to the sick, elderly, and poor, Ms. Murphy attended, and graduated from, Virginia Theological Seminary with a B. Th. in 2005. While serving as pastoral associate at Immanuel Church-on-the-Hill, in Alexandria, Bishop of Virginia the Rt Rev. Shannon Sherwood Johnston ordained her to the diaconate on February 5, 2011. Rev. Murphy continued at Immanuel Church-on-the-Hill until 2012, before becoming deacon at St. Peter's Church, Oak Grove in 2013, a position she held until her retirement for health reasons in the summer of 2020. During her ministry, Rev. Murphy served as chaplain at many assisted living homes throughout Northern Virginia, as well as at NOVA Hospital, in Fairfax.

Cyrus Murphy, Jr. CDR USN (retired), Rev. Murphy's husband, whom she married on June 14, 1997, survived her, as did their six children and her sister, Judith Redmond. A lover of books and antiques, Rev. Murphy shared with her husband a deep compassion for animals that resulted in them rescuing and adopting many creatures throughout their lives together, including, but not limited to, several dogs, two ferrets, and even one iguana.

A memorial service, with the Rt. Rev. Ellyn Goff, former Bishop Suffragan and Ecclesiastical Authority of Virginia, as celebrant and preacher, was held at St. James' Church, Montross on July 30, 2024, followed by internment at St. Peter's Cemetery, Oak Grove.



**The Reverend Alwin Reiners, Jr.**

*February 4, 1926 – July 17, 2024*

The Rev. Alwin Reiners, Jr., a retired priest of the Diocese of Virginia, passed away on July 17, 2024 at Westminster Canterbury, Richmond, at the age of 98.

Born February 4, 1926, in Arlington to parents Alwin and Elizabeth Reiners, Alwin Jr. was a graduate of Washington-Lee (now Washington-Liberty) High School and enlisted in the United States Navy soon after graduation, during the final months of the Second World War. Following war's end, Alwin attended Catholic University of America in Washington, D.C, studying mechanical engineering and graduating in 1950 before enrolling at Virginia Theological Seminary, from which he earned a Licentiate in Theology in 1954. On May 30 of that same year, he was ordained to the diaconate by The Rt. Rev. Frederick D. Goodwin, Bishop of Virginia, at St. George's Church, Arlington, his church since his youth. Alwin spent time in Alaska during his seminary years and returned there, both for his ordination performed by The Rt. Rev. William Jones Gordon, Jr., Bishop of Alaska, on February 25, 1955, as well as to serve as priest-in-charge of St. George's in the Arctic, in the village of Kotzebue. It was also in February of 1955, shortly before his ordination, that he married Shirley Joanne McElman, who went by her middle name and to whom he had proposed in the middle of Rockefeller Center in New York, two weeks after first meeting her at the offices of the Episcopal Church, where she worked as an assistant to the Presiding Bishop.

Upon returning to Virginia in 1957, Rev. Reiners served as assistant to the rector at St. James Church, Richmond until 1961, whereafter he was founding vicar of St. Bartholomew's, Richmond, where he remained until the summer of 1968. Rev. Reiners moved to the Diocese of North Carolina to serve as rector of Church of the Holy Comforter in Charlotte, from 1968 to 1979, before returning to the Richmond area as rector of St. Paul's Church in Hanover, from 1982 through 1993, retiring officially that following January. Rev. Reiners continued to serve his community after his retirement, providing Holy Communion, as well as marriage and funeral services at he and Joanne's regular place of worship, Emmanuel Church, Brook Hill.

Having a lifelong love of music, that dated back to his time in a youth choir which sang during one of Franklin Delano Roosevelt's inauguration ceremonies, Rev. Reiners continued to sing throughout his life, including during his last years at Richmond's Westminster Canterbury as a member of the men's choir.

The Rev. Alwin Reiners was preceded in death by his wife of sixty-eight years, Joanne, who passed away on October 31, 2023, and by his sisters, Elizabeth R. Martin and Priscilla R. Zboray. He was survived by his sister Bett Hoff; his three children – Sarah Reiners Bartenstein, Alwin Reiners III, and Elizabeth Cooke Reiners; four grandchildren; and one great-granddaughter.

A funeral in Rev. Alwin Reiners' memory was held at St. Stephen's Church, Richmond, on Wednesday, July 31, 2024.



**The Right Reverend Dr. Dabney Tyler Smith**

*December 7, 1953 – October 26, 2024*

The Rt. Rev. Dr. Dabney Tyler Smith, Fifth Bishop of the Diocese of Southwest Florida, Visiting Bishop in the Diocese of Virginia, and Assisting Bishop of the Diocese of Central Florida, passed away on October 26, 2024, at the age of 70.

Dabney Tyler Smith was born on December 7, 1953, in Brownwood, Texas, to parents the Rev. Dorsey Green Smith, Jr., and Dorothy Leach Smith; the younger Smith served in the choir and as an acolyte at St. John's, Brownwood, where his father was rector from 1950 to 1957. The elder Smith was a native of Greenville, Virginia; was ordained to the priesthood by The Rt. Rev. Wiley Roy Mason, Suffragan Bishop of Virginia, in 1945; and served congregations in Kilmarnock and Heathsville, before relocating to Texas.

In 1972, Dabney Smith graduated from Seabreeze High School, in Ormond Beach, Florida. On October 11, 1975, Mr. Smith married Mary Ellen Krieg, a fellow student at Seabreeze. In 1980, Mr. Smith earned a B.A. at the University of South Florida. In 1987, he graduated, cum laude, with an M. Div from Nashotah House Theological Seminary, in Nashotah, Wisconsin; and he received a D. Min from Seabury-Western Theological Seminary, in Evanston, Illinois in 1999. He was ordained to the diaconate and, then to the priesthood, by The Rt. Rev. William Hopkins Folwell, Bishop of Central Florida, on June 23, 1987, and December 28, 1987, respectively.

From 1987 to 1989, Rev. Smith served as assistant at Grace Church, Point Orange, Florida; from 1989 until 1998, he was called to Indiana to serve as rector of St. Michael and All Angels, South Bend, before returning to Florida, assuming the rectorship of Holy Trinity, Melbourne, as well as Holy Trinity Episcopal Academy, from 1998 to 2004. From January 2005 until the Spring of 2007, Rev. Smith served as rector of Trinity, New Orleans, and its adjacent Trinity Episcopal School. He also served as member of both the Diocese of Louisiana's Executive Board, as well as its Diocesan Rebuilding Committee. Rev. Smith labored to provide aid and support to a population devastated by Hurricane Katrina by serving as a member of the Jericho Road Episcopal Housing Initiative, providing housing for hurricane survivors, and as a steering committee member for the Common Good coalition, which helped facilitate communication between local governments and affected citizens.

On December 9, 2006, Rev. Smith was elected bishop coadjutor of the Diocese of Southwest Florida, and was consecrated on March 10, 2007, in St. Jude's Cathedral in St. Petersburg. Following the retirement of The Rt. Rev. John Bailey Lipscomb, Bishop Smith was seated as the Diocese's fifth bishop, at the Cathedral Church of St. Peter, in St. Petersburg.

Following the March 21, 2012 death of his wife of thirty-six years, Mary Ellen, Bishop Smith established a Memorial Endowment Fund in her honor in 2018. On June 23, 2013, Bishop Smith married Mary Wallis during a private ceremony at St. James, **The Right The**



**The Right Reverend Dr. Dabney Tyler Smith**

*(continued)*

Melbourne, officiated by Rector Emeritus of Holy Trinity, Melbourne, The Rev. William G. Lewis.

Bishop Smith's episcopate placed a significant focus on congregational vitality and education. He encouraged the development and nurturing of leadership qualities among both clergy and laity alike, to help them better fulfill their respective responsibilities to their congregations. Owing to his prior experience in education, Bishop Smith was an ardent supporter of the church schools within his diocese; camp programs at DaySpring Episcopal Center, in St. Petersburg, were also given greater attention, and expanded. Bishop Smith carried his diocese through the worst of the COVID-19, encouraging both parishioners and clergy alike to make the most of available technology to ensure that no one, particularly the most vulnerable or isolated, was forgotten in such times.

At the 2015 General Convention, Bishop Smith was elected to serve on the Executive Council and was amongst the nominees for presiding bishop. Throughout his years of service, Bishop Smith held a number of vital roles including: vice president of Province IV; chair of the Episcopal Church Building Fund; a member of the House of Bishops' Planning Committee; and seats on the Board of Regents of the University of the South, as well as the boards of trustees for both the Seminary of the Southwest and his alma mater, Nashotah House.

In May of 2022, Bishop Smith announced his intentions to retire, and on April 2, 2022, the Rev. Douglas F. Sharf was elected bishop coadjutor and consecrated that following September; with Bishop Smith's retirement at year's end, Bishop Scharf succeeded as diocesan bishop. On January 27, 2023, The Rt. Rev. E. Mark Stevenson, Bishop of Virginia, announced Bishop Smith's appointment as visiting bishop, a position he fulfilled from April through June of that year. In January of 2024, the Rt. Rev. Dr. Justin S. Holcomb appointed Bishop Smith part-time assisting bishop in the Diocese of Central Florida. During this tenure, Bishop Smith focused much of his efforts on the support of retired clergy, a cause he had encouraged when diocesan bishop, ensuring that every regional deanery in Southwest Florida had at least one chaplain couple; in April, 2024, Bishop Smith and his wife Mary were both appointed Church Pension Group chaplains to retired clergy for the Diocese of Central Florida.

The Rt. Rev. Dr. Dabney Tyler Smith was survived by his wife Mary, five children, eleven grandchildren, and three siblings. A Requiem Eucharist officiated by former Presiding Bishop the Most. Rev. Michael B. Curry was held in Orlando, at the Cathedral Church of St. Luke, on November 11, 2024.



**The Reverend Charles Bailey Spigner**

*January 13, 1951 – May 27, 2024*

The Rev. Charles Bailey Spigner, a retired priest of the Diocese of Virginia, passed away at his home in Ashland, on Monday, May 27, 2024, at the age of 73.

Born to parents Adolphus and Henrietta Spigner on January 13, 1951, in Columbia, South Carolina, Charles attended Dreher High School, and then the University of the South in Sewanee, Tennessee; he graduated in 1977 with a B.A. in English Literature from the University of South Carolina, followed by the Virginia Theological Seminary in 1985, with an M. Div. Ordained to the diaconate on June 8, 1985, and to the priesthood on May 10 of the following year by the Rt. Rev. William Arthur Beckham, Bishop of Upper South Carolina, Rev. Spigner served several parishes in that region for a decade, before beginning his ministry in the Diocese of Virginia as associate rector of The Church of the Holy Comforter in Vienna in 1996. He ministered to several congregations throughout the diocese in the following years, including St. Andrew's, Arlington from 2004 to 2009; Trinity, Highland Springs from 2013 to 2015; and Immanuel, Mechanicsville from 2015 until his retirement in the late summer of 2017. While in northern Virginia, Rev. Spigner provided case management services for those with intellectual and developmental disabilities through The Arc of Northern Virginia, in Falls Church, from 2001 through 2004, and served as chaplain at The Virginian retirement community in Fairfax from 2002 to 2004; he also ministered to the residents of Capital Caring Hospice in Fairfax County, as their chaplain and pastor counselor, from 2004 to 2012.

Rev. Spigner was preceded in death by his sister, Henrietta P. Spigner, as well as his stepfather Marion Singletary; his biological father passed away when Rev. Spigner was a child, and his mother provided him with love and encouragement throughout his life and ministry, until her passing in July of 2002. He was survived by his wife Elizabeth, whom he married on February 26, 2011, as well as two daughters, one stepdaughter and one stepson, four grandchildren, and two siblings.

A celebration of life was held at Immanuel, Mechanicsville on Friday, June 14, 2024. In lieu of flowers, Rev. Spigner's family requested donations be made in his name to one of the many causes and institutions he cherished in life, including the Camp Gravatt Summer Camp in Aiken, South Carolina; the American Society for the Prevention of Cruelty to Animals; Immanuel, Mechanicsville; and the Virginia Theological Seminary.



**The Reverend Gabor Strasser**

*May 22, 1929 – June 12, 2024*

The Rev. Gabor Strasser, a retired priest of the Diocese of Virginia, passed away on Wednesday, June 12, 2024, at the age of 95.

Gabor (Gabe) Strasser was born on May 22, 1929 in Budapest, the capitol of the Kingdom of Hungary, to parents Rezso and Theresa (nee Seiler) Strasser. By the early 1950s, Mr. Strasser had emigrated to the United States, and began attending New York State University, from which he earned a B.C.E. in Civil Engineering and a M.S. in Mechanical Engineering in 1953 and 1959, respectively, followed by his successful completion of Harvard University's Program for Management Development, in 1968. Several decades later, Mr. Strasser attended the Virginia Theological Seminary, where he earned an M. Div degree in 1992. On June 13, 1992, he was ordained to the diaconate by the Rt. Rev. Robert Poland Atkinson, Assistant Bishop of Virginia, and that following December 1, the Rt. Rev. Peter James Lee, Bishop of Virginia, ordained Rev. Strasser to the priesthood. Following ordination, Rev. Strasser served as assistant at St. Margaret's Woodbridge until May of 1993, and continued for several years thereafter to provide Eucharist, Sermons, and other services at churches within Northern Virginia, including St. Michael's, Arlington; St. Alban's, Annandale; and Trinity, Arlington. Throughout the early 2000s, Rev. Strasser also ministered to residents of Vinson Hall Retirement Community, in McLean, and to patients at Inova Fairfax Hospital.

Rev. Strasser led an accomplished life outside of his calling to the ministry, as well. He worked as a research engineer at Buffalo's Bell Aircraft Company (now Bell Textron), from 1956-1961; then as a project leader for Boeing from 1961 to 1962; and as department head for the Mitre Corporation, from 1962 to 1968. From 1969 to 1971, he acted as a technical assistant to Edward E. David, Jr., science advisor to President Richard Nixon. In 1974, his academic work *Science and Technology Policies – Yesterday, Today, and Tomorrow*, was published. Rev. Strasser was a member of the American Association for the Advancement of Science and presented lectures alongside Isaac Asimov and other notables at the group's annual conference in 1975; he was also a member of the American Institute of Aeronautics & Astronautics and the National Society of Professional Engineers. In 1973, he founded his own consulting firm, which he led until 1992; by the late 90's, Rev. Strasser had largely returned to this vocation, outside of his ministry at retirement homes and hospitals.

On August 15, 1958, Mr. Strasser married Linda Casselman Pemble, with whom he had a daughter and son. Following their divorce, Mr. Strasser married Joka Verhoeff on February 2, 1978 with whom he had a son and daughter, as well.

The Rev. Gabor Strasser was survived by his wife Joka, as well as his four children.



**The Reverend Carla Eva Thompson**

*March 20, 1948 – August 29, 2024*

The Rev. Carla Eva Thompson, a priest of the Diocese of Virginia, died on Thursday, August 29, 2024, in Washington, D.C., at the age of 76.

Carla Eva Thompson was born March 20, 1948, in Kenosha, Wisconsin, to parents Carl and Olga. She earned a B.A. from the University of Wisconsin, Madison in June of 1970, her studies for which included Medieval Scandinavian history, a passion she would carry throughout her life. Following graduation, she undertook a variety of occupations which only expanded her multi-faceted knowledgebase and skillset, such as her time with the Intelligence Services of the U.S. Department of State in Washington, D.C. for several years; she also gained expertise in everything from hostage negotiations to explosive ordnance disposal during a decade-long tenure as a police officer in Champaign, Illinois. Answering a call to ministry, Ms. Thompson entered Virginia Theological Seminary, from which she graduated with an M. Div in May of 1997. On June 14, 1997, the Rt. Rev. Peter James Lee, Bishop of Virginia, ordained her to the diaconate, and on March 11 of the following year, she was ordained to the priesthood, again by Bishop Lee.

From June of 1997 until the winter of 1998, she served as assistant to the rector at Trinity, Arlington, before being called to Meade Memorial, Alexandria, where she was vicar from January, 1999 until June, 2006; in July of 2000, Rev. Thompson organized and led a committee composed of long-standing and newer vestry members tasked with crafting a comprehensive revitalization and growth strategic plan for Meade Memorial.

Beginning in September of 2006, through March of 2008, Rev. Thompson served the Diocese of Maryland as interim rector of Church of the Transfiguration in Silver Spring.

By 2018, Rev. Thompson had joined Capital Caring Health, as hospice chaplain at Sibley Memorial Hospital, in Washington, D.C., a role she fulfilled until her passing. While Chaplain, Rev. Thompson also took on countless other roles and responsibilities, including speaking to investment professionals in the D.C. area regarding the importance of deciding end of life issues for themselves; leading several *Via Media* retreats at the Washington National Cathedral; and serving as a co-facilitator of the “Speaking to God: From Lament to Joy” discussion panel, during the Take on Lent 2024 event, hosted by the National Cathedral’s College of Faith and Culture.

The Rev. Carla Eva Thompson’s memory was honored by her family at a private service in New York.





**The Reverend Joseph Tarpley Webb, III**

*December 24, 1938 – January 21, 2024*

The Rev. Joseph Tarpley Webb, III, a retired priest of the Diocese of Virginia, passed away January 21, 2024, in Williamsburg.

Joseph Tarpley Webb III, a native of Bryn Mawr, Pennsylvania and born to parents Vernon and Emily, spent much of his youth at The Episcopal Academy in Newton Square, before attending Ardmore's Lower Merion High School and serving as a member of the school's 1956 National Champion rowing team. He graduated from Georgia's Valdosta State College (now University), from which he earned a B.A. in Sociology, in 1961; on September 2 of that year, he and Toni Steele, whom he had met while a student at Valdosta, were married. In 1964, Mr. Webb graduated from the Virginia Theological Seminary with an M. Div. On June 13, 1964, the Rt. Rev. Robert Lionne DeWitt, Bishop of Pennsylvania, ordained Mr. Webb to the diaconate; he was ordained to the priesthood on March 20, 1965, by the Rt. Rev. Randolph R. Claiborne, Bishop of Atlanta.

Rev. Webb initially served parishes in the Diocese of Georgia, including Christ Church in Macon, followed by the Diocese of Maryland, at Trinity, Towson and The Church of the Holy Comforter in Lutherville; while serving the latter, he helped found the Assistance Center of Towson Churches, or ACTC, a group composed of forty-nine churches, across several denominations, in Baltimore County and surrounding regions that stock food pantries, aid with urgent financial issues, and provide other services to those in need. Rev. Webb joined the Diocese of Virginia when he came to St. Dunstan's, McLean to serve as rector from 1988 to 2004.

Following his retirement that year, he was named Rector Emeritus of St. Dunstan's from 2005, onward. Rev. Webb continued to serve the diocese after he and Toni relocated to Williamsburg through his activity at Bruton Parish Church, regularly aiding the staff, including helping the Mission Committee in their efforts to provide ongoing aid and service to the region's homeless families. Rev. Webb remained active outside of the church as well, with volunteer work in the service of a myriad of groups, including transporting those in need to medical appointments, as far away as Richmond and Norfolk, on behalf of Williamsburg Faith in Action, an aid organization serving area residents aged 60 and older; and, providing audio/visual aid for classes at the Christopher Wren Association at The College of William and Mary. He also volunteered with The Association for the Preservation of Virginia (now Preservation Virginia) at Historic Jamestowne's Archaearium Archaeology Museum, "in honor of the ministry and sacrifice of The Rev'd Robert Hunt, the first Anglican priest to set foot on Virginia soil," in his words.

The Rev. Joseph Tarpley Webb III was survived by his wife Toni, as well as three children, five grandchildren, and his two brothers. A celebration of life was held at Bruton Parish Church in Williamsburg, on Saturday, April 13, 2024.



**The Reverend George William Wyer**

*January 6, 1931 – May 13, 2024*

The Rev. George William Wyer, a retired priest of the Diocese of Virginia, passed away at his home in Marietta, Georgia, on Monday, May 13, 2024, at the age of 93.

George William Wyer was born to parents John Philip and Hazel Valentine Wyer on January 6, 1931 in Bucyrus, the county seat of Crawford, Ohio. Following his graduation from Oberlin College in 1952 with a B.A., and an M.A. from the University of Pittsburgh the following year, Mr. Wyer served in the United States Navy during the last stages of the Korean War, and later in West Germany as part of the Naval Security Group as a linguist in Russian, before retiring from active service with the rank of lieutenant, senior grade. While working as an insurance agent in Ohio, Mr. Wyer was called to the ministry and began studies at Kenyon College's Episcopal Divinity School, Bexley Hall, in Gambier, Ohio; in 1967, he graduated with an M. Div. On June 17, 1967, he was ordained to the diaconate by the Rt. Rev. Nelson Marigold Burroughs, Seventh Bishop of Ohio; the following December 17, the Rt. Rev. Beverley Dandridge Tucker, Jr., Sixth Bishop of Ohio, ordained him to the priesthood. Rev. Wyer ministered first at Cleveland's St. Mary's Church, from 1967 to 1969, and then Bethesda by-the-Sea in Palm Beach, Florida, where he served as associate rector from 1969 to 1974, after which he was called to the Diocese of Virginia as rector of both St. Paul's and the Church of St. John the Baptist, both in Ivy. While his service at St. John came to an end in 1987, Rev. Wyer remained at St. Paul's until his retirement in February of 1993.

Rev. Wyer was preceded in death by both his beloved wife of sixty-nine years, Nancy Bohart Vogt, whom he married on October 3, 1951, and who passed away on December 22, 2023; and their son Ensign (Navy) Christopher DeMoss Wyer, who died in 1979. Rev. Wyer was survived by three daughters, as well as three grandchildren.

The Rev. Justin McIntosh officiated at a memorial service for Rev. Wyer on Sunday, August 11 at St. Paul's Church, Ivy.

# **Churches and Missions in The Diocese of Virginia**

## Churches and Missions in The Diocese of Virginia

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

## Churches and Missions in The Diocese of Virginia

Meade Memorial Church	Alexandria	Alexandria
North Farnham Parish	Farnham	Northern Neck
Piedmont/Bromfield Parish	Madison	Culpeper
Pohick Church	Lorton	Potomac
St. Aidan's Church	Alexandria	Potomac
St. Alban's Church	Annandale	South Fairfax
St. Andrew's Church	Arlington	Arlington
St. Andrew's Church	Burke	South Fairfax
St. Andrew's Church	Marshall	Northern Piedmont
St. Andrew's Church	Mount Jackson	So. Shenandoah
St. Andrew's Church	Richmond	Central Richmond
St. Anne's Church	Reston	North Fairfax
St. Anne's Parish	Scottsville	Charlottesville
St. Asaph's Church	Bowling Green	Fredericksburg
St. Barnabas' Church	Annandale	South Fairfax
St. Bartholomew's Church	Richmond	West Richmond
St. Christopher's Church	Springfield	South Fairfax
St. David's Church	Ashburn	Northern Piedmont
St. Dunstan's Church	McLean	North Fairfax
St. Francis Church	Great Falls	North Fairfax
St. George's Church	Arlington	Arlington
St. George's Church	Fredericksburg	Fredericksburg
St. James Church	Louisa	Charlottesville
St. James' Church	Leesburg	Northern Piedmont
St. James' Church	Montross	Northern Neck
St. James' Church	Warrenton	Culpeper
St. James' Church, Mount Vernon	Alexandria	Potomac
St. James the Less Church	Ashland	North Richmond
St. James's Church	Richmond	Central Richmond
St. John's Church	Arlington	Arlington
St. John's Church	Centreville	South Fairfax
St. John's Church	King George	Fredericksburg
St. John's Church	McLean	North Fairfax
St. John's Church	Richmond	Central Richmond
St. John's Church	Tappahannock	Upper Tidewater
St. John's Church	Warsaw	Northern Neck
St. John's Church	West Point	Upper Tidewater
St. Luke's	Alexandria	Potomac
St. Luke's	Simeon	Charlottesville
St. Margaret's Church	Woodbridge	Potomac
St. Mark's Church	Richmond	Central Richmond
St. Martin's Church	Richmond	West Richmond
St. Martin de Porres	Alexandria	Potomac
St. Mary's Church	Arlington	Arlington
St. Mary's Church	Berryville	Winchester
St. Mary's Church	Colonial Beach	Fredericksburg
St. Mary's Church	Reedville	Northern Neck
St. Mary's Church	Richmond	West Richmond
St. Mary's Whitechapel Church	Lancaster	Northern Neck
St. Matthew's Church	Richmond	West Richmond
St. Matthew's Church	Sterling	Northern Piedmont
St. Michael's Church	Arlington	Arlington

## Churches and Missions in The Diocese of Virginia

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

## Parishes with Several Churches

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

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

## Diocesan Missions

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

## Missions of Founding Churches

*These are included on the previous list.*

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



## Existing Churches not having Weekly Services

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

## Churches used by other Communions

<i><b>Church</b></i>	<i><b>Location</b></i>	<i><b>Region</b></i>
All Saints'	Culpeper	Culpeper
Trinity	Beaverdam	North Richmond
Trinity	Mathews	Upper Tidewater
Trinity	Highland Springs	North Richmond
Truro	Fairfax	South Fairfax

## Diocesan Schools

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

## Other Schools

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

Diocesan Centers

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

Diocesan Homes

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

# **Rules of Order**

## Rules of Order for the 230th Annual Convention (2024)

1. There shall be appropriate worship services at each regular meeting of the Convention. Each delegate registered and attending the Convention by the use of, or a means of, communication by which all members participating in the Convention may simultaneously hear each other shall be deemed to be present in person. The Presiding Officer or the Chair of the Committee on Credentials may make reasonable accommodations for members of Convention to attend and participate in Convention, but each member shall be responsible for his or her access to the meeting and no action shall be invalidated by the loss of or poor quality of a member's individual virtual connection. Attendance shall be limited to registered delegates and invited guests. The meetings of Convention and the hearings by Committees of Convention shall be observable by the public and the press, either in person at the Convention venue or by livestream, at the discretion of the Presiding Officer.
2. On the first day of Convention legislation the Presiding Officer, having taken the Chair, shall declare a quorum present, if such be the case, or the Presiding Officer may direct that the roll of the members of the clerical and lay order be called to determine a quorum.
3. On the first day of Convention legislation, a Program of Convention shall be adopted.
4. On the first day of Convention legislation, the Presiding Officer may appoint a Parliamentarian and Assistant Secretaries of the Convention.
5. Prior to each regular meeting of Convention, the Presiding Officer shall appoint the following Committees of Convention to serve until their successors have been appointed.

A. The Committee on Credentials

- B. The Committee on Constitution and Canons, to which all proposed amendments to the Constitution and Canons and the Rules of Order shall be referred. Proposed amendments may be submitted only by a Member of Convention or a Constitutional or Canonical body. All proposed amendments shall be filed to the Secretary not less than eighteen (18) days before Convention convenes. The Committee on Constitution and Canons shall conduct an open hearing not less than fourteen (14) days before Convention convenes and shall make its report, including any text amending the Constitution or Canons, not less than seven (7) days before Convention convenes. Notice of the open hearing shall be announced at least six (6) weeks before Convention convenes.

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

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

Proposed amendments shall identify the proposers of the amendment and provide contact information for at least one proposer to whom questions or comments about the amendment may be addressed.

No additional amendments to the Constitution and Canons or Rules of Order shall be

received and acted upon at the Convention without a two-thirds vote of the Convention, unless they shall be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional proposed amendments must be submitted in 600 copies ready for distribution.

- C. The Committee on Resolutions, to which may be referred all written resolutions, except those referred to the Committee on Budget or the Committee on Constitution and Canons. Proposed resolutions may be submitted only by a Member of Convention or a Constitutional or Canonical body. All proposed resolutions shall be filed to the Secretary not less than eighteen (18) days before Convention convenes

All proposed resolutions, excluding courtesy resolutions, shall:

1. Not include “whereas” clauses, but may include a rationale or explanation which shall not be part of the resolution,
2. Include a statement that the proposed resolution does not conflict with the Constitution or Canons of The Episcopal Church or The Diocese,
3. Not include a link to a website, and
4. Include a statement of the financial impact of the resolution and, if appropriate, the funding source(s) to implement the proposed resolution.

The Committee on Resolutions shall conduct an open hearing not less than fourteen (14) days prior to the day Convention convenes and shall make its report not less than seven (7) days before Convention convenes. Notice of the open hearing shall be announced at least six (6) weeks prior Convention.

Any delegate proposing a first-degree amendment to the Committee’s proposed resolution language must submit the proposed amendment in writing in a form suitable for electronic posting (as specified by the Secretary of the Diocese) no later than 48 hours before Convention convenes.

The Secretary shall promptly post such amendments for downloading and review by delegates. If more than one first-degree amendment is received, the Presiding Officer shall give the earliest submitted amendment priority in the order by which Convention debates such proposed amendments.

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

Resolutions shall identify the proposers of the resolution and provide contact information for at least one proposer to whom questions or comments about the resolution may be addressed.

Other than Courtesy Resolutions, no additional resolutions shall be received and acted upon at the Convention without a two-thirds vote of the Convention, unless they be reported by a legislative Committee of Convention, the Standing Committee or the Executive Board. All such additional resolutions must be submitted in 600 copies ready for distribution.

Courtesy Resolutions are those expressing thanks, congratulations, or condolences to individuals, families, or organizations, as may be appropriate for the occasions of retirement, departure, achievement, anniversary or death. Courtesy Resolutions may be introduced as late as the first day of Convention without bringing 600 copies of the resolution and without the need for a two-thirds vote. A Courtesy Resolution expressing appreciation for or commending service at Convention may be introduced at any time.

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

The Committee on Budget shall conduct a hearing not less than fourteen (14) days before Convention convenes. Notice of the open hearing shall be announced at least six (6) weeks prior to Convention. Committee revisions to the proposed budget shall be posted seven (7) days before Convention convenes.

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

Proposed amendments to the budget or resolutions related to the budget shall identify the proposers of the amendment and provide contact information for at least one proposer to whom questions or comments about the amendment may be addressed. No amendment to the proposed diocesan budget, as presented by the Committee on Budget, shall be received unless the amendment includes provision for offsetting changes in other expenditures or revenues.

The Committee shall report to Convention by presenting:

1. The Executive Board's budget, including such changes in the Executive Board's budget as the Committee shall recommend, said changes to be presented in the form of a resolution or resolutions.
  2. The Committee's recommendation on all resolutions to Convention on or related to the budget.
- E. The Committee on Church Status, to which shall be referred all petitions for church status prepared and presented as prescribed by Canon.
- F. The Committee on Related Organizations, which shall study, review and report to Convention the relationship existing between the Diocese and any organization, institution, corporation, board or other group which by charter or custom or for any reason may be considered to have a relationship with the Diocese or a desire to have such a relationship. All requests to change or create such relationship shall be referred to this Committee. The Secretary and the Committee on Related Organizations may set appropriate deadlines, forms and procedures for nominations to the governing bodies of Related Organizations. The Secretary, in the sole discretion of the Secretary, may waive compliance with the deadline for submitting nominations. This Committee is charged with presenting to Convention, or to the Executive Board between meetings of Convention, nominations or elections for confirmation, of officers or board members of all related organizations whose articles of incorporation or bylaws require such action.

- G. The Committee on the Journal of the Convention, composed of three persons of whom the Secretary of the Diocese shall be one, 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 the Presiding Officer may designate the chairperson of any committee.
- 7. The size and composition of every committee of Convention shall be in the sole discretion of the Presiding Officer, except where otherwise provided by the Constitution and Canons.
- 8. Elections: Balloting may be conducted using a virtual or remote voting system approved by the Secretary of the Convention. With the approval of the Chief Judge of Elections, or a designee of the Chief Judge of Elections, appropriate provisions shall be made for assistance to delegates who do not have access to the voting system or require technical assistance in voting. Ballots cast using a virtual or remote voting system shall be deemed the equivalent of individual, paper ballots. Ballots shall be deemed to be anonymous if the identity of the voter is available only to the voting system administrator or the Head Teller. The numerical results of each ballot shall be announced and posted for Convention before voting begins on the next ballot and after a final election and shall be part of the public record of Convention.

Nominees for elections for Deputies to General Convention and the Provincial Synod and the Standing Committee, shall be filed with the Secretary not less than seven (7) days before Convention convenes.

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

- A. On each ballot, the nominee(s) receiving the highest number of votes, but not less than a majority of valid ballots cast, shall be declared elected. At a Convention to elect a bishop, an election shall be declared only when a nominee receives a majority of valid ballots cast in both the clergy and lay orders, but not less than a majority of valid ballots cast in each order, on the same ballot. A ballot on which there is indicated a clear preference by the voter, in the sole judgment of the Head Teller, to vote for at least one person and not more than the number of persons to be elected on the ballot shall be a valid ballot.
- B. If any office remains to be filled after the first ballot, second and subsequent ballots shall be taken. On each later ballot, the number of nominees shall be reduced by one-half, but such reduction shall always provide for two more nominees than offices to be filled. In the event of a single vacancy, the number of nominees shall be reduced to two. Depending upon the distribution of votes, the presiding officer may, on the advice of the Chief Judge of Elections and with the approval of Convention, authorize the retention of three more names than offices to be filled.
- C. In the event of an impasse, declared to be such by the Presiding Officer, the Convention may change or modify Sections A and B of this rule by a majority vote of members present, notwithstanding the requirement for a two-thirds vote to suspend a Rule of Order. Notwithstanding paragraph 9(B), where a special Convention is electing a bishop, a nominee may be removed from the ballot only at the nominee's request.
- D. Whenever the Convention must fill a vacancy on the Standing Committee, the order of election shall be:
  - (1) The member for a regular term;
  - (2) The member or members for the longest vacancy to be filled;
  - (3) The member or members for the remaining vacancy to be filled.

## Rules of Order

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



## Rules of Order

- (6) to amend or substitute,
  - (7) to postpone to a certain day, or
  - (8) to postpone indefinitely,
- which several motions shall have precedence in the order enumerated and be settled by a majority vote.

13. A motion for the previous question shall be put in this form: "Shall the previous question or questions before the Convention now be put?" If the previous question is voted, only the immediately pending questions before the Convention shall be put without debate. If at least three members have spoken consecutively in favor of or against the matter on the floor, and no member with a different position is seeking to speak, the Chair may declare the previous question called, terminate debate and proceed to voting on the matter
14. The Presiding Officer, with the consent of the chair of the relevant legislative committee as to proposals referred to a legislative committee, may group one or more legislative actions, including, but not limited, to resolutions, Constitutional and Canonical amendments, budget resolutions, elections and ratifications of appointments, for action on a Consent Calendar. The Consent Calendar shall be voted on in one vote and approval of the Consent Calendar shall be deemed the equivalent of a two-thirds vote to approve each item on the Consent Calendar. A negative vote on the Consent Calendar rejects all the proposals on the Consent Calendar. Notice of the proposed Consent Calendar shall be given to all delegates not less than three (3) days before Convention convenes. Any item placed on the Consent Calendar may be removed from the Consent Calendar by (a) the Presiding Officer, (b) the chair of the relevant legislative committee as to proposals referred to that legislative committee, (c) the proposer(s) of the action, or (d) any three (3) delegates.
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 being debated.
18. The vote on all questions shall be taken by orders whenever as many as five (5) 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 the member is sick, injured or otherwise unable to attend.
21. All persons elected as officials of the Diocese by the Convention or by the Executive Board of the Convention, Presidents of the Regions, and members of the Executive Board-elect who will take office at the conclusion of the regular meeting of Convention, shall by virtue of their respective offices, be entitled to a seat and voice, but no vote, at all meetings of the Convention.
22. These rules may be amended or special orders for the conduct of business adopted at any time by a two-thirds majority of the members present.
23. In all matters not specifically covered by these Rules of Order or by the Constitution and Canons of the Diocese, Robert's Rules of Order, Revised, shall govern the Convention in all cases to which they are applicable.

## **Rules of Order**

24. The Journal of Convention shall be posted electronically by September 30 in the year following Convention or sixty (60) days after the Diocese's receipt of the audits of the Diocesan accounts, whichever date is earlier.
25. Rules in force: At the meetings of the Convention, the rules and the orders of the previous meeting shall be in force until they are amended or repealed by the Convention.

# **Program of the 230th Annual Convention**

# LOVE JESUS. EMBODY JUSTICE. BE DISCIPLES.

## The 230th Annual Convention of the Episcopal Diocese of Virginia Fredericksburg Convention Center

November 7-9, 2024

### THURSDAY, NOVEMBER 7

11:00 a.m. - 4:30 p.m.	Exhibitor Check-in opens
1:30 - 4:30 p.m.	Convention Check-in opens, rear of Exhibit Hall A
3:30 – 5:00 p.m.	Shuttle buses running to St. George's Episcopal Church from Convention Center. <i>Shuttle tickets can be retrieved when checking in.</i> St. George's: 905 Princess Anne St., Fredericksburg, VA 22401
3:30 p.m.	Black, Indigenous, People of Color (BIPOC) Gathering <i>St. George's, Sydnor Hall. Shuttle bus available at 3 p.m.</i>
5:00 p.m.	Vesting for Evensong at St. George's <i>(Clergy vest – Cassock, Surplice, Hood and Tippet)</i>
5:30 p.m.	Evensong and Pastoral Address at St. George's <i>The Rt. Rev'd E. Mark Stevenson, Homilist</i>
7:00 p.m.	Dinner on your own

### FRIDAY, NOVEMBER 8

7:00 a.m.	Convention Check-in opens, rear of Exhibit Hall A Grab and Go Coffee and Pastries
8:30 a.m.	Opening Session Begins*
9:30 a.m.	Session 1: The Gospel and the Gift of Tears <i>Dean of Duke University Chapel and Professor of Homiletics and African and African American Studies</i>
10:30 a.m.	Practice Ballot in preparation for Standing Committee election Break
11:00 a.m.	Session 2: The Gospel and the Gift of Song <i>The Rev. Dr. Luke A. Powery</i>
12:00 p.m.	Ballot #1 (Standing Committee) Noonday Prayer
12:15 p.m.	Lunch provided for all, <i>Exhibit Hall A</i>
2:00 p.m.	Workshops  Reimagining Global Mission: Becoming a World Where Love is the Way – <i>Diane Wright</i>  Mission Real Estate Development: Is Your Property Underutilized? – <i>Nina Janopaul and Kat Turner</i>  Discernment: Listening for God's Call in your Life and Community – <i>Sarah Kye Price</i>  Constitution and Canons 101 – <i>d'Rue Hazel</i>

## Program

Love Jesus. Embody justice. Be disciples. Where do we start? —  
Discipleship Lens – *Jenny Grant, Heidi Kim and Lee Hill*

Caffeinated Church – *Ashley Graham-Wilcox*

A Door to Hope: Jesus, Justice and Becoming Human – *Luke Powery*

Small Churches Can Be Strong – *Shirley Smith Graham*

3:00 p.m.

Workshops

Crisis in the Sudans: How Episcopalians Can Help – *Dane Smith*

Congregational Historiography – *Nathan Madison*

Discernment: Developing and Practicing Skills for Spiritual Listening  
– *Sarah Kye Price*

Introduction to Episcopal Migration Ministries (EMM) – *Kendall  
Martin and Allison Duvall*

Love Jesus. Embody justice. Be disciples. Where do we start? —Racial  
Justice Lens – *Jenny Grant, Heidi Kim and Lee Hill*

3:00 p.m. (continued)

Caffeinated Church – *Ashley Graham-Wilcox*

Key Resources for Vestries, Finance Committees, and Administrators  
– *Ted Smith*

Lay Leaders and Clergy Together Strengthening Their Churches –  
*Shirley Smith Graham*

4:45 p.m.

Holy Eucharist

*The Rev. Dr. Luke A. Powery, Homilist*

*The Rt. Rev. Gayle E. Harris, Celebrant*

6:15 p.m.

Dinner on your own

6:30 p.m.

LGBTQIA+ Clergy Gathering, *Exhibit Hall B*

## SATURDAY, NOVEMBER 9

7:30 a.m.

Grab and Go Coffee and Pastries

8:30 a.m.

General Session reconvenes Morning Prayer  
Ballot #2 (Standing Committee)

8:45 a.m.

Guided Table and Plenary Discussion

10:15 a.m.

Ballot #3 (Standing Committee) Break

10:30 a.m.

Report of the Committee on Constitution and Canons

11:00 a.m.

Report of the Committee on Resolutions

11:45 a.m.

Report of the Treasurer – *Mr. Ted Smith*

Report of the Committee on Budget

12:30 p.m.

Closing remarks, Annual Convention Concludes

\*Unless otherwise noted, sessions will take place in the ballroom.



# **Consent Agenda**

## Consent Agenda

- Election of the Disciplinary Board nominees
- Commission on Ministry appointments
- Confirmation of 2024-2025 CSDV Trustees and Officers
- Report of the Committee on Related Organizations
- Resolutions
  - R-1a Welcoming Language for Deaf and Hard of Hearing
  - CR-1a Robert Thomas
  - CR-2a Lynn Gray
- Amendments to the Constitution and Canons
  - C-1a Resolution to Amend Constitution with Attachment (First Reading)
  - C-2a Resolution to Amend Canons with Attachment

## Disciplinary Board Election.

According to Canon 27.2(c), the Standing Committee nominates members of the Disciplinary Board to be elected by Convention. The Disciplinary Board consists of 11 persons, 6 clergy and 5 lay persons, and is the canonical body of record for dealing with matters pertaining to Ecclesiastical Discipline. At this regular meeting of Convention, the Convention shall elect four members to the Disciplinary Board, for three-year terms ending at Convention in November, 2027. The Standing Committee nominates:

- The Rev. Herbert Jones, St. Thomas, Richmond
- The Rev. Dina Widlake, Epiphany Episcopal, Oak Hill
- Ms. Marleen McCabe, Pohick, Lorton
- Mr. Trevor Cox, St. James's, Richmond

to serve on the Disciplinary Board for three year terms ending at the 233rd Annual Convention in 2027.

## Commission on Ministry Appointments

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

### One Year Appointments:

The Rev. Randy Alexander: (continuity as Committee on Priesthood chair)  
The Rev. Theresa Lewallen, Deacon: (continuity as Committee on Diaconate chair)  
The Rev. Emily Krudys  
The Rev. Christine Love-Mendoza  
The Rev. Lee Gandiya  
The Rev. Will Stanley  
The Rev. Jeffrey ("Rock") Higgins  
The Rev. Frederico Garza, Deacon  
The Rev. Elvira Beracochea, Deacon

### In addition, the following are nominated to serve a three-year term ending at the 233rd (2027) Annual Convention:

Dr. Craig Anderson: 2024 – 2027 [Committee on Priesthood]  
Affiliation: Holy Comforter, Richmond (lay)

Ms. Sylvia Booth: 2024 – 2027 [Spanish Language Discernment and Committee on Diaconate]  
Affiliation: San Jose and Cristo Rey, Arlington (lay)



## Consent Agenda

Mr. Tom Hahn (re-election to second term): 2024 – 2027 [Committee on Discernment]  
Affiliation: Christ Church, Alexandria (lay)

The Rev. Jennifer Lazzuri: 2024 – 2027 [Diocesan Board of Examining Chaplains]  
Affiliation: St. James, Louisa (clergy)

The Rev. Kevin Newell: 2024 – 2027 [Committee on Priesthood/Mid-Atlantic]  
Affiliation: Emmanuel, Brook Hill (clergy)

The Rev. Benjamin Robertson: 2024 – 2027 [Committee on Priesthood]  
Affiliation: All Saints, Richmond (clergy)

## Church Schools in the Diocese of Virginia

### *Officers of the Corporation*

<b>Bishop of the Diocese of Virginia</b>	The Rt. Rev. E. Mark Stevenson
<b>Chair</b>	The Rev. Edward O. Miller, Jr.
<b>President</b>	Henry R. Broadus
<b>Vice President and Treasurer</b>	Jack H. Broadway, Jr.
<b>Secretary and Assistant Treasurer</b>	Lea H. McCormick

### *Alphabetical List of Trustees*

**Mr. Timothy (Tim) Adams**  
St. Stephen's & St. Agnes School Board Chair – 2023

**Mr. Charles (Chip) Andreae**  
Class of 2025  
Elected 2021

**Mr. Henry R. Broadus**  
Ex Officio

**Dr. Sabrina Crawford**  
St. Stephen's & St. Agnes School Representative - 2023

**Dr. Elizabeth Hinton Crowther (Sissy)**  
St. Margaret's School Board Chair - 2019

**Ms. Amy L. Curtis**  
Class of 2028  
Elected – 2016, 2020, 2024

**Dr. Julia I. East**  
Stuart Hall School Representative - 2023

**Mrs. Jane Fain**  
St. Margaret's School Representative – 2024

**Maj. Gen. L. H. Ginn, III (Ret.)**  
Emeritus since 2009  
Previous Terms – 2000, 2001, 2005, 2009  
Board Chair – 2003 – 2007

**The Rev. Canon Preston B. Hannibal**

Class of 2025

Elected – 2017, 2021

**Mr. Shawn Handley**

Christchurch School Representative – 2023

**Mr. Shelton Horsley, IV**

Class of 2028

Elected – 2020, 2024

**Mrs. Elizabeth Jennings**

Class of 2025

Elected – 2013, 2017, 2021

**Mr. Peter Keefe**

Class of 2027

Elected – 2023

**Ms. Penelope “Penny” W. Kyle**

St. Christopher’s School Representative – 2023

**Mrs. Lynne Tatum Little**

Christchurch School Board Chair – 2020

**Mrs. Susan Makos**

Stuart Hall School Board Chair – 2023

**Mr. Timothy “Tim” McCoy, Jr.**

St. Christopher’s School Board Chair – 2023

**The Reverend Edward (Ed) O. Miller, Jr.**

Elected – 2013, 2017, 2021

Church Schools Board Chair – 2014

**Mr. A. Clayton Perfall**

Class of 2027

Elected – 2023

**Mr. David Richardson**

Class of 2026

Elected – 2022

**Mrs. Lane Sanderson**

St. Catherine’s School Board Chair – 2024

**The Rt. Rev. E. Mark Stevenson**

Ex Officio

Bishop of the Diocese of Virginia

**Mrs. Suzanne Thomas**

Emerita since 2009

Previous Terms – 1978, 1982, 1987, 1991, 1995, 1999

Board Chair – 1986 - 1989

**Dr. Torrence N. Thomas**

Class of 2027

Elected – 2019, 2023

**Mrs. Elizabeth Valentine**

St. Catherine's School Representative – 2024

**Mr. Thomas B. Valentine**

Class of 2027

Elected – 2023

**The Rev. Dorothy White, D.Min.**

Class of 2025

Elected – 2021

Previous Terms – 1996, 2000, 2004

**Mrs. Katherine Whitney**

Class of 2025

Elected – 2013, 2017, 2021

**Mr. E. Carlton (Buddy) Wilton, Jr.**

Class of 2028

Elected – 2024

Previous Terms – 1996, 2000, 2004, 2011, 2015, 2019

**Mr. Wesley Wright, Jr.**

Emeritus since 2009

Previous Terms – 1971, 1975, 1979, 1983, 1987, 1991

1998, 2002, 2006

(Board Chair of St. Catherine's 1993-1998)

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

Related Organizations are defined as those entities whose charters or statements of purpose have received the endorsement of the Executive Board and have been subsequently recognized as Related Organizations by the Convention of the Diocese. Each Related Organization elects its own board and officers, but the nominations are reviewed by the Committee on Related Organizations and then presented to the Annual Convention of the Diocese of Virginia for concurrence.

*Following a thorough review of the candidates' nomination forms, the Committee is confident that all the nominees possess the requisite skills, experience, and dedication to effectively serve in their respective roles. We formally place these nominations before the Annual Convention for concurrence. We are excited about the potential for these individuals to contribute to the mission and work of the Diocese of Virginia.*

Faithfully submitted,

The Committee on Related Organizations

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

**Virginia Episcopal Real Estate Partners (formerly Virginia Diocesan Homes)** is a nonprofit affiliate of the Diocese of Virginia. Their vision for the Diocese of Virginia and its parishes is to use property and assets to their fullest potential to serve God and our communities. They do that by maximizing mission opportunities with diocesan property including nurturing home environments.

The Committee received three nominations for Virginia Diocesan Homes.

**Philip A. Brooks** is a member of Saint Paul's, Richmond. He has a professional background in commercial real estate in debt and equity. He wishes to help transform underused church property into more effective and purposeful spaces that align with the church's mission.

**The Rev. Theresa Markley Brion** is Priest-in-Charge at Saint John's Episcopal Church, West Point. She has experience in a faith-based non-profit that provides affordable housing for seniors. She sees a need for allocation and reallocation of resources to address affordable housing deficits and similar needs; she believes that the effective use of resources is a matter of stewardship.

**The Rev. Benjamin P. Campbell** is pastoral associate at Saint Paul's, Richmond and support team at Christ/Ascension in Richmond. In addition to his ordained ministry, he has served as Executive Director of a non-profit housing corporation and has 40 years experience of housing advocacy and relationships in the field. He believes that the church is at a moment when our property resources and the needs of the community are in line with each other.

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

The Committee received three nominations.

**The Rev. Deacon John Curtis Dickinson** is a Deacon at Saint John's, Richmond. He has 40 years experience, including 30 as an investment banker. He says "it would be a privilege to serve on the DMS to assist parishes with financial resources to meet their facilities and related needs."

**The Rev. Christopher Howell Miller** serves as Rector of Saint Dunstan's, McLean. He is a former member and chaplain to the Trustees of the Funds and a former member of the Executive Board. He says that "one of the greatest joys in his ministry has been serving on diocesan committees and wishes" and wishes to offer his ministry beyond [his] parish.

**Scott W. Boyers** is a member of Saint Stephen's, Richmond. He has been a principal in project development for commercial and multi-family developments. He sees it as "a duty for parishioners to give back to the church and community..." He believes he has the time and talent to serve on the DMS.

**R-1a Resolution for More Welcoming and Inclusive Language for the Deaf or Hard of Hearing**  
Resolved, the Committee on Resolutions and the Committee on Amendments to the Constitution and Canons are directed by the 230th Annual Convention of the Diocese of Virginia to review any language in any current or future resolutions or canons to change terminology referring to people with hearing loss from "deaf and hearing-impaired" to "deaf or hard of hearing."

*Submitted by The Rev. Joe Hensley, St. George's Fredericksburg  
Ms. Beth Klein, St. George's, Fredericksburg  
As amended by the Resolutions Committee*

**CR-1a Mr. John Robert “Bob” Thomas**

**Whereas**, John Robert “Bob” Thomas, Lay Pastoral Leader, peacefully departed this life at his home and entered the nearer presence of God on March 11, 2023; and

**Whereas**, Bob Thomas was a devoted lay pastor, enjoying and engaging in God’s Creation, sportsmanship, and the warm company of friends and family; and was a faithful missionary of our Lord Jesus Christ to everyone he met at church, at work, or even in the grocery store, and

**Whereas**, following his graduation from E.C. Glass High School in Lynchburg in 1967, Bob attended Virginia Polytechnic and State University, majoring in Forestry and Wildlife, graduating in 1972; and

**Whereas**, there Bob met and married his love, Kathryn Haney, to whom he was married for 52 years and 51 weeks; and

**Whereas**, with his wife, Kathryn, he raised five children, **Sean** Emily, Daniel, Elizabeth, and Abraham, and was the beloved grandfather to his grandchildren, Galileo, Griffin, Lincoln, Eleanor, June, Robert, Hannah, Sophia, Lucy, and Tristan; and

**Whereas**, spending his career with the Virginia Department of Agriculture and Consumer Services as an ornithologist, Bob paused at every visit to care for the needs and concerns of the farmers with whom he worked and always shared the Good News of Jesus Christ; and

**Whereas**, Bob served the smallest rural parishes in the Diocese from 1979 until a month before his final hospitalization in February of 2023, making sure that their voice and presence was known to the larger Body of Christ in the Diocese of Virginia; and

**Whereas**, Bob was installed as Lay Vicar in Charge by Bishop David Jones at Good Shepherd of the Hills in Boonesville, Albemarle County in 1996; and

**Whereas**, with the Rev. Janet McDonald, the Rev. Jane Piver, Bob Mares, and Ann Mingledorff, Bob served as a member of the Mountain Mission Team, which ministered to five small rural parishes in Albemarle and Page Counties; and

**Whereas**, Bob’s model of service has been passed on to his entire family, including all his children and grandchildren, especially his granddaughter, Hannah Rees; and

**Whereas**, Bob Thomas was known by many in the Diocese of Virginia and in its Conventions as “Mountain Bob” for his dedication and service to the Mountain Missions; now

**Therefore, be it resolved** that the 230th Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of Robert “Bob” Thomas, and

**Be it further resolved** that a copy of this resolution be provided to his wife, The Rev. Deacon Kathryn Thomas, and that it be recorded in the minutes of the 230th Annual Convention.

*Submitted by the vestries of Grace, **Stanardsville** and Piedmont, Madison  
As amended by the Resolutions Committee (Amendments in red)*

**CR-2a Ms. Lynn Gray**

**Whereas**, Lynn Gray, known to the camp community also as “Nurse Lynn”, commenced her ministry for The Diocese of Virginia as a camp nurse at **Shrine** Mont Camps in 2006; and

**Whereas**, Lynn Gray served the camp devotedly and passionately for 18 years as a recurring session nurse and a Nursing Coordinator. The Diocese recognizes the diligent, compassionate, and inclusive work Lynn Gray has provided to camp during this time. She shared her medical expertise with our program, setting forth best practices that have served the camp both during her tenure and well into the camp’s future. Her work included hiring session nurses, being a consultant for the Director of Shrine Mont Camp during the **off-season**, reviewing each of the over 400 camper medical forms, providing care during sessions to campers, talking with parents to develop treatment plans, staying up throughout the night to assist campers, making camp policy and more. We give specific thanks for Lynn’s counsel and work throughout a global pandemic wherein Shrine Mont Camp was able to run safe and effective programming a year out from its inception in 2021; and

**Whereas**, Lynn Gray went above and beyond her role as Nurse Coordinator, serving as a caretaker who soothed the anxieties of both parents and staff. Lynn has always operated as a source of unconditional love and acceptance amongst campers and staff and has often been a first point of contact for nervous parents. Lynn’s service often included assisting the camp in developing programming that could appropriately and safely accommodate campers from all spaces, including those with mental health challenges, exceptional medical needs, family systems facing difficult moments, and more.

**Therefore, be it Resolved, that the Diocese of Virginia appreciates and celebrates** Lynn Gray’s attention to our ever-evolving camp community. Lynn’s compassion for others is ever-increasing, and Shrine Mont Camps benefited from her generous spirit during her tenure on the mountain.

*Submitted by the Bishops and staff of the Diocese of Virginia  
As amended by the Resolutions Committee (Amendments in red)*

**C-1a: Resolved that the Constitution of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution. (FIRST READING)**

*Submitted by: The Constitution and Canons Work Group:*  
Garway Bright, Christ Church, Glen Allen  
The Rev. Michael Cadaret, St. Bartholomew’s, Richmond  
R.Scott Caulkins, Church of Our Saviour, Charlottesville  
Trevor Cox, St. James’s, Richmond  
The Rev. Emily Krudys, Church of Our Saviour, Montpelier  
Laurel Loch, St. George’s, Fredericksburg  
The Rev. Jay Morris, Aquia Episcopal Church, Stafford  
The Rev. Sven vanBaars, Abingdon Episcopal Church, White Marsh

*Rationale:*

The Constitution and Canons Work Group was appointed in January 2024 to conduct a comprehensive review of the Constitution and Canons of the Diocese and make recommendations for replacing gender-specific language and clarifying and updating the language and grammar throughout the documents, without making substantive changes. The Work Group is distinct from the Convention Committee on Constitution and Canons. The Work Group met (by Zoom) multiple times and subgroups met additional times over the course of five months to discuss in detail each provision of the Constitution and Canons and prepare revisions to present to the Convention of the Diocese.

## Consent Agenda

The revisions to the Constitution, proposed in C-1, and the Canons, proposed in C-2, are intended to accomplish the following objectives (again, without making substantive changes):

1. *To replace masculine pronouns and other masculine designations, such as “clergyman,” with gender-neutral terms so that the Constitution and Canons reflect, acknowledge, and embrace the inclusiveness of the Church and our baptismal commitment to respect the dignity of every human being.* The masculine-only pronouns “he” (24 times), “his” (23 times), and “him” (8 times) appear throughout the Diocesan Constitution and Canons in reference to members of the clergy and laypersons holding positions with the Diocese -- e.g., the Secretary (Article XI of the Constitution) and the Treasurer (Article XII of the Constitution). The term “clergyman” appears 3 times. In the years following the approval of the ordination of women to the priesthood in the Episcopal Church, the Constitution and Canons of the General Convention were revised to eliminate the use of masculine-only pronouns. Similar revisions were never made to the Constitution and Canons of the Diocese of Virginia. The Constitution and Canons each includes a provision stating that “The masculine pronoun whenever used . . . shall be deemed to include the feminine pronoun.” (Article XX of the Constitution; Canon 29); however, the reach of these provisions is limited, covering only masculine and feminine pronouns, and it does not address other non-neutral, gendered language. Consequently, the Work Group has proposed to amend by eliminating pronouns and replacing them with gender-neutral nouns. (For example, “clergyperson” replaces “clergyman” and “The Treasurer’s” replaces “his.”)
2. *To remove obsolete provisions so that the Constitution and Canons are not cluttered with useless and outdated provisions.* In furtherance of this objective, the following provisions have been deleted in the proposed revisions:
  - a. In the Constitution, Article XVIII (a transitional provision that is no longer applicable) and Article XX (which is unnecessary if the proposed changes to remove masculine pronouns are adopted).
  - b. In the Canons, Canons 22.3 and 27.13 (both transitional provisions that are no longer applicable) and Canon 29 (Gender of Pronouns), which are unnecessary if the proposed changes to remove masculine pronouns are adopted.
3. *To clarify and make consistent the language, grammar, punctuation, and order in the Constitution and Canons so that they are easier to understand for all who refer to and rely upon them.* The proposed revisions remove outdated language and ensure consistency and uniformity in terminology, structure, and language style. Among these, the proposed revisions seek to conform to the style guide used by the Diocese and to use consistently the “Oxford comma.” Additionally, the use of the term “Convention” applies to the convening body of the Diocese, whereas the meetings of the Convention are identified as such. In some cases, cross-citations to related provisions are proposed for clarity and ease of reference. Four changes are proposed to the order of the Canons for purposes of clarity:
  - a. Sections 7 and 8 of Canon 11 (Election and Organization of Vestries, and Call of Congregational Meetings) are reversed to align more closely with the order of events in the election and qualification of new vestry members.
  - b. Canon 9.3 (which addresses the authority of the Executive Board over an inactive Church) was moved from Canon 9 (Boundaries) and inserted as a new section at the end of Canon 10 (Churches).
  - c. Canon 19, Subsection 1(h) (which addresses the Executive Board’s authority with respect to financial matters and business methods) was removed from Canon 19 (The Treasurer of the Diocese) and added to Section 5 of Canon 7 (Executive Board).

## Consent Agenda

- d. Canon 31 (Health Insurance) was inserted in place of Canon 29 (Gender of Pronouns), which as mentioned above is proposed for deletion, appropriately leaving Canon 30 (Amendments to the Canons) as the final Canon.
4. *To update and conform the language of the Constitution and Canons to the current practices of the Diocese.* Revisions were made to the following canons to conform the language to current practice:
  - a. Canon 13, which addresses business methods in church affairs, states in Section 2 that the “Finance Committee of the Diocese” has the authority to approve the methods used for investing trust, endowment, and other funds of the Diocese. Canon 25 states in Section 1 that the “Finance Committee of the Diocese” is appointed to perform the duties relating to financial matters enumerated in Canon 25. The Diocese does not have a Finance Committee; rather, the Executive Board has the authority to perform and performs the duties enumerated in Canons 13 and 25. Accordingly, to align with current practice these canons are revised to refer to the Executive Board rather than a Finance Committee.
  - b. Canon 31 (Health Insurance), which as mentioned above is inserted as Canon 29 in the proposed revisions, refers in Section 2 to “annual guidelines offered by the Diocesan Compensation Commission as approved by the Executive Board.” Because the Diocese does not have a Compensation Commission, to conform to current practice the language is revised to state “annual guidelines approved by the Executive Board.”

### ATTACHMENT TO RESOLUTION C-1a (Resolution to Amend the Constitution of the Diocese)

*Strikethrough words and punctuation are to be omitted and underlined words and punctuation are to be added.*

## Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia

**Whereas**, the civil government in the Virginia Colony from time to time established within the bounds of the Colony parishes of the Established Church of England in Virginia, which parishes continued as such until the Church was disestablished by the several acts of the General Assembly of Virginia in 1784; and

**Whereas**, the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia, was organized in May, 1785, by a union of all the parishes of the disestablished Church of England within the bounds of the Commonwealth of Virginia and took part in the organization of the union of all the Protestant Episcopal Churches of the several States and, by its own formal ratification of the plan of union, became the Diocese of Virginia of the Protestant Episcopal Church in the United States of America; and

**Whereas**, the original Diocese of Virginia, embracing the entire State, has since been divided into several Dioceses, one of which remains established as the Diocese of Virginia;

**Now, Therefore**, the Diocese of Virginia acknowledges the authority and power of the General Convention of the Protestant Episcopal Church in the United States of America, as set forth in the Constitution and Canons adopted thereby, and, in the exercise of its own powers and authority, doth amends amend and revises revise the Constitution of this Diocese so that the same shall read as follows:



**The Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia**

**Article I.**

**Order, Government, and Discipline.**

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

**Article II.**

**Meetings of the Convention.**

The Convention shall annually hold a regular meeting on a weekend, upon the date designated by the Ecclesiastical Authority of the Diocese, ~~a regular annual meeting and~~ 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. Special meetings of the Convention may be held in accordance with the provisions of Articles VII, VIII, and IX.

**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 censures 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 ~~c~~Church or Mission, and (2) the Lay members *ex officio*.
- d. There shall be at least only one Lay Delegate from each ~~c~~Church and Mission, to be chosen by its Vestry or its Vestry Committee. ~~But F~~from every ~~c~~Church and Mission having more than 450 ~~three hundred~~ confirmed communicants in good standing reported to the Diocesan authorities in the last ~~annual~~ parochial report, beginning with 451 the Vestry or Vestry Committee shall choose ~~there shall be a none~~ additional Lay Delegate and, thereafter, an additional Lay Delegate shall be chosen for each 300 ~~three hundred~~ confirmed communicants in good standing, as set forth below: ~~or major fraction thereof, above the first three hundred.~~

Communicants in <del>c</del> Good <u>s</u> tanding	<u>Lay Delegates</u>
<u>0-450</u>	1
<u>451-750</u>	2
<u>751-1,050</u>	3
<u>1,051-14,350</u>	4
<u>1,351-1,650</u>	5
<u>Etc.</u>	

- e. Laymembers ex officio of the Convention shall be: ~~The Laymembers 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 at the time of election) 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 are ~~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.~~ The presence of a quorum is not required for taking a vote to adjourn the meeting.

#### **Article V. Methods of Voting in the Convention.**

In all matters that may come before any meeting of the Convention the ~~Clergy~~ Clerical order and Lay order ~~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 ~~member~~ Delegate and each Lay ~~member~~ 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 for the election of a Bishop 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. The Bishop ~~He~~ may call a special meeting of the Convention at whatever time and place the Bishop ~~he~~ may think necessary; and whenever requested by the Standing Committee, it shall be the Bishop's ~~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 is ~~be~~ one, shall preside at any meeting of the Convention from which the Bishop is absent; or whenever the Bishop may request the Bishop Coadjutor ~~him~~ to preside.

Section 3. The ranking active Bishop Suffragan, if there is ~~be~~ one, shall preside at any meeting of the Convention if such Bishop Suffragan ~~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 this ~~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 Bishop Suffragan 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 declares ~~declare~~ the disability or absence of the Bishop and there is no Bishop Coadjutor able and present, then the ranking active Bishop Suffragan 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 is ~~be~~ no Bishop, Bishop Coadjutor, Bishop Suffragan, 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. The President ~~He~~ shall not have the power to call a special meeting of the Convention except when requested ~~so~~ to do so 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. ~~The Secretary~~ He shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, ~~the Secretary such Priest,~~ he shall hold no other Clerical preferment. ~~The Secretary~~ He shall also serve as Secretary of the Convention, take minutes of its proceedings, and attest to the public acts of the body, ~~and~~ ~~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. ~~The Treasurer~~ He, or she, shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. ~~The Treasurer~~ He shall: 1) receive and keep safely all money and other property ~~entrusted~~ ~~confided~~ to ~~the~~his custody of ~~the office~~; 2) ; ~~and he shall~~ disburse and dispose of the same as may be provided by Canon; ~~He and~~ 3) ~~shall~~ report annually to the Convention an account showing all money and other property received ~~by him~~; and the manner in which ~~the all money and other property~~ he has ~~been~~ disbursed or disposed of ~~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 ~~the~~his office. At the close of each fiscal year, ~~the~~ accounts of the Treasurer shall be audited by a certified public accountant selected by the Standing Committee. In case of ~~the~~ misconduct ~~by~~ of the Treasurer, or of his ~~the~~ Treasurer's incapacity, refusal, or failure to discharge the duties of ~~the~~his office, the Standing Committee shall remove ~~the Treasurer~~him and a new appointment shall be made in the manner ~~provided above~~ ~~fore~~said.

**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 ~~to~~ 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 ~~meetings of the Convention~~the Annual Convention, but shall not have a vote unless the Chancellor does not attend ~~the~~ a meeting of ~~the Annual~~ the Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of ~~the Annual~~ Convention in the place and stead of the Chancellor, in which case, the certified Vice Chancellor shall have a vote.

**Article XIV.**

**The Registrar of the Diocese.**

A Registrar of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. The Registrar shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority and shall perform such duties as may be prescribed in the ~~Diocesan~~ Canons of this Diocese.

**Article XV.**

**The Standing Committee of the Diocese.**

The Standing Committee ~~of the Diocese~~ shall consist of twelve members of the Diocese, 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 the member ~~he~~ was elected and until his successor is elected or appointed. No member may serve consecutive full terms. ~~shall be eligible to succeed oneself/himself/himself.~~

In case of a vacancy in the Episcopal office, or in case neither the Bishop, Bishop Coadjutor, nor Bishop Suffragan ~~is~~ capable of performing the administrative duties of the Bishop, or ~~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 in this Diocese shall, as ~~before 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 shall 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 this Constitution and the Diocesan 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 the member or officer he was he was chosen.~~

Reserved for future use.

## Article XIX.

### Amendments to the Constitution.

This Constitution may be amended only in the following manner ~~only, namely:~~ At any regular meeting of the Convention a proposed amendment shall be referred to the appropriate committee, and a report thereon shall be presented by that committee and the proposed amendment shall be considered by the Convention. If approved by the Convention, ~~it~~ the proposed amendment 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.~~

### **C-2a: Resolved that the Canons of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution.**

*Submitted by: The Constitution and Canons Work Group:*

Garway Bright, Christ Church, Glen Allen  
The Rev. Michael Cadaret, St. Bartholomew's, Richmond  
R.Scott Caulkins, Church of Our Saviour, Charlottesville  
Trevor Cox, St. James's, Richmond  
The Rev. Emily Krudys, Church of Our Saviour, Montpelier  
Laurel Loch, St. George's, Fredericksburg  
The Rev. Jay Morris, Aquia Episcopal Church, Stafford  
The Rev. Sven vanBaars, Abingdon Episcopal Church, White Marsh

*Rationale:* Refer to the Rationale accompanying C-1a, the Resolution to Amend the Constitution.

### **ATTACHMENT TO RESOLUTION C-2a (Resolution to Amend the Canons of the Diocese)**

*Strikethrough words and punctuation are to be omitted and underlined words and punctuation are to be added.*

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 mailing ~~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 ~~Clergyperson~~~~man~~~~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 ~~the~~~~his name~~ of such C~~clergyperson~~ ~~is~~ inserted in; or omitted from; the list.

Section 3. The official list of the Cclergy 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 members~~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 ~~Clergyperson~~~~man~~~~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 the ~~his~~ absence.

## **CANON 2.**

### **Lay Representation in the Convention.**

Section 1. The Churches of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as Parish Churches or Separate Congregations on the effective date of this Canon, together with Churches thereafter constituted in accordance with Canon and received into union by act of the Convention.

Section 2. The Missions of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such on the effective date of this Canon, together with those Missions thereafter constituted in accordance with Canon and reported as such to the Secretary of the Convention.

Section 3. A list of the Churches and Missions entitled to representation in the Convention shall be appended to the Journal of each meeting of regular the Convention.

Section 4. No later than April 1,~~th~~ 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 or Mission 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 on Credentials.

Section 5. The election of adult confirmed communicants in good standing as Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Vicar, Register, Priest-in-Charge, or one of the Wardens of the proper Church or Mission, 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.

## Consent Agenda

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 the Secretary~~him~~ as duly elected with their respective Churches and Missions. The President of the Convention shall appoint a Committee on Credentials, to be composed of one Clerical ~~member~~ 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 ~~is~~be received, the roll as made by the Secretary shall, unless objection ~~is~~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 ahis 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 the Provincial Synod.**

At the ~~regular~~Annual ~~meeting of the~~ 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 regular meeting of the Annual ~~meeting of the~~ 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 meeting of the Convention held more than one~~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~~are elected by the Convention.

Section 2. Each of the Deputies shall signify to the Secretary of the Convention within 30 ~~thirty~~ days after ~~his~~ election whether ~~or not each~~the Deputy accepts the election. The Secretary shall issue to each Deputy who ~~If he accepts election a certificate of election. If he accepted, the Secretary shall issue to him each Deputy 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 isbe 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 Llaity 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 theis Diocese, a Church, Mission, or Related Organization, from theis 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 qualified Lay employees of the Churches, Missions, and Related Organizations in this Diocese, and their beneficiaries of the Clergy and qualified Lay employees 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 regarding to the operation of the Church Pension Fund as may be appropriate.

**CANON 6.**

**Archdeacons, and Regional Deans, and Archdeans.**

Section 1.

- a. The Bishop, with the consent of the Standing Committee, may appoint not more than three Archdeacons to serve at the Bishop's discretion.
- b. Archdeacons shall be Vocational Deacons and have functional titles. They will assist the Bishop in oversight of Deacons, diaconal formation, and diaconal assignments.
- c. An Archdeacon may function in other diaconal ministries while being Archdeacon in dialogue with and at the discretion of the Bishop.

Section 2.

- a. The Bishop shall appoint, with the advice and consent of the Standing Committee, one Priest in each Region as the Dean thereof. A Dean shall serve at the pleasure of the Bishop, but in no event for more than four consecutive years, and shall be the official representative of the Bishop to the Region.
- b. A Priest may serve as Dean without resigning the PriestDean's cure.
- c. The Bishop may appoint an Archdean, with the advice and consent of the Standing Committee.
- d. The Archdean shall serves at the pleasure of the Bishop and shall assist the Bishop in

the oversight of the Deans and carry out such other functions as may be assigned.

- e. (e) The Archdean may ~~be continue to be~~ a regional Dean, who may continue to serve as Dean, ~~or may be another p~~ Priest appointed especially for that purpose. An Archdean may serve for a maximum of four consecutive years.

## CANON 7.

### The Executive Board.

Section 1. The Executive Board shall be composed as follows:

- a. One member elected by each Regional Council or in the absence of the member, an alternate member elected by each Regional Council.
- b. The Bishop, the Bishop Coadjutor if there ~~is~~ be one, and the Bishop Suffragans if there ~~are~~ any ~~be~~ such.
- c. To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether Lay or Clerical) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese (~~Canon 1~~) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

Section 2. Terms of elected members and alternate members shall expire at the conclusion of the end of the appropriate calendar year.

Section 3. Any two members of the Executive Board may call for a vote by orders on any motion or in any election; the vote of a Bishop shall be counted among the Clerical order. A motion or an election so called for ~~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 ~~Except for~~ the President, all terms of office shall be one year.

Section 5.

- a. 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.
- b. The Executive Board shall supervise all financial affairs of the Diocese and the methods prescribed for the conduct of Diocesan business affairs.

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 order 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. The presence of a quorum is not required for taking a vote to adjourn the meeting.~~

## **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 or Mission 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~~ fewer than nine nor more than ~~20~~twenty. Each Region must contain two or more geographically contiguous Churches, each containing at least two or more geographically contiguous Churches.

Section 2. The Vestry or Vestry Committee of any Church or Mission which desires to change to another Region shall petition the Standing Committee for such change, stating reasons, and including with the petition ~~the a written statement setting forth 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 promptly notify the Bishop, the Bishop Coadjutor; (if there ~~be is~~ one), and the Bishop Suffragans; (if there ~~be are~~ such any), ~~such~~; the Executive Board, and the Secretary of the Diocese ~~promptly~~ of any change in the number or compositions of Regions; and shall annually 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~~ Church and Mission 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 Convention. ~~Council of the Diocese~~. Qualifications for election to Regional Councils shall be the same as for election to a Vestry.
- b. In any Region where no elected Officers exist or for any newly established Regions, The Deans shall call the first meeting of a Regional Council, which shall then organize itself, electing ~~a Lay Members~~ members as President and then a Vice-President from among the Lay members, respectively. Each Region 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, or 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 ~~of, and the results; of any election shall be forwarded to the Secretary of the Diocese at the conclusion of Convention within thirty (30) days of the election.~~
- d. Each Regional Council shall elect one member and one alternate member ~~of the Executive Board. That to serve on the Executive Board. The positions shall alternate between Lay and Clerical incumbents. The rotation of 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. That The member and alternate member must be either be a Lay persons

person eligible for election to the Vestry of a Church or Vestry Committee of a Mission 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~~ The 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~~ found a Mission or missionary work or to found a Church must, as provided in Canon 10 (Churches), ~~must~~ have the approval of the Regional Council of the Region in which such Mission work or Church is to be established.
- c. (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 the Standing Committee on the matter which shall be final.~~
- d. ~~In any case when~~ If a Regional Council fails to meet and act, upon a request made to the Dean of the Region by the Ecclesiastical Authority to the canon, fails to meet and act within 60 sixty days of such the request, the Executive Board of the Diocese shall have the authority to act on the request upon behalf exercise the authority of the Regional Council. with respect to the matter under consideration; A Church aggrieved by the Executive Board's exercise of authority pursuant to this Section shall have subject to the right of appeal set forth in Section 5(c) of this Canon. Any ~~such~~ exercise of authority by the Executive Board pursuant to this Section 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 historical Parishes of the Diocese, and their boundaries, having been ~~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 shall have equal responsibility for the extension and welfare of the Church and ministration to needy people within the Region.

~~Section 3. An inactive Church is defined as one in which there is no functioning Vestry or Vestry Committee. 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 ~~acknowledges~~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, ~~upon approval of be called a petition submitted in accordance with Section 2 of this Canon, 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 Church status must signify its desire to a regular meeting of the Convention of the Diocese ~~of Virginia~~ by petitioning the Diocesan Convention 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 being met~~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 (Election and Organization of Vestries, and Call of Congregational Meetings).

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 the 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. A group of ~~persons who desire~~people desiring to organize a ~~congregation~~Church, but who are unable to meet all of the requirements of Section 1 of this Canon, may ~~apply to be constituted as a Mission~~ by the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it ~~is~~be the Ecclesiastical Authority; ~~a Mission. An Application~~Application for such Mission status shall be accompanied by a certificate of endorsement ~~offrom~~ 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,~~

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- b. Upon the request of any Church or upon 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 authority taking the action.

Section 7. The minister in charge of a Mission shall be called the Vicar. A Mission shall have a Vestry Committee appointed pursuant to Canon 11., Section 14. Further, a Mission shall be entitled to Lay and Clerical representation in the Diocesan Convention and Regional Council as is afforded other Churches.

### 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 (each referred to in this Section as a "Mission of a Founding Church"). The minister in charge of ~~such~~ a Mission of a Founding Church) shall be appointed by the Rector of the ~~F~~Founding Church with the concurrence of the Ecclesiastical Authority. The Vestry of the ~~F~~Founding Church shall appoint or ~~shall~~ allow to be elected a Vestry Committee for the Mission of a Founding Church which shall be composed as provided in Canon 11.14. ~~It The Vestry Committee~~ shall be charged with transacting the temporal business of the Mission of a Founding Church, except that the ~~F~~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~~Mission of a Founding Church.
- b. The Rector and Vestry of the ~~F~~Founding Church may at any time agree with the Ecclesiastical Authority ~~Bishop~~ to designate ~~such~~ a "Mission of a Founding Church" as a "Mission," and upon when the change in such designation becoming becomes effective, such Mission shall have the status of a Mission under these Canons and the provisions of this section ~~Section~~ shall no longer apply to such a Mission. Any Mission of a Founding Church functioning under this ~~section~~ Section shall be so ~~marked~~ identified in the annual list of Missions.
- c. A Mission of a Founding Church 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~~ 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 (each referred to in this Section as a "Mission of a Theological Seminary"). The minister in charge of ~~such~~ a Mission of a Theological Seminary established pursuant to this Section 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 for the Mission of a Theological Seminary which shall be composed as provided in Canon 11.14. ~~It The Vestry Committee~~ shall be charged with transacting the temporal business of the Mission of a Theological Seminary, 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 ~~the~~ Mission of a Theological Seminary.
- b. The Dean and President of the theological seminary may at any time agree with the ~~Bishop~~ Ecclesiastical Authority to designate ~~such~~ a "Mission of a Theological Seminary" as a "Mission."

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When,” and upon such designation becoming becomes effective, the Mission will have the status of a Mission under these Canons and the provisions of this section Section shall no longer apply to such the a Mission. Any Mission functioning as a Mission of a Theological Seminary under this section Section shall be so marked identified 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.

Section 10: An i"Inactive Church" is defined as one in which there is no functioning Vestry or Vestry Committee. The authority of an Inactive Church is assigned to the Executive Board, which may delegate this authority in specific cases to a subcommittee composed entirely of members of the Executive Board. The disposition of any property of an Inactive Church that has ceased to be occupied or used is subject to the provisions of Canon 15.3.

### CANON 11.

Election and Organization of Vestries, and Call of Congregational Meetings.

Section 1. In this Canon, the term “Rector” implied refers to implies “Rector, Priest -in- Charge, or Vicar,” and the term “Vestry” denotes refers to a “Vestry or Vestry Committee,” unless specifically noted to the contrary otherwise.

Section 2. A Church shall have a Vestry which shall consist of not fewer than three or more than 12 twelve members, except that in any Church having more than 150 one hundred confirmed communicants in good standing one or more additional members may be elected to its Vestry for each additional 100 one hundred confirmed communicants in good standing or major fraction thereof, provided that the total number of elected Vestry members shall not exceed 18 eighteen, as set forth below:

Communicants in Good Standing	Maximum Number of Vestry Members
<u>0 - 150</u>	<u>12</u>
<u>151 - 250</u>	<u>13</u>
<u>251 - 350</u>	<u>14</u>
<u>351 - 450</u>	<u>15</u>
<u>451 - 550</u>	<u>16</u>
<u>551 - 650</u>	<u>17</u>
<u>651 -</u>	<u>18</u>

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 is be no Rector, then by the Wardens. If the time and place is 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 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 The, the congregation to shall determine the length of terms, the beginning of the term when the terms begins, 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~~Church, as defined in General Convention Canon I.17.; registered in the particular Church, shall be eligible for election as Vestry members of such ~~church~~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, as defined in General Convention Canon I.17., registered in the particular Church, ~~in which they offer to vote~~, shall be entitled to vote at the election of Vestry members of such Church. 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~~No election shall be valid unless the participating qualified voters number at least ~~10~~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 87. 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 78. As soon as ~~may be~~practical after their a Vestry election, the persons ~~chosen as~~ Vestry members shall assemble and organize at such time and place as the Rector shall ~~appoint~~designate. ~~or, if~~ if no time or place ~~is be appointed~~ designated by him ~~the Rector~~ within a reasonable time, then ~~any two Vestry members may designate a time and place, notifying the Rector and each Vestry member. 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 another 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~~ The Rector may, when absent or present, 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, one of the Wardens shall preside over 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 the Rector fails to call a meeting when requested to do so by two or more 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 specify a smaller number to act as a quorum at future meetings. The Vestry may not adopt bylaws not inconsistent with Diocesan or National Canons the Canons of the Diocese and General Convention.

Section 11. In case of a vacancy in the Vestry for any reason, 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. Upon resolution of the Vestry and after due warning, a Vestry member may be removed from the Vestry, thereby creating a vacancy. Any of the following actions of any Vestry member may warrant removal of the Vestry member, after due warning, be deemed to create worthy of creating a vacancy 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 bylaws of the congregation.

Section 12. Any Church having two or more congregations in different ~~communities~~ locations may apportion to each congregation the number of Vestry members to be chosen as its representation upon to 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 ~~is~~ 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 of the Church Vestry may appoint one Warden for its congregation, a Treasurer, and a Clerk. If Wardens have been chosen for particular congregations by Committees of the Church 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 upon which a majority of the committees of the Church Vestry concur that is 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 is~~ be none, the Senior Warden; ~~deems~~ 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 10 ~~ten~~ qualified voters of the congregation after at least three ~~days~~ days notice of the time, place, and ~~object~~

purpose of the meeting have been given either on an occasion of public worship or by other adequate means to the minister~~Rector~~, each Vestry member, and the congregation. At such meetings only those persons qualified to vote for Vestry members 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 12 ~~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~~ Vicar will 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 the congregation and assist him~~ the Rector or Vicar in ~~his~~ the 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 a biblically based standard of proportional giving. Each ~~v~~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~~ the Rector or Vicar's 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~~ the control of the Rector or Vicar.

Section 5. Each Vestry shall commit to the Virginia Plan for Covenantal Giving and remit the resultant sum to the Treasurer of the Diocese in regular monthly installments. It shall be the joint duty of the Rector or Vicar and Vestry to submit to the Bishop by the first of March of each year a parochial report for the year ending December 31st preceding.

Section 6. Each Vestry, as the constituted agents of the Church, shall transact all its temporal business, e.g.: (a) providing for the appointment of Trustees pursuant to the laws of the Commonwealth of Virginia to hold title to the property of the Church; (b) making and executing all contracts for erecting, furnishing, and preserving the Church edifice and other property; (c) regulating the use of any graveyard or columbarium; (d) establishing a Finance Committee as required by Canon 25 (Finance Committees); and, (e) observing Canon 13 (Business Methods in Church

Affairs).

Section 7. With the assistance of the other members of the Vestry and congregation, the Wardens shall have the following duties:

- a. To oversee the operation and maintenance of the Church property;
- b. To see that the Church is duly prepared for every occasion of public worship, attend to the accommodations of the congregation with seats, and maintain order and decorum at the time of public worship;
- c. To collect the offerings of the people;
- d. To provide out of Church funds, under the direction of the Vestry, a sufficient supply of vestments and books to be used in public worship and also the elements for each celebration of the Holy Eucharist;
- e. To see that the sexton and other employees properly discharge their duties; and,
- f. To ~~possess a copy of~~ be familiar with 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.9.65.(b)(6), and disburse the same under the direction of the Vestry, maintaining his these accounts in accordance with the canonical requirements for the conduct of business in Church affairs, rendering reports to the Vestry and to the Convention as may be required. ~~At the end of his~~ When the Treasurer's term of office ends, he the Treasurer shall deliver all books and records pertaining to the Treasurer's ~~his~~ office to the Wardens.

Section 10. The provisions 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 ~~e~~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 (bii) invested in such a manner as is permitted by Title 26 64.2, Subtitle III, Chapter 3 7, (Sections ~~26-45.3~~ 64.2-780 through ~~26-45.14~~ 64.2-791) of the Code of Virginia (1950) as it may be amended from time to time; or (iii) invested in such manner as approved by the Finance Committee of the Diocese; Executive Board. 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~~ comply with Section 1 of this Canon ~~above~~ and with such instructions as may be promulgated by the ~~Diocesan Finance Committee.~~ Executive Board. The audit shall include all accounts which exceed \$500,000 ~~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 ~~\$1,000,000.00~~ 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, ~~except:~~

- a. ~~Except where the proposed indebtedness is for permanent improvements, replacements, or additions to real estate or equipment, the proposed indebtedness 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; or s; and~~
- b. ~~Except where the proposed indebtedness is for current expenses, the proposed indebtedness 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. ~~The following shall not be included in computing receipts under subsections (a) and (b) of Section 1 of this Canon: (a) In computing receipts under subsections (a) and (b) of Section 1 of this Canon, there shall be excluded amounts from or for endowments, or amounts from or by bequests, except income therefrom endowments or bequests not specifically designated to be used for other~~

purposes, and (b) receipts specifically specially designated for expenditures other than parochial the Church's ordinary operating expenses.

Section 3. The approval required under this Canon shall not be granted until a plan of payment of the indebtedness 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 ~~worship~~ 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, and take charge and custody of, 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; ~~Further,~~ 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. Upon taking charge and custody of property pursuant to this Section, 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 the use or benefit of the Diocese. Property so acquired shall be held and transferred by the Bishop or the Ecclesiastical Authority ~~of the Diocese~~ in accordance with the provisions of Section 57-16 of the Code of Virginia (1950), as from time to time amended, provided that no such real property shall be alienated, sold, exchanged, encumbered, or otherwise transferred for any purpose by the Bishop or the Ecclesiastical Authority without the advice and consent of the Standing Committee ~~of the Diocese of Virginia,~~ unless prohibited by the instrument by which title to such property is acquired. The Executive Board shall have the care and maintenance 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~~ The Bishop or the Ecclesiastical Authority ~~of the Diocese~~ may delegate all authority with respect to such property ~~to the Executive Board,~~ 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 as the proper authority of the Diocese to

~~Church and may~~ apply to the appropriate court of the Commonwealth 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 Title 13.1, Chapter 10, Article 9 (Sections 13.1-875 through 13.1-883) 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 ~~is~~ 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 ~~r~~Related ~~Organization~~ shall have been approved by the Convention ~~of the Diocese~~.

Section 2. Every ~~r~~Related ~~Organization~~ shall operate in conformity with the doctrine, discipline, and worship of ~~The Episcopal Church in the Diocese of Virginia~~.

Section 3. Every ~~r~~Related ~~Organization~~ shall conform with the applicable provisions of Canon 13 the Canon on B (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 ~~r~~Related ~~Organization~~.

Section 4. The Secretary of the Diocese shall keep a current list of all active ~~r~~Related ~~Organizations~~ which shall be published in the Convention Journal.

Section 5. Every ~~r~~Related ~~o~~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 ~~r~~Related ~~o~~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 Bishop or the Ecclesiastical Authority, in the performance of which ~~he~~ the Secretary shall have such authority as may be delegated ~~to him~~ by the Bishop or 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, when requested, 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 method 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 The Registrar 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~~ The Episcopal Church Annuals, and Diocesan Episcopal Church Women ECW Yearbooks. He The Registrar shall offer advice to parishes regarding the preservation of historic materials. He The Registrar shall further make proper disposition of acquisitions to the archives of ~~the~~ 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 the 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) ~~La~~ Lay, to the Commission on Ministry; ~~One~~ one in each order ~~to will~~ 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 Lay Ppersons elected to the Commission shall be adult communicants in good standing of a Church or Mission in the Diocese.



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- 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 the Convention. Such appointments of lay persons shall be communicants in good standing of a Church or Mission in the Diocese.
- c. In the case of a vacancy in the members elected ~~members~~ pursuant to 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 members appointed ~~pursuant to~~ 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~~ General Convention, including, but not limited to, advising and assisting the Bishop (a) in the determination of present and future opportunities and needs for the ministry of all baptized persons, and (b) in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefore. The Commission may establish committees consisting of members and other persons to report to the Commission or to act on its behalf.

Section 3. The Commission on Ministry shall annually report to the Convention ~~of the Diocese~~.

Section 4. ~~As a transition following adoption of amendments to this Canon at the 212th Annual Council, for the purpose of changing the number and the rotation specified in Section 1(a), the previously elected members of the Commission on Ministry with remaining terms of office of one, two, and three years shall remain in office for the duration of their respective terms of office. This section of the Canon shall lapse upon the establishment of the terms of office so inaugurated.~~

### **CANON 23.**

#### **Meetings.**

Meetings of congregations, vestries, vestry committees, regional councils, the Executive Board, the Standing Committee, and the Convention, including elections to offices in these bodies and votes concerning the disposition or encumbrance of property, may be conducted by electronic means (including, where appropriate, telephonic means), provided that the following standards are met:

- a. adequate notice (as defined in these ~~cCanons~~ canons) is provided;
- b. the presence of a quorum is verified;
- c. each member entitled to vote can hear clearly and can be heard by the other attendees;
- d. reasonable means are provided for each member in attendance to review the written terms of matters on which the body is voting before voting occurs;
- e. in advance of voting, the names of members in attendance and eligible to vote is verified, and
- f. the results of votes are promptly made available to voting members.

Adoption of this ~~cCanon~~ canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

### **CANON 24.**

#### **Reserved for future use.**

**CANON 25.**

**Finance Committees.**

Section 1. The Executive Board shall serve as the diocesan body with the authority to perform the duties of There shall be a Finance Committee of the Diocese as required by General Convention Canon I.7. The Executive Board may appoint a subgroup of its members to exercise such authority, appointed by the Bishop and including representation from ~~the~~ The Executive Board or the subgroup ~~which committee shall, from time to time and at least annually:~~

- a. Advise~~Assess~~ 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 (Business Methods in Church Affairs);
- b. Issue periodic guidelines for audits and investment management;
- c. Provide information to Church, Mission, and other Finance Committees as requested; and
- 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 fewer~~less~~ than three persons to provide assistance in financial matters to the Rector, Priest-in-Charge, Vicar, ~~the Vestry or Vestry Committee, and the~~ 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 General Convention National Canon; reports for Missions shall be made to the person Bishop designated by the DiocesanBishop who shall submit a consolidated report to the DiocesanBishop. The Bishop shall refer all audit reports to the Finance Committee of the Diocese for its~~their~~ information and recommendations.

**CANON 26.**

**Appeal of a Lay Person after Repulsion from the Holy Communion.**

If any Lay person repelled from the Holy Communion shall allege to the Bishop that an injustice has been done; or if, notwithstanding that, the person he shall have professed himself to be 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 the repulsion shall be continued, he the person may present his an 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 a judgment in writing to the Priest and the Lay Person person and tthe judgment shall be final and conclusive:

Any Lay person repelled from the Holy Communion may appeal the Priest's action to the Bishop in writing, setting forth the grounds for requesting to be restored, provided that at least one of the following conditions apply: (1) the Lay person believes that the repulsion was unjust, or (2) the Lay person has truly and sincerely demonstrated readiness and willingness to comply with the requirements for being restored but believes that the repulsion is being continued unjustly. The Bishop, after considering the explanations given by the Lay person and the Priest, shall judge the case and shall communicate the decision in writing to the Lay person and the Priest. The Bishop's 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 ~~pPriests~~ priests or ~~dDeacons~~ deacons and five (5) of whom are ~~H~~Lay lay persons. Members of the Standing Committee shall be eligible to serve as members of the Disciplinary Board.

- a. Priests or Deacons. The ~~pPriests~~ priests or ~~dDeacons~~ deacons who are members of the Disciplinary Board shall be canonically resident in this Diocese.
- b. Lay Members. The ~~H~~Lay lay members of the Disciplinary Board shall be persons eligible under the Canons for election as Lay Delegates to the Convention.
- c. Election of Members. The members of the Disciplinary Board shall be nominated by the Standing Committee and elected by the Convention to serve for terms of three years. ~~Member's~~Member's terms shall be staggered into three classes of two ~~cClerical~~clerical and two ~~H~~Lay lay members each, provided that one such class shall have only one ~~L~~Lay 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 the 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 ~~60~~ sixty (60) days following the regular meeting of ~~annual~~ the Convention, the Disciplinary Board shall convene to elect a President to serve until the next ~~Annual~~ regular meeting of the 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 be disqualified from serving and shall immediately 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.

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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. ~~The Intake Officers shall not all be of the same gender, 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 General Convention Canon IV.11(5).

Section 6. Church Attorney. Within ~~sixty (60)~~ days following each regular meeting of annual the 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 General Convention Canon IV.2. Attorneys appointed to serve as Church Attorney or Assistant Church Attorney shall serve until their successors are appointed. Persons appointed to serve as Church Attorneys or Assistant Church Attorneys shall be persons eligible under the Canons for election as Lay Delegates to the 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 and none of the or Assistant Church Attorneys is/are able to act on a specific matter due to a conflict of interest, undue bias, unavailability, or other good reason, the Disciplinary Board shall appoint a ~~Lay~~ Lay or ~~Clergy~~ clergy person with knowledge of Title IV, but not necessarily a duly licensed attorney, from within or outside of the Diocese, 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 General Convention 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 any 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 Disciplinary Board shall appoint a Board Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may be a member of the Disciplinary 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. ~~The Clerk shall preserve and maintain R~~records of active proceedings before the Disciplinary Board through ~~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 ~~cChurch~~church without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a ~~cChurch~~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 ~~relationship~~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 ~~relationship~~relation, to lay the matter before the Bishop ~~or Ecclesiastical Authority of the Diocese.~~

Section 3. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral ~~relationship~~relation, and the parties cannot agree, either party may give notice in writing to the ~~Bishop or Ecclesiastical Authority of the Diocese.~~ Whenever the Standing Committee is the Ecclesiastical Authority ~~of the Diocese,~~ it shall request the Bishop Suffragan, if there ~~is~~be one,<sup>1</sup> or the Assistant Bishop, if there ~~is~~be one,<sup>2</sup> ~~or~~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 between~~ 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~~outlining 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 ~~of this Canon~~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 ~~relationship~~relation from the Bishop ~~as follows or the Bishop may take the initiative to~~

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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 ~~10 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 ~~30 thirty~~ days of receiving the request.
- c. At the conference each party shall be entitled to representation by a third party and to present its position fully.
- d. Within ~~30 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 relationship ~~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 relationship ~~relation~~ is to be dissolved:
  1. The Bishop shall direct the Secretary of the Convention to record the dissolution; and.
  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 ~~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~~ exercising 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 else is ~~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 (Ecclesiastical Discipline), 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 Title IV of the General Convention Canons ~~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.

**Health Insurance. [Formerly Canon 31]**

Section 1. Any and all health insurance coverage ~~for active and retired ordained persons or Lay employees~~ 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 ~~Section 1 of this Canon~~ 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~~ authority 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 ~~Section 1 of this Canon~~ 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 ~~Section paragraph 1 of this Canon 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; and
- f. the precedential effect of the exemption or exception requested, if granted.

**CANON 30.**

**Amendments to the 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 ~~is~~ be given in open Convention, nor until ~~such the~~ amendment shall have been referred to and reported upon by a Committee ~~of Convention~~ of at least two ~~Priests~~ Presbyters and two ~~Laymen~~ Lay persons. ~~Not shall such No Amendment shall not amendments~~ be adopted during the same Convention unless two-thirds of the members present concur therein; ~~but if~~ If the majority ~~is~~ be less than two-thirds, ~~the proposed amendment~~ it shall lie over for ~~be considered~~ consideration at the next regular meeting

## Consent Agenda

of the Convention. Unless otherwise provided for 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.~~2. The~~ The Chancellor and the Chair~~person~~man 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 Chair~~person~~man 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.~~3. Any, which~~ corrections shall be reported to the Secretary of the Diocese.

### **CANON 31.**

~~**Health Insurance.**~~ [Renumbered as Canon 29]



## **Pastoral Address**

## Bishop Stevenson's Pastoral Address

Micah 4:1-5

Matthew 5:43-48

### In the Name of God the Father, God the Son, God the Holy Spirit:

"Come, let us go up to the mountain of the Lord, to the house of the God of Jacob; that he may teach us his ways and that we may walk in his paths." So the prophet Micah proclaims will be said by all who come and stand before the grace and glory of God. And so let it be for us this day.

Good evening, my dear friends in the Diocese of Virginia. Before I begin my address – I would like to take this opportunity to thank everyone who has been so kind to me following the death of my wife, Joy, a week ago yesterday morning. I have felt truly consoled and strengthened by the prayers that I know are being offered for her, for my family, and for me. Joy was a wonderful person, without whom I would not be who I am – she has been the love of my life. She would never put up with any of my nonsense, she helped deepen my faith, and she taught me how to love – really love. I am so sorry that most of you in this room never had the chance to meet her – she would have loved being with you, and would have been one terrific bishop's spouse. Y'all would have been much happier seeing her on Sunday than seeing me.

For now, though, I am comforted that her battle is over, her mind is freed from the prison in which it has been held, and – in the fullness of time that is the providence of God – she is fully aware of all things – especially that she is loved.

I know that many are concerned for me – and I really am doing okay. The notes and messages of support have been deeply moving to me. But if I don't react really well to something over the next few days, please understand that such is not my intent. I just have moments from time to time when my filters drop. And again, thank you for your care of me through all of this.

It is so very good to be here with y'all, singing and praying in this holy place. This is going to be a wonderful and life-giving Convention. I am looking forward to our conversations with the Spirit of God at our backs and in our hearts.

I am thankful to and for so many people and groups that have worked long, hard hours to pull this all together. It is dangerous to start naming names, but I do want to mention just a few folks. We owe a debt of gratitude to the volunteers who have and will keep us organized in these days; to the diocesan staff, who have worked more hours on this event than any of us will ever know; to the Diocesan Committee on Liturgy and Music that has crafted worship experiences that will ground us in our work; to the people of St. George's for their hospitality and welcome; to those who will lead workshops; to the collection of bishops who have joined us; and to those who are offering exhibits in our ministry fair. To all of these fine folks and to so many others, I say thank you.

I also want to say a special thank you to three individuals in particular. (And this is where I get into trouble – because there are lots of people who could and should be thanked by name. But, here goes...) First, you would not believe how hard Nerissa Crockett works to make this Convention a reality each year. Nerissa serves on the bishop's staff, and she is a wonder to behold when a project is put before her. She is gracious, and patient, and has a wicked sense of humor. Even when the ups and downs of her life might be more down than up, Nerissa shows up – and we are all blessed for it.

Second, I offer my most heartfelt thanks to my Chief of Staff, and Secretary of this Convention, Mark Eastham. Mark is always patient and understanding when I walk into his office, or call him on

the phone, and utter the phrase, “I’ve been thinking.” Which usually results in more work for him. Mark manages to organize the unorganizable day in and day out, always with a smile. I can guarantee that anything and everything that will go well this weekend will be in large part because of him.

And third, I want to thank Bishop Ted Gulick for his pastoral care – his care across this diocese, yes, but even more so for his care of me personally. You may or may not know this, but being a bishop in this Church can present some interesting challenges – and there are not a whole lot of folks that we can have full and open conversations with who truly understand what we are going through. Bishop Gulick has been a gift from God to me in this. His counsel to me professionally and personally always helps to get my head, heart, and soul in a better place. If you believe that I am doing anything at all well as your bishop, I encourage you to thank him for his making it so.

As many if not all of you know by now, I am a life-long, die-hard Chicago Cubs fan. I try to make a pilgrimage to Wrigley Field every season – and this year’s trip occurred in early August. It was a beautiful day with an afternoon game (as God intended baseball to be played – without lights and on real grass), and my friends and I got to the park a couple of hours before the first pitch.

On the outside of Wrigley there is an area – accessible only to folks who purchased a ticket for the game – where you can listen to live music, enjoy a beverage, visit the monuments of legendary Cubs players, and just generally enjoy the buildup of excitement to one of the greatest gifts God has ever given humanity – a baseball game.

Anyway, my friends and I grabbed a drink, and located some chairs at a table near the band. In between where we were sitting and the stage, though, was an area of water spouts – perhaps you have seen something like this someplace – a tiled space, an area maybe 10 feet by 20 feet, with holes drilled in random spots, through which water shoots up three to five feet in the air at random intervals. It’s sorta fun to watch, and it is fun to try to guess which spout will be next.

Not long after we sat down, a young boy – maybe three or four years old – ran out onto this field of unknowing, and – with laughter and glee – began chasing down the water spouts, jumping up and down on each one as he attacked them, getting thoroughly soaked in the process. And as he would catch one, his laughter would get louder and stronger, his heart exploding with joy.

It wasn’t long before other kids joined in, mostly about his age, but a few a little older. It was fascinating to observe the various personalities interacting with this game that wasn’t a game.

One little girl tried to put her foot over the holes to block the water from getting out. The trouble was, she did not have sufficient patience to stay over any one hole long enough – just about every time she would give up on one un-spouting spout and move to another, the one she had just abandoned would go off and she would grab her hair and scream.

Another little boy kept putting his water bottle on the holes, and waited until the water would shoot it up into the air.

Another child clearly did not want to get wet – nor really even play this game – but his older brother kept making fun of him for being chicken, so he made the best of it and ran around hoping no one would see how miserable he was.

And one little girl took another’s hand and danced and sang and danced some more, weaving through the explosions of water as though they were the source of life itself.

And through it all, that first little boy just kept laughing and chasing the future, giving in to utter joy every time that he caught up to it.

A dear friend of mine recently reminded me that Emily Dickinson wrote that *“Hope is the thing with feathers that perches on the soul and sings the tunes without the words and never stops at all.”* Such hope was this young man’s that day. Such hope is an inspiration to me even to this day.

My experience of that event outside of Wrigley Field has become a powerful metaphor for me, particularly as I think about our common life together as Christians, and as Episcopalians, in the Diocese of Virginia.

Now, I would like to think that everything is as joy-filled as was the case with the boy chasing the future and relishing the present, or as care-free as the two young girls dancing and singing as they dodged obstacles, never really caring if those obstacles got in the way or not. But that is not the reality in which we live.

We live now in the days immediately after one of the most contentious national elections in my 60 years of lived memory. These last few months, these last few years, have turned friend against friend, and family member against family member. Social media has become a battleground of unchecked vitriol; news media has become partisan; states have been relegated to being known only as one of two colors –blue or red.

None of us knows how this will turn out in the coming four years. And yet I implore us all to remember – regardless of who we voted for – that we are Christ’s, and beloved children of God. We are called to be prayerful – even as Jesus calls us today in our reading from St. Matthew to “pray for those who persecute (us), so that (we) may be children of (our) Father in heaven.” We are called to be a place of safety and of health, and not, as Jesus reminds us elsewhere, to be anxious about earthly things – because being anxious will not add a single moment to our life. We are called to be a people of clarity – and clarity first and foremost as a community where all are valued – all are respected – all are cherished.

These are not care-free days, I know – yet God is still real, and present, and very much in love with each of us.

There is also some anxiety here in this diocese. This I know. One of those places of anxiety is found in our work towards racial justice and truth-telling – and, in particular, in our efforts at funding a program of reparations. For many – myself included – the work just does not progress fast enough. We seem, like that young girl who could never quite get the timing right on the water spouts, to be always a bit behind where we should or could be. There are rarely enough voices of people of color at the table. Our ministry efforts are always playing catch-up, or making excuses. There are often missteps, and wrong words, and naïve thinking. And, of course, there is the question, “Where is the \$10 million called for in the 2021 R-10a Resolution for reparations?”

As to the first set of things, I simply say that we are going to keep at it. Injustice did not get deeply ingrained in our system and culture overnight, and it won’t be rooted out overnight, either. When we make a mistake, we will learn from it. We are learning. This I promise you.

And as to the \$10 million, I say two things – first, we are working on it diligently. I had hoped to be able to make a major announcement at this convention about a substantial amount of the goal, but negotiations are such that I am told that I may not. But stay tuned.

But second, I say this – we have allowed ourselves to be sidetracked by this \$10 million dollar directive. It has made this work one of transaction instead of transformation. One of “if we just do this, if we just raise and spend this, then we will have done something” instead of “we must reach deeply into our hearts and souls and seek the kind of redemption and change that will make it possible to raise \$100 million at the drop of a hat for the work of repair.”

This sometimes insatiable need to raise and spend \$10 million is, in the words of singer/song-writer Luke Combs, “chasing that same old devil down the same old dead-end highway,” instead of, in the words found in the book Genesis, “walking with God in the Garden in the cool of the day.”

We will identify the \$10 million and satisfy the Resolution – but more importantly, we are going to live more and more into the beloved community that is God’s dream for the world.

These challenges and others aside, though, there is indeed much walking with God going on in these days; there is much walking with God in this diocese. Everywhere I turn, there is dancing and singing and joy. Everywhere I turn, I am seeing evidence of what I call the Six Words – the theme of this Convention and the vision and mission of the Diocese of Virginia: Love Jesus. Embody Justice. Be Disciples.

These Six Words, and the way of life that they lift up, are the framework that gives focus to the guiding principles of our common ministry. Later in this liturgy, we are going to sing a hymn that was commissioned and written especially for the Diocese of Virginia, and is based on the theme of the Six Words. My thanks to Bishop Gayle Harris for taking the lead on this and making it a reality. As we sing that hymn, I encourage us to soak it up, to chase after its hope, and dance with it playfully. For the words of this hymn are grounded by the first two of the Six – Love Jesus. That is who we are, above all else.

More on the Six Words later, but first I want to highlight for you some of the evidence that we are being drenched by this spirit – like that young boy enraptured outside of Wrigley Field – and we are relishing in it.

Our congregations are gathering, and worshiping, and having fun together. The dark days of the pandemic are further and further behind us, and we are seeing new life. We are baptizing, and confirming, and ordaining, at a fever pitch. St. Peter’s, Oak Grove – whose church building burned to the ground late last year – is figuratively and literally rising from the ashes – a wonderful example of resurrection that should inspire us all.

And while there are countless examples of creative and life-renewing ministry in our congregations, allow me to highlight just one – that of Cople Parish, which has received a grant from the Jessie Ball duPont Fund to seed a coalition of 14 congregations of various denominations and other community partners that will provide emergency assistance to individuals and families to heat their homes, pay their rent or mortgage, cover the cost of prescriptions, and put gas in their cars to get to their jobs, school, and medical appointments. This is exactly what Jesus talks about doing in Matthew 25, and it is life-giving. And is but one example. Congregations all over Virginia are teaching the faith, living out their call, and singing tunes of joy and hope, with and without words.

We have much to be thankful for in the work we have done together in this past year, as well – work that is laying the foundation for great ministry to be done for years to come. One example is that The Lilly Endowment has granted us funding for five years for a program we are calling Pathways to Prayer and Practice, a program that will work to create a roadmap to guide us for the meaningful engagement of children, aged 10 and under, in corporate worship. Lilly is encouraging us to experiment – to learn from our mistakes as well as our successes. This is an opportunity to reach whole new generations.

Similarly, we have begun a multi-year strategic look at our ministry on college campuses. As we do this strategic work, in full cooperation with students and campus ministers alike, we will be able to make sound, evidence-based judgements and take strong steps forward.

The staff has been hard at work, too. We continue to evaluate our structures in order to provide the best resources to this diocese. We are providing support for congregations to grow in vitality; to navigate transitions; to engage in processes to assess strengths and needs; and to create action plans with milestones and timelines that will deliver quality outcomes. We are networking to attract the best clergy in The Episcopal Church to come to Virginia. We have created New Clergy orientation days, and implemented a new program called Connecting in Ministry for newly ordained clergy and those new to this diocese, to provide ongoing formation and networking. Our vocational discernment process has been revamped. Our Treasurer and Canon to the Ordinary have created what they refer to as the “Ted and d’Rue roadshow” – a series of gatherings across the state to provide resources and best practices for congregations.

In our work for racial justice and healing, I have already mentioned our commitment to transformational and not simply transactional work. To that end, our Canon for Racial Justice and Healing, Lee Hill, is spearheading work with leaders across our diocese – as well as in other dioceses of The Episcopal Church – that reaches into our past, wrestles with our present, and calls us into a more just and honest future.

We hosted a prayer breakfast at the state capital with legislators earlier this year, and we continue our conversations with key community leaders around issues of justice. There was a diocesan wide study of how Jim Crow laws affect those of Indigenous heritage, and a large and geographically diverse contingent of our folk participated in a Reparations Summit at VTS. Our Triangle of Hope Youth pilgrims – in the face of obstacles beyond our control – regrouped this past summer when a full pilgrimage had to be postponed, and held a Grounding Experience in Virginia – where more than a dozen young people spent time with the Indigenous nations of the Mattaponi and Upper Mattaponi, walked the Richmond Slave Trail, and engaged the past and present of injustice in the Commonwealth. And through it all, the Reparations Task force continues its work, as does the Commission on Racial Justice and Healing.

In our work of deepening discipleship, we have been mapping and networking and lifting up the good work that is already being done all across this diocese, while at the same time dreaming and planning and digging footings to build a future where church growth begins and is empowered by the growth of souls and faith.

Our Interim Canon for Discipleship, Heidi Kim, is engaging us – both subtly and not-so-subtly – in asset mapping, as the human assets that God has placed in this diocese in this age are identified through conversation and reflection.

As a part of our time together this weekend, I am inviting all of us to learn more about our neighbors by getting a glimpse of the gift that each of us are to this community. We have created a simple survey that will allow you to hear about the gifts and passions for ministry from others at this convention, and we will share what we learn through these surveys on Saturday morning. You received information about the survey at registration, and we ask that you have three conversations with people you don’t know well in order to hear about what they love, what they’re good at, and what sets their hearts on fire with the love of Jesus.

Further, the seeds are being sown to bring back diocesan youth retreats for both middle school and high school students. Planning is underway to have a 3rd, 4th, and 5th grade fellowship day. A vision has been cast to have a discipleship and formation summit. Our own resident Excel expert,

treasurer Ted Smith, has built me a spreadsheet that identifies which congregations are having success in the baptizing of adults – perhaps we can all learn from them. We are working to connect youth ministries, Episcopal church schools, campus ministries, and Shrine Mont camps in a sustainable way that benefits all parties.

And, speaking of Shrine Mont Camps, and Shrine Mont more generally, let me take just a moment to talk about some of the amazing things happening on the mountain.

Shrine Mont Camps has had several successful post-pandemic summer sessions now, with numbers of attendees stabilizing, with folks being transformed by the experience that only this historic program can offer. We were served faithfully by James Williams as Director over the past two summers, and our search process for his successor is making good and steady progress. Dates for this summer's sessions are already posted on ShrineMontCamps.org – giving everyone plenty of opportunity to make plans for this coming summer. I know we have lots of work to do, and I am excited about and hopeful for the future of Shrine Mont Camps.

Of course, Shrine Mont is more than just the Camps programs. It is a spiritual home for many throughout the year, and a place that offers programming, and relaxation, and a connection to God and creation in a unique, important way. This coming summer, we will celebrate the 100th Anniversary of that holy place – y'all can hear more about what is planned by visiting the Ministry Fair – but I can tell you this – for the celebration liturgy at the Shrine on August 6th, I have convinced a recently-out-of-work itinerant preacher to come and be our homilist – former Presiding Bishop Michael Curry has said “yes” to my invitation.

Mark your calendars now.

So, as I think you can see, the Diocese of Virginia is dancing and singing through the water spouts, even in the face of anxiety and concern. This is a good place to be, and I feel so very lucky – and blessed – to be your bishop.

But I want to return for just a moment to the Six Words that I mentioned earlier – our theme for Convention and for the months ahead – Love Jesus. Embody Justice. Be Disciples. I want to return to these words, because if these are not the things that we are about – if these are not the explosions of joy and hope and accomplishment that we are chasing and dreaming of and being drenched by going forward, then we are not about what we are called by God to be about. All of the achievements and aspirations that I mentioned just now – and so many more that I did not – all of those things will whither and pass away into history with a whimper if we are not about the business of loving Jesus, embodying justice, and being disciples.

Everything must, of course, begin, continue, and end in the love of Jesus. In his love for us, and in our love for him. This love of Jesus is eternal. Like the tides, the gravity of divine love pulls and tugs at us, drawing us back when we are distracted, or anxious, or in pain. This love is real. This love makes all things new. This love offers hope.

Recently, another dear friend shared with me a piece written by the poet Mary Oliver, entitled *Don't Hesitate*. It reads as follows:

*“If you suddenly and unexpectedly feel joy, don't hesitate. Give in to it. There are plenty of lives and whole towns destroyed or about to be. We are not wise, and not very often kind. And much can never be redeemed. Still, life has some possibility left. Perhaps this is its way of fighting back, that sometimes something happens better than all the riches or power in the world. It could be anything, but very likely you notice it in the instant when love begins. Anyway, that's often the case. Anyway, whatever it is, don't be afraid of its plenty. Joy is not made to be a crumb.”*

So writes Mary Oliver.

This is the love of Jesus for us. It begins anew every moment, just as powerful and full of promise and joy as the moment before. And it is the love that we are called to have for Jesus. This love is possibility, and redemption, and power. This love is unquenchable.

And, as we embrace this unending, unquenchable love, that act naturally leads to a desire to love all whom Jesus loves. In so doing, embodying justice becomes second nature. Embodying justice means that when faced with someone who is hungry, we feed them – and then go find out why they are hungry in the first place – and do what is necessary to fix that. Embodying justice means helping to heal those who are sick, and then fighting for the healthcare they need to prevent further illness. It means affordable housing, and wages that are more than living – but that allow for thriving. It means demanding an educational system that is available to all, is culturally aware, and is not used as a political ping-pong ball by those who would promote an agenda of the supremacy of one category of person over another. And it means repairing centuries of damage caused by chattel slavery. It means telling the truth, taking responsibility, and embracing change.

Embodying justice means – embodying justice is – loving Jesus.

Which, of course, leads us to the final two of the Six Words – Be Disciples.

In our life together, if we are not doing this, then why are we here? If we are not desirous of a deep relationship with the Son of the Living God, then what are we about? Our call is to draw near to Jesus, to walk with the Holy Spirit, to praise the Father in heaven – and to be better for it. And then, it is to invite others to join in the explosive dance of the water spouts.

Virtually every single thing that the Church does is done by non-church groups – and they often do them as good or better as do we. And yet the one thing that we do that they cannot is create a deep, transformational relationship with the God who created us.

Yes, we need to provide safe spaces for people – but those spaces must be a place where the gospel is taught. Yes, we need to be of service to those with needs beyond themselves – but that service must be done with the love of Jesus shining on our faces. Yes, we want people to come to our church events and feel welcome – but when they are there, they must be told the Good News of Jesus Christ – crucified and risen.

At the risk of putting my foot against the metaphorical “third rail” – I have been doing some thinking about a controversy that surfaces from time to time in the Episcopal Church – that of what some call a practice of “open Communion” – that is, inviting the unbaptized to receive the Eucharist, even though our canons prohibit it. But here is what I have been thinking. This is the wrong argument to be having. I don’t think this should even be an issue. I think we – and I include myself – I think that we should be asking ourselves why we have people in our congregations for any significant period of time who are not baptized. Why are people not seeing the joy on our faces, hearing the truth of our words, feeling the presence of the divine from our actions, seeing our own growth in our faith in Jesus, and then, like the Ethiopian eunuch talking with Philip in Acts 8 – why are they not demanding to be baptized?

The teachings of Jesus, the way of life that Jesus offers, the freshness of joy that comes from it – these things are not crumbs. They are *“the thing with feathers that perches on the soul and sings the tunes without the words and never stops at all.”*



### Pastoral Address

My dear friends in Christ – Love Jesus. Embody Justice. Be Disciples. The love of Jesus is unquenchable – and that is a gift which does not require the purchase of a ticket. The embodiment of justice is a life of loving all those whom Jesus loves. Being disciples is dancing from water spout to water spout with joy and hope; a dancing that soaks us with a spirit of wanting more and more. And, the beauty is – Jesus gives us more and more, every time we thirst for it. Without end.

My dear friends in Christ – “Come, let us go up to the mountain of the Lord, to the house of the God of Jacob; that he may teach us his ways and that we may walk in his paths.”

Love Jesus. Embody Justice. Be Disciples. For we are the Diocese of Virginia.

In the Name of God the Father, God the Son, God the Holy Spirit. Amen.

A handwritten signature in black ink, appearing to read "Mark". The signature is stylized with a large, flowing 'M' and a small cross-like mark above the first letter.



# Proceedings

## Proceedings of the 230th Annual Convention of the Diocese of Virginia

*Friday, November 8, 2024*

*Fredericksburg, Virginia*

### **First Session**

The 230th Annual Convention of the Diocese of Virginia convened on Friday, November 8, 2024 at the Fredericksburg Convention Center in Fredericksburg, Virginia at 8:30 a.m.

The Rt. Rev. E. Mark Stevenson, Bishop of Virginia, called the convention to order and invited attendees to join in singing a hymn especially commissioned for use by the Diocese, “Deepen, God, Our Love of Jesus,” by Carl P. Daw, Jr., the words of which were shown on screen for all to follow.

Deepen, God, our love of Jesus,  
till it shapes us day by day;  
let our lives embody justice,  
purging timeworn wrongs away;  
help us learn to be disciples,  
living what we sing and pray:  
help us live as Jesus lived.

May we see in friend and stranger  
someone in your image made,  
someone we can meet and welcome,  
someone anxious and dismayed;  
let each new encounter teach us  
how to serve and heal and aid:  
help us live as Jesus lived

Free us from our easy comfort  
when injustice goes unchecked;  
help us realize how often  
people are denied respect;  
keep alive the dream that one day  
truth and mercy will connect:  
help us live as Jesus lived.

Help us grow in faith and wisdom  
as our hope and love increase;  
when we gather as your people  
let all strife and rancor cease;  
to the worlds we each inhabit  
may we bring the gift of peace:  
help us live as Jesus lived.

Following the hymn, Bishop Stevenson called the convention to order and opened with a recognition of the sufferings of both First Nations people and enslaved Africans throughout the Diocese’s past. Bishop Stevenson introduced the Rt. Rev. Gayle Elizabeth Harris, Assistant Bishop of Virginia; Chancellor J. P. Causey, Jr.; Chief of Staff Mark Eastham; the Rev. d’Rue Hazel, Canon to the Ordinary; and the Rt. Rev. Bud Shand, Visiting Bishop, before thanking all of the Diocesan staff and volunteers for their work in bringing the convention to fruition.

After the morning prayer and a reading from the Gospels, Bishop Stevenson called on Mr. Eastham for the determination of a quorum.

**Mr. Eastham reported:**

Article IV of the Constitution of the Diocese of Virginia states: “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 Council.” There being 467 members of the clerical order, 156 are required for a quorum. There being 298 members of the lay order, 149 are required for a quorum. At 8:15 a.m., a quorum was achieved, with 158 members of the clerical order and 181 members of the lay order checked in.

**Adoption of Rules of Order and Program of Convention**

Bishop Stevenson called for a motion to adopt the Rules of Order for the 230th Annual Convention; the rules were summarily adopted. The Bishop asked for a motion to adopt the program of the 230th Annual Convention, which was likewise adopted.

Bishop Stevenson appointed Mr. J. P. Causey, St. John’s, West Point, as Parliamentarian of the Convention, and Mr. Mark Eastham as Secretary of Convention. Bishop Stevenson offered thanks to all of the committees of convention, and particularly to the chairs of each.

The Bishop then recognized Ms. Terry Long, of Holy Comforter, Richmond and Chair of the Committee on Credentials, for her report. Ms. Long announced that she had examined the certificates of election of the delegates and filed with the secretary of the convention a list of those persons duly elected as delegates and alternate delegates to the 230th Annual Convention. The Bishop thanked Ms. Long and reminded those in attendance of the rules regarding who may, and may not, vote.

Bishop Stevenson called for a vote on the Consent Agenda, the contents of which were displayed on screen for attendees and provided in the Convention Packet beforehand. The Consent Agenda was adopted.

The Bishop took a moment to recognize special guests in attendance: the Rt. Rev. Susan Goff, resigned Bishop Suffragan and Ecclesiastical Authority of the Diocese of Virginia; the Rt. Rev. Ted Gulick, resigned Bishop of Kentucky and former Assistant Bishop of Virginia; the Rt. Rev. Shannon Johnston, the thirteenth Bishop of Virginia; the Rt. Rev. David Jones, resigned Bishop Suffragan of Virginia; and the convention’s keynote speaker, the Rev. Dr. Luke A. Powery, Dean of Duke University Chapel and Professor of Homiletics and African and African American Studies.

Bishop Stevenson then requested the Secretary of Convention to present his announcements. Mr. Eastham provided the convention with information regarding both the accessing of the convention center’s wireless internet and the use of closed captioning and real-time transcriptions of the convention’s proceedings; he also requested that attendees participate in the optional asset mapping survey. Mr. Eastham thanked all of the convention’s sponsors: Ministry Architects, R. A. Daffer Church Organs, Roslyn Conference and Retreat Center, Shrine Mont, Virginia Episcopal Real Estate Partners, Westminster Canterbury Shanandoah Valley, and the convention’s Platinum Sponsor, Church Schools in the Diocese of Virginia.

**Recognition of those in the Formation Process**

Bishop Stevenson recognized several individuals currently in the formation process for ordination to the diaconate and/or priesthood.

Postulants and Candidates for the Diaconate as of November 2024:

Bill Birkhofer; Melissa Carter; Mauren Carey; Ted Culley; Cabell Jones; Florian Jones-Stamm; Judi Thomas; Stephanie Werner

Postulants and Candidates for the Priesthood as of November 2024:

Paris Ball; Matthew Carter; Thomas Conroy; Jackson Davey; John Hager; Lindsey Hepler; Joshua House; Kara Laughlin; Bart Natoli; Ted Renaud; Kris Rose; Emily Rutledge; Paige Trivett; Joy Warburton

Bishop Stevenson then asked for all delegates, lay and clergy, to stand and be acknowledged, before recognizing all those who had been ordained to the diaconate or priesthood since the previous convention, the full list of which can be found in Chapter 18 of this Journal.

A video was then shown, celebrating the fiftieth anniversary of the ordination of women in the Episcopal Church. Following the video's conclusion, Bishop Stevenson introduced the 230th Annual Convention's keynote speaker, the Rev. Dr. Luke A. Powery.

The Rev. Dr. Luke Powery  
[The Gospel and the Gifts of Tears](#)



At 10:20 a.m., following Rev. Powery's oration, Bishop Stevenson called for a thirty-minute recess.

Second Session

At 10:50 a.m., Bishop Stevenson called the convention back to order and requested Mr. Eastham to explain the process for electronic voting; after the successful passing of a practice ballot, Bishop Stevenson invited the Rev. Dr. Powery back to the podium.

The Rev. Dr. Luke Powery  
[The Gospel and the Gifts of Song](#)



**Nominations for Election to Standing Committee**

Bishop Stevenson recognized Mr. Eastham, who introduced the nominees for election to the Standing Committee.

**Mr. Eastham reported:**

Per Article XV of the Constitution of the Diocese of Virginia, at each regular meeting the convention shall elect to the Standing Committee two members from each order for a term of three years. The Committee acts as a council of advice to the Bishop; and in the absence of a bishop in the diocese, is authorized to act as the diocesan ecclesiastical authority in accordance with the Constitutions and Canons. Five members of the clerical order and five members of the lay order have offered themselves for election to this office.

To be elected, the candidates must receive a majority of all ballots. One candidate who was initially a nominee, the Rev. Kim Glenn, decided to withdraw her name from consideration prior to convention.

Clergy Nominees:

- The Rev. Daniel Johnson, Christ Church, Spotsylvania
- The Rev. Gene LeCouteur, Emmanuel, Middleburg
- The Rev. Justin McIntosh, St. Paul's, Ivy
- The Rev. JT Thomas, Emmanuel, Greenwood
- The Rev. Joshua Walters, St. John's, McLean

Lay Nominees:

- Ms. Lauren Breeden, The Falls Church, Falls Church
- Ms. Margaret Jones, St. Mark's, Richmond
- Mr. Richard Leland, Church of the Good Shepherd, Burke
- Mr. Russell Lockey, Emmanuel, Harrisonburg
- Mr. Gordon Murdock, Church of Our Savior, Montpelier

While voting was underway, Mr. Eastham made several announcements regarding the location of convention workshops, before Bishop Stevenson invited the Rev. Deacon Maria Elvira Beracochea to lead the convention in Noonday Prayer, in Spanish.

Bishop Stevenson adjourned the meeting at 12:30 p.m., reminding attendees that Holy Eucharist would be at 4:45 p.m. that evening, and that the convention would reconvene at 8:30 a.m., Saturday morning.

Lunch was then made available for all. From 2:00 to 4:00 p.m., several workshops were held, the full list of which can be found in Section 9 of this Journal.

[Full Video of the Day's Proceedings](#)



*Friday, November 8, 2024*

*Fredericksburg, Virginia*

**Eucharist – Rev. Dr. Powery’s Sermon**

Thank you again for the invitation, Bishop Stevenson and so many others – the whole team. I feel like an Episcopalian. Thank you for your hospitality, and I suppose thank you for working me so hard.

Let us pray. If we could ever say anything to You, oh God, it is thank You. Thank You for this moment, thank You for this gathering, thank You for music. And for Your Word.

May we receive the balm of Your word, even now. Do what only You can do in the name of the Father, the Son, and the Holy Spirit; and all of God’s people said, Amen.

I want to share with you briefly from the title, leftovers. Leftovers. Jesus likes leftovers. The scraps, the fragments; so this is why with confidence I can make this announcement today. Jesus will never run for President of the United States. He wouldn’t want that job. I say this because in our gospel story when Jesus realized the people were going to take Him by force and make Him king, He got away to a mountain as fast as He could.

He is trying to avoid the crowd and not shake everyone’s hands in front of the cameras. He is trying to get out of the limelight, away from the paparazzi, away from the reporters, off of social media. He is not looking for private security and safety. And since we hear that it is almost Passover, we are reminded He is not safe at all. As He will eventually be the Passover lamb. The people want to crown Him with many crowns. But all He’s attuned to are the crumbs. The castaways, the leftovers. The people want to make Him a king of power, of domination. of control, because of all of the signs that they see Him doing. But He is a king of a different sort.

A king whose coronation will be on a cross. A servant king who seeks the fringes, which is why He often gets away to a mountain. A servant king like a suffering lamb, sacrificed on an altar. A lamb who knows hunger and thirst and longs for bread since He was born in the house of bread, Bethlehem.

Jesus is not trying to hold a press conference and build large edifices of worship on the hill with the latest technology or create an effective executive leadership team to implement a strategic plan. The crowds that follow Him just don’t understand.

They were so enthralled by His signs and what He was doing for the sick, so they followed the signs. They wanted the miracles, they wanted the spectacular; they, like many in our time, they love the flashy and the magical, the pomp and circumstance, the colored lights and smoke. The bigger, the better.

But not Jesus. He appears to be more interested in nature. He is like a tree-hugging God. He likes the mountains, the more mundane, the manure and the soil of life. Bread and wine, five barley loaves and two fishes. Andrew the disciple could not imagine that five loaves and two fish would feed five thousand, as much as they wanted to satisfy them. It’s extraordinary to imagine, but as Ephesians reminds us, there is a power that’s able to accomplish abundantly more than we ask. Or even imagine. Little food that feeds thousands reveals the truth of an old hymn. Little is much, when God is in it.

There is something else extraordinary here, so little, you may miss it. Even though it stretches our imagination and discipleship; when the five thousand are satisfied, Jesus told His disciples, gather up the fragments left over, so that nothing may be lost. So they gathered them up, and from the



fragments of the five barley loaves, left by those who had eaten, they filled twelve baskets. We may have thought Jesus was finished, once the masses were satisfied. But He isn't.

Because He cares about the fragments. He likes leftovers too. I mean, not only is the scattering of the food to thousands significant and a sign, but the gathering of the fragments of food is also a sign. Even remnants can be redeemed. Leftovers don't have to be lost. Gather up the fragments left over. So that nothing may be lost. Isn't that just like Jesus? He goes after the lost – the lost son, the lost coin, the lost sheep, and if you're a Duke fan, the lost Carolina Tar Heels.

I once was lost, but now there it is again. Jesus goes after the fragment that could be lost. But every single crumb matters to God. He gathers them because He knows even fragments pulled together can be nourishment for others. It is still food, twelve baskets' worth. So never despise the fragments, the scraps, the crumbs. Because Christ loves the crumbs.

He likes leftovers. What do you do with leftovers? When it comes to food, some say leftovers taste better than the initial meal. Can I get an amen? It is still food, and nourishment for others the next day or the next day, or the next day.

My father calls leftovers proven delights. One shouldn't just throw the fragments into the trash but rather see that no crumb goes to waste. It might actually be delightful. When it comes to God's unbounded love, no fragment should be lost. Every piece, every person that we may want to discard, Jesus gathers, so that nothing and no one may be lost.

Fragments are broken pieces, yet they can be food for others. Each fragment matters for the Holy Communion of God. Each leftover scrap is that precious, that special, that tender, that holy, so much so that it should always be gathered and never tossed or lost.

It is a reminder that what or who we think is trash is someone else's treasure. For every broken piece of bread, is part of God's gathered Communion. What we deem to be insignificant like a fragment might actually be our salvation.

Gather up the fragments left over. So that nothing may be lost. And this gathered bread was twelve baskets of good food. Jesus gathers scattered food, scattered humanity in times when some want to destroy the fragments and toss them into a trash heap.

But He reveals that He desires nothing and no one to be lost. He is a gathering God, and as Christians, we gather every Sunday, don't we? And then we scatter into the world. But the gathering is for, as the King James version, says "whosoever will come." Every part of the human community.

And the word for "gather" in the Gospel, reading in the Greek, is where we get the word "synagogue." Within the Jewish tradition, to bring together. So, Jesus is a bringing-together Lord. And we do this symbolically every time we gather as a church. From various walks of life, and this is relevant for individual life, too. Every piece of your life, from the past or the present, shapes who you are. Every left-over experience has led you to where you are today, whether you think it is significant or not. Together, all of the fragments of your life make up who you are, and so when you tie the pieces of your life together – experiences, relationships, backgrounds and more, whether good or bad – you see your whole life.

And not a fraction of it; you get the whole picture. Nothing is a waste in God's economy. So, nothing should be lost from your journey, because a fragment or a scrap might be exactly what someone else needs to nourish them, or to experience beauty.

As we continue to endure the crisis in the Middle East, I am reminded of my time many years ago at the Lutheran Church in Bethlehem. They have a gift shop there, and in that gift shop they sell

glass angel Christmas tree ornaments. And what's so special about those ornaments, is that they are actually created out of broken glass. From broken glass bottles, or glass broken from their ruined building after parts of it were destroyed by an attack. From pieces of rubble, from fragments of metal. From the ruins of glass rises a sign of redemption, a glass ornaments angel of light. Beauty out of ashes, beauty created from scraps. Like Jesus said, gather up the fragments left over, so that nothing may be lost.

Actually, this is so embedded in our faith, if we recognize this, that fragments are a part of our Christian life. We wouldn't have the whole Bible actually, the entire canon, if we didn't have fragments. Throughout history, archaeologists have discovered fragments of ancient scriptural manuscripts, and not just complete ones. Fragments together helped make up the whole picture. For example, there are hymn fragments throughout scripture as you know; Philippians 2, from today, is an example. It's a fragment. And the hymns of Revelation in chapters 5 and 7 as another example, they help make up the whole story of Scripture. Without them we would be missing something and not receiving all of the heavenly food.

Without, for example, the fragments in Revelations 5 and 7 we would not know how to fully praise God, or we would not realize poetry is a part of our spiritual diet. Gathered fragments can be food for our soul.

The word of God for our faith walk fragments together, nourishing the hungry soul. So, don't underestimate crumbs, broken pieces, or leftovers. Jesus likes leftovers and doesn't want anything to be lost. The five thousand are fed, but with the gathered fragments of leftovers, there are still twelve baskets full of bread. This is what crumbs together can do. Broken pieces, scraps, fragments – together, offer something worthwhile. And they are not a waste of time, energy, or money. Jesus reveals that the gathering of the fragments is an aspect of His mission. Gather up the fragments left over, so that nothing would be lost.

Not only can our individual lives be fragmented as we know, but we live in what I call a fragmentation nation. We see and experience social splinters, divides, brokenness, fragments, all over. But Jesus is a gathering God. One who aims to bring those fragments together, because together they are food. Jesus is not like David who in 2 Samuel gets Bathsheba pregnant and sets up her husband Uriah to be killed in battle. David aims to toss out others. But Jesus gathers the fragments. No matter who they are, no matter where they come from, no matter what they think or believe, or how they voted. He desires nothing and no one to be lost. He calls us to move beyond social nastiness towards shared nourishment.

Jesus says, don't throw the scraps away. I love leftovers. If we are satisfied, we may not care about the crumbs or worry that something or someone is lost. But Jesus is calling us to go and gather the lost and discarded – the fragments - because they too are bread for the world.

What do we lose if we don't gather the fragments? Perhaps we lose our taste for the living bread. But Jesus the gatherer is the bread of life, as He says later in John 6. If we are only scattering and disseminating and never gathering and assimilating, we are lost on our way.

But what do we gain, if we gather the fragments like Jesus? Perhaps, we will experience the bread of life together and experience Christ's communion in which there is nourishment for all, where nothing is lost, and no one goes hungry because they have tasted the food of God in Christ.

The leftovers remind us that there is always more food than you expect available for all, because Jesus is imperishable food, and all can be satisfied, never going hungry. The gathering of fragments, the joining together, the piecing together of broken bread reveals the holy and whole and wholesome work of God. It's not only the multiplication that is marvelous, but the assimilation is amazing. A true sign of our saving bread. And because Jesus is living eternal bread, one scholar writes Jesus is the

person who devoured by faith, will keep a people alive forever.

His nourishment never runs out, His life never ends, even when His body is broken and when we break bread into pieces to remember His fragments, we are fed from heaven. And Jesus will satisfy us more than five loaves and two fish.

If there were leftovers, with that food for the masses, how much more with the bread of life fill us and satisfy? Jesus is more than enough. His eternal salvation is more than enough, so nothing and no one should be lost. He is in eternal overflow of life, and you may be lost, feeling like a discarded, left-out fragment; but He wants to find you. He wants to gather your broken pieces, the fragments of your life, and make something new so you can nourish others. Your fragments together can be food for someone else. Jesus even wants to gather the fragments of this nation to form something new. I know it is beyond our imagination, and perhaps even our asking. But so was feeding five thousand people and having leftovers to heat up the next day. The ministry and power of Jesus is truly able to accomplish abundantly more than we asked or even imagine.

Beyond our human understanding and capacity, because He is everlasting, which means there's always enough bread of life to go around. There is enough for all. Feed on Him. But don't forget the crumbs. Let's gather the fragments, the scraps, the leftovers, and let's bring them into the bountiful baskets of God, so that all people will be satisfied. I don't want anything or anyone to be lost. Because if one fragment is lost, we all lose.

[Video of Rev. Dr. Powery's sermon.](#)



*Saturday, November 9, 2024*  
*Fredericksburg, Virginia*

### **Third Session**

The Rt. Rev. E. Mark Stevenson, Bishop of Virginia, reconvened the 230th Annual Convention at 8:30 a.m. and invited the Rev. Elizabeth F. Keeler, of Trinity, Washington, to lead the gathered in morning prayer. Ms. Carolyn Emerick, also of Trinity, Washington, then read from the Gospel According to Mark, followed by Bishop Stevenson leading the convention in the Apostles' Creed.

A short video regarding Shrine Mont and its upcoming one-hundredth anniversary was then shown, followed by Ms. Heidi J. Kim, Interim Canon for Discipleship for the Diocese of Virginia leading discussions and conducting surveys pertaining to Shrine Mont. Following these discussions, Bishop Stevenson offered a prayer for Shrine Mont as it approaches its centennial.

### **Results of Ballot One**

The Bishop called on Secretary of Convention Mr. Mark Eastham to announce the results of the first ballot for election to the Standing Committee.

For Standing Committee members of the lay order, Ms. Lauren Green was elected; voting for the remaining members of the lay order, as well as for the clergy for which no one moved forward, were then held while a video was shown highlighting the work of the Truth and Reparations Task Force.

Bishop Stevenson presented the 2024 Meet Me in Galilee Award to The Falls Church, in recognition of their multi-year investigation into the role slavery and racism played in the history of their church; the Rev. Burl Salmon, rector of The Falls Church, accepted the award on behalf of his congregation.

The Bishop then called on Canon Kim to guide the attendees in further table discussions and Menti.com surveys.

### **Results of Ballot Two**

Mr. Eastham then announced the results of the second ballot. Margaret Jones was elected to serve as a lay member of the Standing Committee. Once again, no member of the clergy was elected to the Standing Committee, necessitating a third ballot. While votes were being cast, Mr. Eastham made several announcements:

- The next ordination to the priesthood would be February 1, 2025, at St. Andrew's, Arlington at 10:30 AM.
- The Spring Clergy Retreat at Shrine Mont would be held April 28-30, 2025.
- The 231st Annual Convention of the Diocese of Virginia will once again be held at the Fredericksburg Convention Center, November 6-8, 2025.

### **Reports of Committees**

The Bishop began the business session with a prayer.

The Lord be with you, let us pray. Almighty God, be present with us now. Let all our deliberations ten to Your glory, in the furtherance of the Gospel. That our discussions be charitable, and our conclusions fruitful.

May the breeze of Your Holy Spirit breathe among us, instead of longwindedness. Let there be

no fighting of corners, nor the sacrificing of long-term trust for short-term popularity. In short, Lord God, may this meeting end on time, with Your kingdom further. Through the one who used few words, but to great effect, Jesus Christ, our Lord.

### **Committee on Constitutions and Canons**

Bishop Stevenson introduced Parliamentarian Mr. J. P. Causey, Jr., chairman of the Committee on Constitutions and Canons, who provided the committee's report.

Mr. Causey thanked all of the committee members for their hard work and diligence, requesting they stand and be recognized as he called out their names.

Mr. Causey also thanked the convention for adopting the Consent Agenda, and particularly C-1 and C-2, as those required significant attention to detail on the committee's part. The issues they address were pointed out following last year's convention, and Mr. Causey thanked Chris Rose and Russ Randle for bringing such issues to the committee's attention. Mr. Causey explained that the Bishop appointed a work group, headed by Scott Caulkins, that worked to produce C-1 and C-2, going page by page to find any discrepancies in the Constitutions and Canons. Mr. Causey stated that the workgroup would continue to address additional issues not covered in their most recent scope of work.

The workgroup consisted of the Rev. J. Michael Cadaret, the Rev. Emily Krudys, the Rev. Jay Morris, the Rev. Sven vanBaars, Mr. Scott Caulkins, Ms. Laura Loch, Mr. Garway Bright, and Mr. Trevor Cox.

All amendments were adopted, and the Bishop thanked the committee for their work and discharged them.

### **Committee on Resolutions**

Bishop Stevenson introduced the Rev. Dina Widlake, Epiphany, Oak Hill, who provided the report from the Committee on Resolutions.

Rev. Widlake reported that all three of the committee's resolutions were passed on the Consent Agenda, and that fact constitutes the totality of the committee's report. Rev. Widlake offered her deepest thanks to all of whom she served with on the committee, having considered it a privilege to do so.

Bishop Stevenson offered his thanks for their efforts and discharged the committee.

### **Report of the Treasurer**

Mr. Ted Smith, Treasurer of the Diocese, was introduced by the Bishop, and provided his report to the convention.

Mr. Smith reported:

Thank you, Bishop Stevenson. Bishops, members of Convention, colleagues, and siblings in Christ: Good morning. I am Ted Smith, your Diocesan treasurer.

As usual, this morning I will touch on data I need to report each year, our current financial standing, events in 2022, and next year's budget.

First, a word about Church Pension Group (CPG). Last year, CPG paid out \$460 million in benefits to clergy, lay employees, and their dependents, of which \$232 million were medical

claims. As of March 30 (which is their annual reporting date) they held total net assets available for benefits of \$17.5 billion. This number represents 2.35 times the present value of their future pension obligations, an improvement over last year. CPG's investment goal is 4.5% over inflation, which over the last ten years translates to an average annual rate of 7.3%, and against this measure CPG has achieved an average annual return of 7.6%.

In December CPG will announce what cost-of-living increase will be in effect January 1, 2025 for beneficiaries of the Clergy Pension Plan. The 2023 increase was 3.2% for clergy; no increase was granted in the lay or staff defined benefit plans. CPG has announced the amount of Episcopal Church related income retired clergy may earn in a twelve-month period for 2025 is \$44,500.

Turning to the income statements, the 2023 financial statements are in their final review and will be posted alongside those of prior years on the Diocesan web site when final. Our draft statement of activities for 2023 shows that after controlling for unrealized gains on our investment portfolio, we came out about \$12,000, or two-tenths of a percent, favorable to budget. Also of note is that actual parish income for 2023 was within one percent of the forecasted number.

For 2024, with parish contributions again tracking close to the budget, and only one major expense yet to hit the ledger, we are currently tracking to finish the year in a slight surplus.

As I looked over my address from last year, I saw that I mainly delivered bad or cautionary news. I am glad this morning to highlight several good things for you. You've heard at least once this Convention about the grant from the Lilly Foundation. There are many great things about this news; from my seat one of them is that while the grant spans five years, the money has been paid up front. That \$1.25 million is in the bank and we're coming up with a plan to earn some favorable interest on that sum as the program unfolds. Similarly, the Diocese was the final beneficiary of a trust earlier in 2024. We've received most of the money and Truist has worked with us to place it in an interest-bearing vehicle until the trustee finalizes the settlement of the trust, and the uses of the corpus are determined.

The Trustees of the Funds, through September of this year, are enjoying some strong performance. The balanced fund has returned 22.8% over that time, compared to its policy benchmark of 21.3% and CPI plus 4.5% at 7%. They have invited me to participate in their meetings with a seat and a voice, and have also added two other advisors, from a congregation and a related organization, with expertise in institutional investing and cyber security.

In a moment, you will hear a report from Ms. Deborah Gandy of St. Mary's, Arlington, chair of the Budget Committee. In closing, I would like to highlight an important aspect of the budget process that spills over into the rest of our work together.

This budget uses income assumptions enabled by the Covenantal Giving process adopted by Convention in 2021. These assumptions rely on the filing of parochial reports. This year we had another year of improved rates of report completion. As you heard Bishop Stevenson say in his address Thursday evening, this data doesn't just hibernate in a spreadsheet after the Covenantal Giving letters go out; it is key to seeing what is happening in the Diocese and it is used by almost every team in the diocesan offices. Thank you so much for this.

It's now time for me to get out of the way so that the budget hearing can commence. Thank you for your time this morning and I look forward to serving as your Treasurer in 2025.

Bishop Stevenson then called Ms. Deb Gandy, of St. Mary's, Arlington and chair of the Committee on Budget, for her report.

Ms. Gandy requested that the members of the Committee on Budget stand and be acknowledged by the convention.

**Ms. Gandy reported:**

The proposed budget is balanced at \$6,529,000. The increase in income, driven by the final step up of the Covenantal Giving Plan to 10%, shows 31 exceptions have been granted to the plan. The aggregate reduction in revenue from this is \$495,611. The average pledge for those congregations is 6%. On the expense side, increases reflect increased commitment to camping and college ministry, as well as the full cost of convention and full year impact of additional staff.

You have heard the budget as it has been presented by our treasurer, Ted Smith. Thank you so much for your time this morning.

Mr. Smith then returned to the podium to provide additional insight regarding the Treasurer's report, his explanation and slides of which can be found in Appendix A of this Journal.

Following the conclusion of Mr. Smith's supplementary report, the Rev. Sven Van Baars, Abingdon, White Marsh approached the podium to thank the congregations that are living into the covenantal giving plan and offered encouragement for others to do so, as well.

Ms. Olivia Andres, speaking on behalf of Campus Ministries, asked a clarifying question regarding the budget, and the status of campus ministry as a full-time position at George Mason University, noting that the funding was restored but the position is still approximately three-quarters paid. Mr. Smith replied that there may be some discrepancy as to the understanding of the restored funds between the Diocese and Campus Ministries, but he hopes that the continued consultation work provided by Ministry Architects will bring some clarity to that issue, amongst others.

With no further questions or discussions, the budget was voted upon and passed. Bishop Stevenson thanked Ms. Gandy for her work and discharged the Committee on Budget.

The Bishop noted that business was concluded earlier than expected and thanked the staff and volunteers of the Diocese of Virginia for their efforts in organizing and successfully managing the convention. Bishop Stevenson also thanked the staff of the Fredericksburg Convention Center for their work and gracious hospitality.

The Bishop thanked the Rev. Peyton Williams, St. Andrews, Richmond, for her helping with the liturgy, her assistance having been requested at the last minute. He then invited the Assistant Bishop of Virginia, the Rt. Rev. Gayle E. Harris to address the convention. Bishop Harris thanked all in attendance for the prayers and well-wishes regarding her recent medical procedures and emphasized her feeling that the Diocese of Virginia is now truly her home.

**Results of Ballot Three**

Mr. Eastham announced that the third ballot had resulted in the election of one member of the clergy to the Standing Committee and the Rev. Daniel Johnson was congratulated for his election. A fourth ballot was required to round out the Standing Committee's roster.

While the fourth ballot was underway, Bishop Stevenson requested those gathered join him once again in singing the hymn "Deepen, God Our Love of Jesus."

Following the hymn, Mr. Eastham reminded the convention that the proceedings of the 230th Annual Convention have been recorded and would be available for viewing via Youtube. Mr. Eastham also took a point of personal privilege to recognize Mrs. Ursula Baxley, who as of the 230th

Convention, has served as a delegate for nearly forty years.

### **Results of Ballot Four**

Mr. Eastham announced the results of the fourth ballot, congratulated the Rev. JT Thomas on his election to the Standing Committee.

Bishop Stevenson instructed all members of the Standing Committee to meet following the convention's adjournment.

### **Adjournment**

All business concluded, Bishop Stevenson offered a blessing and adjourned the 230th Annual Convention of the Diocese of Virginia at 12:30 p.m.

[Full Video of the Day's Proceedings](#)





*Treasurer's Report – Appendix A*

*Supplementary Report from Diocesan Treasurer, Mr. Ted Smith, concerning the Proposed 2025 Budget*

## Year over year change – Income

<b>2024 Budgeted Income (USD)</b>	<b>6,070,600</b>
Anticipated Pledge Income	423,300
Health Insurance Administration Reimbursement	5,000
Rents & External Trusts	2,100
Fund Income	-
Reserve Release	-
<b>2025 Draft Budgeted Income</b>	<b>6,501,000</b>

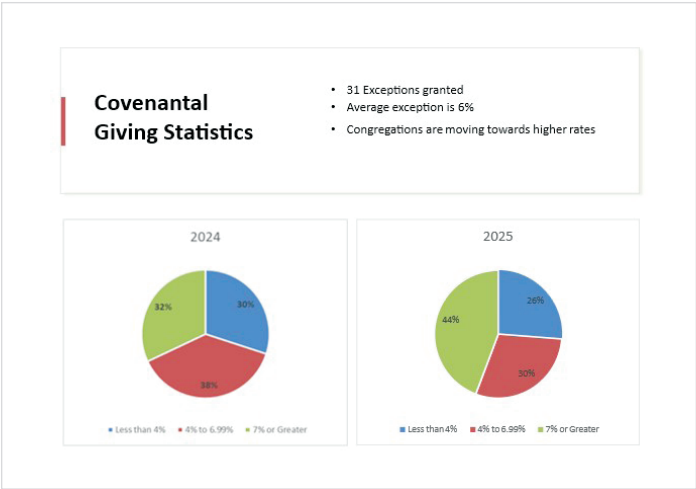
**Mr. Smith reported:**

Some of you were on the budget open hearing online. I would like to give you the walk from last year to this year that I did during that hearing. So, on the income side, as Deb noted, the anticipated pledge income is increasing by just over \$420,000.

That is due to the step up from 9% to 10%. That is the final step up in the covenantal giving plan. And we have made conservative estimates in building this anticipated pledge income number. We have not only baked in the exceptions that were applied for and granted, but also, if a congregation had applied for one in the past, we did not count them in that 10%. We budgeted that at the prior year's giving. And we probably will still hear from some congregations as the year goes on. The rest of the increases are pretty cut and dry. Our health insurance administration reimbursement is going up very slightly, because we only had a small uptick in the cost of health insurance this year.

Most of our plans went up 4%, a few went up 8%. And then for the \$2100 in external trust, that is a result of one of our trusts that is external to the diocesan control change their fee structure. So, fees are going to be lower. We're going to get more income.

And then the last one is, in Fund Income, last year we had taken income from all of the funds that were available for us to draw on, for the budget. This year we have a full-time archivist and historiographer, and that person needs funds to do their work. There is a fund called the Diocesan Library Fund which, up to this point, had not been part of the operating budget, but now it is. So, we are taking the distribution from that fund. And we do not anticipate needing a reserve release; that is why that is zero from year to year.



A few statistics about the Covenantal Giving Plan. We talked about 31 exceptions have been granted, the average is 6%, and the reduction in revenue resulting from those exceptions is \$495,611. What I would like to highlight here is, the progression you see, the blue bars are the distribution of pledges from groups with an exception in 2024, this year versus budgeted in red for 2025. The groups on the lower end of the pledge spectrum less than 3% and 4-7% are getting smaller. The group that is getting closer and closer to the tithe to 10% is getting bigger. The congregations are making progress and getting towards that 10%.

Year over year change - Expense	
2024 Budgeted Expense (USD)	6,070,600
The Episcopate	141,947
Evangelism and Christian Formation	125,954
Church Citizenship and Grant Programs	123,324
Support and Development of the Ministry	55,990
Administration & Operations	20,884
Direct Support of Congregations In the Diocese	12,174
Ministries of Human Dignity & Justice	(23,400)
Governance, Communications, & Finance	(26,473)
2025 Draft Budgeted Expense	6,501,000

The expense side. And I have grouped these by the budget baskets that we use. In the Episcopate, this is driven by the cost of personnel. The addition of a position for diocesan development and the full year impact of having the archivist on staff.

Evangelism in Christian Formation, these are program related. \$50,000 increase to the camps’ budget. In that line of the budget, we subsidize all of the overhead of running camp – the nurses, supplies, the central camp staff – so the cost of a camper pays to come is the program we offer them. We have taken note of some of the work and Ministry Architects has done and gone

back and reviewed how much those costs are over the last three years. We are reflecting on the true cost of camp overhead that we have experienced recently.

Also, the budget group granted all of the Campus Ministry budget requests. Of note in those requests is expanded ministry partnership in Richmond with Virginia Commonwealth University, through Grace and Holy Trinity Church. The Church Citizenship and Grant Programs, this increase is primarily driven by the expense of the annual convention. Frankly we did not budget correctly for it last year. We now understand the true cost of putting on this event, and this number reflects that.

In Support and Development of the Ministry, this reflects the full year cost of the Minister for Congregational Development. That is the largest increase. This role is split 50/50 between the baskets of Support and Development of the Ministry and in Direct Support of the Congregations.

In the Administration and Operations basket, our church insurance bill is increasing just like yours. It's every year, and our audit fee is increasing. I mentioned on the zoom that our auditors have been bought out by a private equity firm, and the first thing that happens is that everything those firms do gets more expensive. This is the last year of our contract with them, and we are joining with other diocesan organizations to put a group RFP; we recognize that we can't stop those costs from going up, but we can try to contain them a bit, so we are working on that. This also is the area in which the additional costs for support of the archival work, the lion's share of that is scanning documents, and organizing documents that we have. There is also funding there for materials to do that work, and the acquisition of some resources.

Direct Support of Congregations, this again is half of the cost of the Congregational Development person, offset by the end of the Root Thrive Soar contract, as that contract has run its course.

Ministries of Human Dignity and Justice, this decrease simply reflects that we've had a change in staffing in administrative support of that area, and the cost is shared with Evangelism and Christian Formation department.

In the Governance area, the increase in staff costs is offset by the new communications model where we have contracted out for management of communication. Supported by one staff person, and many contractors. And you have seen the fruit of those efforts in the great videos that you have seen this weekend.



# Resolutions

## Resolutions as Submitted

### R-1 Resolution for More Welcoming and Inclusive Language for the Deaf and Hard of Hearing

**Resolved**, the Committee on Resolutions and the Committee on Amendments to the Constitution and Canons are directed by the 230th Annual Convention of the Diocese of Virginia to review any language in any current or future resolutions or canons to change terminology referring to people with hearing loss from “deaf and hearing-impaired” to “deaf and hard of hearing.”

#### Rationale

This is in response to a resolution that was passed three years ago that contained language that is considered less welcoming and inclusive.

*Submitted by The Rev. Joe Hensley, St. George's Fredericksburg  
Ms. Beth Klein, St. George's, Fredericksburg*

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### CR-1 Mr. John Robert “Bob” Thomas

**Whereas**, John Robert “Bob” Thomas, Lay Pastoral Leader, peacefully departed this life at his home and entered the nearer presence of God on March 11, 2023; and

**Whereas**, Bob Thomas was a devoted lay pastor, enjoying and engaging in God’s Creation, sportsmanship, and the warm company of friends and family; and was a faithful missionary of our Lord Jesus Christ to everyone he met at church, at work, or even in the grocery store, and Whereas, following his graduation from E.C. Glass High School in Lynchburg in 1967, Bob attended Virginia Polytechnic and State University, majoring in Forestry and Wildlife, graduating in 1972; and

**Whereas**, there Bob met and married his love, Kathryn Haney, to whom he was married for 52 years and 51 weeks; and

**Whereas**, with his wife, Kathryn, he raised five children, Richard, Emily, Daniel, Elizabeth, and Abraham, and was the beloved grandfather to his grandchildren, Galileo, Griffin, Lincoln, Eleanor, June, Robert, Hannah, Sophia, Lucy, and Tristan; and

**Whereas**, spending his career with the Virginia Department of Agriculture and Consumer Services as an ornithologist, Bob paused at every visit to care for the needs and concerns of the farmers with whom he worked and always shared the Good News of Jesus Christ; and

**Whereas**, Bob served the smallest rural parishes in the Diocese from 1979 until a month before his final hospitalization in February of 2023, making sure that their voice and presence was known to the larger Body of Christ in the Diocese of Virginia; and

**Whereas**, Bob was installed as Lay Vicar in Charge by Bishop David Jones at Good Shepherd of the Hills in Boonesville In Albemarle County in 1996; and

**Whereas**, with the Rev. Janet McDonald, the Rev. Jane Piver, Bob Mares, and Ann Mingledorff, Bob served as a member of the Mountain Mission Team which ministered to five small rural parishes in Albemarle and Page Counties; and

**Whereas**, Bob’s model of service has been passed on to his entire family, including all his children,

and grandchildren, and especially his granddaughter, Hannah Rees; and

**Whereas**, Bob Thomas was known by many in the Diocese of Virginia and in its Conventions as “Mountain Bob” for his dedication and service to the Mountain Missions; now

**Therefore, be it resolved** that the 229th Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of Robert “Bob” Thomas, and

**Be it further resolved** that a copy of this resolution be provided to his wife, The Rev. Deacon Kathryn Thomas, and that it be recorded in the minutes of the 230th Annual Convention.

*Submitted by the vestries of Grace, Stanardsville and Piedmont, Madison*

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## **CR-2 Ms. Lynn Gray**

**Whereas**, Lynn Gray, known to the camp community also as “Nurse Lynn”, commenced her ministry for The Diocese of Virginia as a camp nurse at Shrine Mont Camps in 2006; and

**Whereas**, Lynn Gray served camp devotedly and passionately for 18 years as both a recurring session nurse and a Nursing Coordinator. The Diocese recognizes the diligent, compassionate, and inclusive work Lynn Gray has provided to camp during this time. She shared her medical expertise with our program, setting forth best practices that have served camp both during her tenure and well into camp’s future. Her work included hiring session nurses, being consultant for the Director of Shrine Mont Camp during the off season, reviewing each 400+ camper medical forms, providing care during sessions to campers, talking with parents to develop treatment plans, staying up throughout the night to assist campers, making camp policy and more. We give specific thanks to Lynn’s council and work throughout a global pandemic wherein Shrine Mont Camp was able to run safe and effective programming a year out from its inception in 2021; and

**Whereas**, Lynn Gray went above and beyond her role as Nurse Coordinator, serving as a caretaker who soothed anxieties of both parents and staff. Lynn has always operated as a source of unconditional love and acceptance amongst campers and staff, and has often been a first point of contact for nervous parents. Lynn’s service often included assisting camp in developing programming that could appropriately and safely accommodate campers from all spaces, including those with mental health challenges, exceptional medical needs, family systems facing difficult moments and more.; now

**Therefore, Be it Resolved**, that we appreciate and celebrate Lynn Gray’s attention to our ever-evolving camp community. Lynn’s compassion for others is ever-increasing, and Shrine Mont Camps was able to benefit from her generous spirit during her tenure on the mountain.

*Submitted by the Bishops and staff of the Diocese of Virginia*

## Resolutions as Amended by the Resolutions Committee

### RESOLUTIONS

#### **R-1 Resolution for More Welcoming and Inclusive Language for the Deaf or Hard of Hearing**

The Committee recommends the **adoption** of R-1 with the amendment, as follows, and recommends that R1a be placed on the Consent Agenda:

#### **R-1a Resolution for More Welcoming and Inclusive Language for the Deaf or Hard of Hearing**

Resolved, the Committee on Resolutions and the Committee on Amendments to the Constitution and Canons are directed by the 230<sup>th</sup> Annual Convention of the Diocese of Virginia to review any language in any current or future resolutions or canons to change terminology referring to people with hearing loss from “deaf and hearing-impaired” to “deaf or hard of hearing.”

*Submitted by The Rev. Joe Hensley, St. George’s Fredericksburg*

*Ms. Beth Klein, St. George’s, Fredericksburg*

*As amended by the Resolutions Committee*

### COURTESY RESOLUTIONS

#### **CR-1 Mr. John Robert “Bob” Thomas**

The Committee recommends **adoption** of CR-1 with the amendment, as follows, and recommends that CR-1a be placed on the Consent Agenda:

#### **CR-1a Mr. John Robert “Bob” Thomas**

**Whereas**, John Robert “Bob” Thomas, Lay Pastoral Leader, peacefully departed this life at his home and entered the nearer presence of God on March 11, 2023; and

**Whereas**, Bob Thomas was a devoted lay pastor, enjoying and engaging in God’s Creation, sportsmanship, and the warm company of friends and family; and was a faithful missionary of our Lord Jesus Christ to everyone he met at church, at work, or even in the grocery store, and

**Whereas**, following his graduation from E.C. Glass High School in Lynchburg in 1967, Bob attended Virginia Polytechnic and State University, majoring in Forestry and Wildlife, graduating in 1972; and

**Whereas**, there Bob met and married his love, Kathryn Haney, to whom he was married for 52 years and 51 weeks; and

**Whereas**, with his wife, Kathryn, he raised five children, Sean, Emily, Daniel, Elizabeth, and Abraham, and was the beloved grandfather to his grandchildren, Galileo, Griffin, Lincoln, Eleanor, June, Robert, Hannah, Sophia, Lucy, and Tristan; and

**Whereas**, spending his career with the Virginia Department of Agriculture and Consumer Services as an ornithologist, Bob paused at every visit to care for the needs and concerns of the farmers with whom he worked and always shared the Good News of Jesus Christ; and

**Whereas**, Bob served the smallest rural parishes in the Diocese from 1979 until a month before his final hospitalization in February of 2023, making sure that their voice and presence was known to



the larger Body of Christ in the Diocese of Virginia; and

**Whereas**, Bob was installed as Lay Vicar in Charge by Bishop David Jones at Good Shepherd of the Hills in Boonesville, Albemarle County in 1996; and

**Whereas**, with the Rev. Janet McDonald, the Rev. Jane Piver, Bob Mares, and Ann Mingledorff, Bob served as a member of the Mountain Mission Team, which ministered to five small rural parishes in Albemarle and Page Counties; and

**Whereas**, Bob's model of service has been passed on to his entire family, including all his children and grandchildren, especially his granddaughter, Hannah Rees; and

**Whereas**, Bob Thomas was known by many in the Diocese of Virginia and in its Conventions as "Mountain Bob" for his dedication and service to the Mountain Missions; now

**Therefore, be it resolved** that the 230th Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of Robert "Bob" Thomas, and

**Be it further resolved** that a copy of this resolution be provided to his wife, The Rev. Deacon Kathryn Thomas, and that it be recorded in the minutes of the 230th Annual Convention.

*Submitted by the vestries of Grace, Stanardsville and Piedmont, Madison  
As amended by the Resolutions Committee*

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## **CR-2 Ms. Lynn Gray**

The Committee recommends **adoption** of CR-2 with the amendment, as follows, and recommends that CR-2a be placed on the Consent Agenda:

### **CR-2a Ms. Lynn Gray**

**Whereas**, Lynn Gray, known to the camp community also as "Nurse Lynn", commenced her ministry for The Diocese of Virginia as a camp nurse at Shrine Mont Camps in 2006; and

**Whereas**, Lynn Gray served the camp devotedly and passionately for 18 years as a recurring session nurse and a Nursing Coordinator. The Diocese recognizes the diligent, compassionate, and inclusive work Lynn Gray has provided to camp during this time. She shared her medical expertise with our program, setting forth best practices that have served the camp both during her tenure and well into the camp's future. Her work included hiring session nurses, being a consultant for the Director of Shrine Mont Camp during the off-season, reviewing each of the over 400 camper medical forms, providing care during sessions to campers, talking with parents to develop treatment plans, staying up throughout the night to assist campers, making camp policy and more. We give specific thanks for Lynn's counsel and work throughout a global pandemic wherein Shrine Mont Camp was able to run safe and effective programming a year out from its inception in 2021; and

**Whereas**, Lynn Gray went above and beyond her role as Nurse Coordinator, serving as a caretaker who soothed the anxieties of both parents and staff. Lynn has always operated as a source of unconditional love and acceptance amongst campers and staff and has often been a first point of contact for nervous parents. Lynn's service often included assisting the camp in developing programming that could appropriately and safely accommodate campers from all spaces, including those with mental health challenges, exceptional medical needs, family systems facing difficult moments, and more.

**Therefore, be it Resolved**, that the Diocese of Virginia appreciates and celebrates Lynn Gray's

attention to our ever-evolving camp community. Lynn's compassion for others is ever-increasing, and Shrine Mont Camps benefited from her generous spirit during her tenure on the mountain.

*Submitted by the Bishops and staff of the Diocese of Virginia  
As amended by the Resolutions Committee*

## Resolutions as Adopted

### R-1a Resolution for More Welcoming and Inclusive Language for the Deaf or Hard of Hearing

Resolved, the Committee on Resolutions and the Committee on Amendments to the Constitution and Canons are directed by the 230th Annual Convention of the Diocese of Virginia to review any language in any current or future resolutions or canons to change terminology referring to people with hearing loss from "deaf and hearing-impaired" to "deaf or hard of hearing."

*Submitted by The Rev. Joe Hensley, St. George's Fredericksburg  
Ms. Beth Klein, St. George's, Fredericksburg  
As amended by the Resolutions Committee*

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### CR-1a Mr. John Robert "Bob" Thomas

**Whereas**, John Robert "Bob" Thomas, Lay Pastoral Leader, peacefully departed this life at his home and entered the nearer presence of God on March 11, 2023; and

**Whereas**, Bob Thomas was a devoted lay pastor, enjoying and engaging in God's Creation, sportsmanship, and the warm company of friends and family; and was a faithful missionary of our Lord Jesus Christ to everyone he met at church, at work, or even in the grocery store, and  
**Whereas**, following his graduation from E.C. Glass High School in Lynchburg in 1967, Bob attended Virginia Polytechnic and State University, majoring in Forestry and Wildlife, graduating in 1972; and

**Whereas**, there Bob met and married his love, Kathryn Haney, to whom he was married for 52 years and 51 weeks; and

**Whereas**, with his wife, Kathryn, he raised five children, Sean, Emily, Daniel, Elizabeth, and Abraham, and was the beloved grandfather to his grandchildren, Galileo, Griffin, Lincoln, Eleanor, June, Robert, Hannah, Sophia, Lucy, and Tristan; and

**Whereas**, spending his career with the Virginia Department of Agriculture and Consumer Services as an ornithologist, Bob paused at every visit to care for the needs and concerns of the farmers with whom he worked and always shared the Good News of Jesus Christ; and

**Whereas**, Bob served the smallest rural parishes in the Diocese from 1979 until a month before his final hospitalization in February of 2023, making sure that their voice and presence was known to the larger Body of Christ in the Diocese of Virginia; and

**Whereas**, Bob was installed as Lay Vicar in Charge by Bishop David Jones at Good Shepherd of the Hills in Boonesville, Albemarle County in 1996; and

**Whereas**, with the Rev. Janet McDonald, the Rev. Jane Piver, Bob Mares, and Ann Mingledorff, Bob

## Resolutions

served as a member of the Mountain Mission Team, which ministered to five small rural parishes in Albemarle and Page Counties; and

**Whereas**, Bob's model of service has been passed on to his entire family, including all his children and grandchildren, especially his granddaughter, Hannah Rees; and

**Whereas**, Bob Thomas was known by many in the Diocese of Virginia and in its Conventions as "Mountain Bob" for his dedication and service to the Mountain Missions; now

**Therefore, be it resolved** that the 230th Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of Robert "Bob" Thomas, and

**Be it further resolved** that a copy of this resolution be provided to his wife, The Rev. Deacon Kathryn Thomas, and that it be recorded in the minutes of the 230th Annual Convention.

*Submitted by the vestries of Grace, Stanardsville and Piedmont, Madison*  
*As amended by the Resolutions Committee*

---

### CR-2a Ms. Lynn Gray

**Whereas**, Lynn Gray, known to the camp community also as "Nurse Lynn", commenced her ministry for The Diocese of Virginia as a camp nurse at Shrine Mont Camps in 2006; and

**Whereas**, Lynn Gray served the camp devotedly and passionately for 18 years as a recurring session nurse and a Nursing Coordinator. The Diocese recognizes the diligent, compassionate, and inclusive work Lynn Gray has provided to camp during this time. She shared her medical expertise with our program, setting forth best practices that have served the camp both during her tenure and well into the camp's future. Her work included hiring session nurses, being a consultant for the Director of Shrine Mont Camp during the off-season, reviewing each of the over 400 camper medical forms, providing care during sessions to campers, talking with parents to develop treatment plans, staying up throughout the night to assist campers, making camp policy and more. We give specific thanks for Lynn's counsel and work throughout a global pandemic wherein Shrine Mont Camp was able to run safe and effective programming a year out from its inception in 2021; and

**Whereas**, Lynn Gray went above and beyond her role as Nurse Coordinator, serving as a caretaker who soothed the anxieties of both parents and staff. Lynn has always operated as a source of unconditional love and acceptance amongst campers and staff and has often been a first point of contact for nervous parents. Lynn's service often included assisting the camp in developing programming that could appropriately and safely accommodate campers from all spaces, including those with mental health challenges, exceptional medical needs, family systems facing difficult moments, and more.

**Therefore, be it Resolved**, that the Diocese of Virginia appreciates and celebrates Lynn Gray's attention to our ever-evolving camp community. Lynn's compassion for others is ever-increasing, and Shrine Mont Camps benefited from her generous spirit during her tenure on the mountain.

*Submitted by the Bishops and staff of the Diocese of Virginia*  
*As amended by the Resolutions Committee*



# **Amendments to the Constitution and Canons**

## Amendments as Submitted

### **C-1: Resolved that the Constitution of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution. (FIRST READING)**

#### *Submitted by:*

*The Constitution and Canons Work Group: Garway Bright, Christ Church, Glen Allen*

*The Rev. Michael Cadaret, St. Bartholomew's, Richmond*

*R. Scott Caulkins, Church of Our Saviour, Charlottesville Trevor Cox, St. James's, Richmond*

*The Rev. Emily Krudys, Church of Our Saviour, Montpelier Laurel Loch, St. George's, Fredericksburg*

*The Rev. Jay Morris, Aquia Episcopal Church, Stafford*

*The Rev. Sven vanBaars, Abingdon Episcopal Church, White Marsh*

#### **Rationale:**

The Constitution and Canons Work Group was appointed in January 2024 to conduct a comprehensive review of the Constitution and Canons of the Diocese and make recommendations for replacing gender-specific language and clarifying and updating the language and grammar throughout the documents, without making substantive changes. The Work Group is distinct from the Convention Committee on Constitution and Canons. The Work Group met (by Zoom) multiple times and subgroups met additional times over the course of five months to discuss in detail each provision of the Constitution and Canons and prepare revisions to present to the Convention of the Diocese.

The revisions to the Constitution, proposed in C-1, and the Canons, proposed in C-2, are intended to accomplish the following objectives (again, without making substantive changes):

1. *To replace masculine pronouns and other masculine designations, such as "clergyman," with gender-neutral terms so that the Constitution and Canons reflect, acknowledge, and embrace the inclusiveness of the Church and our baptismal commitment to respect the dignity of every human being.* The masculine-only pronouns "he" (24 times), "his" (23 times), and "him" (8 times) appear throughout the Diocesan Constitution and Canons in reference to members of the clergy and lay persons holding positions with the Diocese -- e.g., the Secretary (Article XI of the Constitution) and the Treasurer (Article XII of the Constitution). The term "clergyman" appears 3 times. In the years following the approval of the ordination of women to the priesthood in the Episcopal Church, the Constitution and Canons of the General Convention were revised to eliminate the use of masculine-only pronouns. Similar revisions were never made to the Constitution and Canons of the Diocese of Virginia. The Constitution and Canons each includes a provision stating that "The masculine pronoun whenever used . . . shall be deemed to include the feminine pronoun." (Article XX of the Constitution; Canon 29); however, the reach of these provisions is limited, covering only masculine and feminine pronouns, and it does not address other non-neutral, gendered language. Consequently, the Work Group has proposed to amend by eliminating pronouns and replacing them with gender-neutral nouns. (For example, "clergyperson" replaces "clergyman" and "The Treasurer's" replaces "his.")
2. *To remove obsolete provisions so that the Constitution and Canons are not cluttered with useless and outdated provisions.* In furtherance of this objective, the following provisions have been deleted in the proposed revisions:
  - a. In the Constitution, Article XVIII (a transitional provision that is no longer applicable) and Article XX (which is unnecessary if the proposed changes to remove masculine pronouns are adopted).
  - b. In the Canons, Canons 22.3 and 27.13 (both transitional provisions that are no longer

applicable) and Canon 29 (Gender of Pronouns), which are unnecessary if the proposed changes to remove masculine pronouns are adopted.

3. *To clarify and make consistent the language, grammar, punctuation, and order in the Constitution and Canons so that they are easier to understand for all who refer to and rely upon them.* The proposed revisions remove outdated language and ensure consistency and uniformity in terminology, structure, and language style. Among these, the proposed revisions seek to conform to the style guide used by the Diocese and to use consistently the “Oxford comma.” Additionally, the use of the term “Convention” applies to the convening body of the Diocese, whereas the meetings of the Convention are identified as such. In some cases, cross-citations to related provisions are proposed for clarity and ease of reference. Four changes are proposed to the order of the Canons for purposes of clarity:
  - a. Sections 7 and 8 of Canon 11 (Election and Organization of Vestries, and Call of Congregational Meetings) are reversed to align more closely with the order of events in the election and qualification of new vestry members.
  - b. Canon 9.3 (which addresses the authority of the Executive Board over an inactive Church) was moved from Canon 9 (Boundaries) and inserted as a new section at the end of Canon 10 (Churches).
  - c. Canon 19, Subsection 1(h) (which addresses the Executive Board’s authority with respect to financial matters and business methods) was removed from Canon 19 (The Treasurer of the Diocese) and added to Section 5 of Canon 7 (Executive Board).
  - d. Canon 31 (Health Insurance) was inserted in place of Canon 29 (Gender of Pronouns), which as mentioned above is proposed for deletion, appropriately leaving Canon 30 (Amendments to the Canons) as the final Canon.
4. *To update and conform the language of the Constitution and Canons to the current practices of the Diocese.* Revisions were made to the following canons to conform the language to current practice:
  - a. Canon 13, which addresses business methods in church affairs, states in Section 2 that the “Finance Committee of the Diocese” has the authority to approve the methods used for investing trust, endowment, and other funds of the Diocese. Canon 25 states in Section 1 that the “Finance Committee of the Diocese” is appointed to perform the duties relating to financial matters enumerated in Canon 25. The Diocese does not have a Finance Committee; rather, the Executive Board has the authority to perform and performs the duties enumerated in Canons 13 and 25. Accordingly, to align with current practice these canons are revised to refer to the Executive Board rather than a Finance Committee.
  - b. Canon 31 (Health Insurance), which as mentioned above is inserted as Canon 29 in the proposed revisions, refers in Section 2 to “annual guidelines offered by the Diocesan Compensation Commission as approved by the Executive Board.” Because the Diocese does not have a Compensation Commission, to conform to current practice the language is revised to state “annual guidelines approved by the Executive Board.”

**ATTACHMENT TO RESOLUTION C-1**  
**(Resolution to Amend the Constitution of the Diocese)**

*Strikethrough words and punctuation are to be omitted and underlined words and punctuation are to be added.*

## **Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia**

Whereas, the civil government in the Virginia Colony from time to time established within the bounds of the Colony parishes of the Established Church of England in Virginia, which parishes continued as such until the Church was disestablished by the several acts of the General Assembly of Virginia in 1784; and

Whereas, the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia, was organized in May, 1785, by a union of all the parishes of the disestablished Church of England within the bounds of the Commonwealth of Virginia and took part in the organization of the union of all the Protestant Episcopal Churches of the several States and, by its own formal ratification of the plan of union, became the Diocese of Virginia of the Protestant Episcopal Church in the United States of America; and

Whereas, the original Diocese of Virginia, embracing the entire State, has since been divided into several Dioceses, one of which remains established as the Diocese of Virginia;

Now, Therefore, the Diocese of Virginia acknowledges the authority and power of the General Convention of the Protestant Episcopal Church in the United States of America, as set forth in the Constitution and Canons adopted thereby, and, in the exercise of its own powers and authority, doth amend and revises the Constitution of this Diocese so that the same shall read as follows:

## **The Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia**

### **Article I. Order, Government, and Discipline.**

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

### **Article II. Meetings of the Convention.**

The Convention shall annually hold a regular meeting on a weekend, upon the date designated by the Ecclesiastical Authority ~~of the Diocese, a regular annual meeting~~ and 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. Special meetings of the Convention may be held in accordance with the provisions of Articles VII, VIII, and IX.

### **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 eChurch or Mission, and (2) the Lay members *ex officio*.
- d. There shall be at least ~~only~~ one Lay Delegate from each eChurch and Mission, to be chosen by its Vestry or its Vestry Committee. ~~But f~~from every eChurch and Mission having more than 450 ~~three hundred~~ confirmed communicants in good standing reported to the Diocesan authorities in the last ~~annual~~ parochial report, beginning with 451 the Vestry or Vestry Committee shall choose there shall be a ~~one~~ additional Lay Delegate and, thereafter, an additional Lay Delegate shall be chosen for each 300 ~~three hundred~~ confirmed communicants in good standing, as set forth below; ~~or major fraction thereof, above the first three hundred.~~

<u>Communicants in gGood sStanding</u>	<u>Lay Delegates</u>
<u>0–450</u>	1
<u>451–750</u>	2
<u>751–1050</u>	3
<u>1051–14350</u>	4
<u>1351–1650</u>	5
<u>Etc.</u>	

- e. Lay members ex officio of the Convention shall be: ~~F~~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 at the time of election) 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 are ~~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. The presence of a quorum is not required for taking a vote to adjourn the meeting.~~

## **Article V. Methods of Voting in the Convention.**

In all matters that may come before any meeting of the Convention the ~~Clergy~~Clerical order and ~~Lay order~~Lay order 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 member~~Delegate~~ and each Lay member~~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 for the election of a Bishop 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. The Bishop ~~He~~ may call a special meeting of the Convention at whatever time and place the Bishop ~~he~~ may think necessary; and whenever requested by the Standing Committee, it shall be the Bishop's ~~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 ~~is~~ be one, shall preside at any meeting of the Convention from which the Bishop is absent, or whenever the Bishop may request the Bishop Coadjutor ~~him~~ to preside.

Section 3. The ranking active Suffragan Bishop, if there ~~is~~ be one, shall preside at any meeting of the Convention if such Suffragan Bishop ~~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 this 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 ~~declares~~ 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 is ~~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. ~~The President~~ He shall not have the power to call a special meeting of the Convention except when requested so to do so 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. ~~The Secretary~~ He shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, ~~the Secretary such Priest,~~ he shall hold no other Clerical preferment. ~~The Secretary~~ He shall also serve as Secretary of the Convention, take minutes of its proceedings, and attest to the public acts of the body, and ~~.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.

~~The Treasurer~~ He, or she, shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. ~~The Treasurer~~ He shall: 1) receive and keep safely all money and other property ~~entrusted~~ confided to ~~the~~ his custody of the office; 2) ; ~~and he shall~~ disburse and dispose of the same as may be provided by Canon; ; ~~He and~~ 3) shall report annually to the Convention an account showing all money and other property received by him, and the manner in which the ~~all money and other property~~ he has ~~been~~ disbursed or disposed of 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 ~~the~~his office. At the close of each fiscal year, the accounts of the Treasurer shall be audited by a certified public accountant selected by the Standing Committee. In case of ~~the~~ misconduct by of the Treasurer, or of ~~his~~ the Treasurer's incapacity, refusal, or failure to discharge the duties of ~~the~~his office, the Standing Committee shall remove ~~the Treasurer~~him and a new appointment shall be made in the manner provided above~~provided above~~fore said.

### 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 ~~to~~ 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 meetings of the Convention~~the Annual Convention~~, but shall not have a vote unless the Chancellor does not attend ~~the~~ a meeting of ~~the Annual~~ the Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of ~~the Annual~~ the Convention in the place and stead of the Chancellor, in which case, the certified Vice Chancellor shall have a vote.

### Article XIV.

#### The Registrar of the Diocese.

A Registrar of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. The Registrar shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority and shall perform such duties as may be prescribed in the ~~Diocesan~~ Canons of this Diocese.

### Article XV.

#### The Standing Committee of the Diocese.

The Standing Committee ~~of the Diocese~~ shall consist of twelve members ~~of the Diocese~~, 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 ~~the member~~he was elected and until ~~his~~ successor is elected or appointed. No member may serve consecutive full terms. ~~shall be eligible to succeed oneself~~himself.himself.

In case of a vacancy in the Episcopal office, or in case neither the Bishop, Bishop Coadjutor, nor Bishop Suffragan ~~is~~be capable of performing the administrative duties of the Bishop, or 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 in this Diocese shall, as ~~before 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 shall 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 this Constitution and the Diocesan 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 the member or officer he was chosen.~~ Reserved for future use.**

#### **Article XIX. Amendments to the Constitution.**

This Constitution may be amended only in the following manner ~~only, namely~~: At any regular meeting of the Convention a proposed amendment shall be referred to the appropriate committee, and a report thereon shall be presented by that committee and the proposed amendment shall be considered by the Convention. If approved by the Convention, ~~it~~ the proposed amendment 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.~~

**C-2: Resolved that the Canons of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution.**

*Submitted by:*

The Constitution and Canons Work Group: Garway Bright, Christ Church, Glen Allen  
The Rev. Michael Cadaret, St. Bartholomew's, Richmond  
R. Scott Caulkins, Church of Our Saviour, Charlottesville  
Trevor Cox, St. James's, Richmond  
The Rev. Emily Krudys, Church of Our Saviour, Montpelier  
Laurel Loch, St. George's, Fredericksburg  
The Rev. Jay Morris, Aquia Episcopal Church, Stafford  
The Rev. Sven vanBaars, Abingdon Episcopal Church, White Marsh

*Rationale:* Refer to the Rationale accompanying C-1, the Resolution to Amend the Constitution.

**ATTACHMENT TO RESOLUTION C-2  
(Resolution to Amend the Canons of the Diocese)**

*Strikethrough words and punctuation are to be omitted and underlined words and punctuation are to be added.*

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 mailing 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 Cclergy canonically resident in this Diocese and of non-resident Cclergy officiating in this Diocese.

Section 2. The right of any Cclergy ~~person~~ man ~~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 ~~the~~ his name of such Cclergy ~~person~~ is ~~be~~ inserted in, or omitted from, the list.

Section 3. The official list of the Cclergy 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 members ~~Delegates~~ entitled to vote shall be determined from it. The list of the Cclergy submitted to the Convention shall be appended to the Journal and be transmitted to the Secretary of the General Convention.

Section 4. Every Cclergy ~~person~~ man ~~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 the ~~his~~ absence.

**CANON 2.  
Lay Representation in the Convention.**

Section 1. The Churches of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as Parish Churches or Separate

Congregations on the effective date of this Canon, together with Churches thereafter constituted in accordance with Canon and received into union by act of the Convention.

Section 2. The Missions of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such on the effective date of this Canon, together with those Missions thereafter constituted in accordance with Canon and reported as such to the Secretary of the Convention.

Section 3. A list of the Churches and Missions entitled to representation in the Convention shall be appended to the Journal of each meeting of regular the Convention.

Section 4. No later than April 1,~~In~~ 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 or Mission 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 on Credentials.

Section 5. The election of adult confirmed communicants in good standing as Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Vicar, Register, Priest-in-Charge, or one of the Wardens of the ~~proper Church~~ or Mission, 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 ~~the Secretary~~him as duly elected with their respective Churches and Missions. The President of the Convention shall appoint a Committee on Credentials, to be composed of one Clerical member~~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 is~~be~~ received, the roll as made by the Secretary shall, unless objection is~~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 the Provincial Synod.**

At the ~~regular~~Annual meeting of the 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 regular

meeting of 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 meeting of the Convention held more than once 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~~are elected by the Convention.

Section 2. Each of the Deputies shall signify to the Secretary of the Convention within 30 ~~thirty~~ days after ~~his~~ election whether or not ~~each~~the Deputy accepts the election. The Secretary shall issue to each Deputy who ~~If he accepts election a certificate of election. If he accepted, the Secretary shall issue to him each Deputy 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 ~~is~~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 ~~L~~laity of the Diocese advised of the benefits of the Church Pension Fund for Clergy and qualified Llay 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 ~~the~~this Diocese, a Church, Mission, or Related Organization, from ~~the~~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 Llay employees of this Diocese, ~~and~~ the qualified Lay employees of the Churches, Missions, and Related Organizations in this Diocese, and ~~their~~ beneficiaries of the Clergy and qualified Lay employees 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 regarding to the operation of the Church Pension Fund as may be appropriate.

## **CANON 6.**

### **Archdeacons, ~~and~~Regional Deans, and Archdeacons.**

#### Section 1.

- a. The Bishop, with the consent of the Standing Committee, may appoint not more than three Archdeacons to serve at the Bishop's discretion.
- b. Archdeacons shall be ~~Vocational~~ Deacons and have functional titles. They will assist the Bishop in oversight of Deacons, diaconal formation, and diaconal assignments.
- c. An Archdeacon may function in other diaconal ministries while being Archdeacon in dialogue with and at the discretion of the Bishop.

#### Section 2.

- a. The Bishop shall appoint, with the advice and consent of the Standing Committee, one Priest in each Region as the Dean thereof. A Dean shall serve at the pleasure of the Bishop, but in no event for more than four consecutive years, and shall be the official representative of the Bishop to the Region.
- b. A Priest may serve as Dean without resigning the PriestDean's cure.
- c. The Bishop may appoint an Archdean, with the advice and consent of the Standing Committee.
- d. The Archdean shall serves at the pleasure of the Bishop and shall assist the Bishop in the oversight of the Deans and carry out such other functions as may be assigned.
- e. The Archdean may be ~~continue to be a~~ regional Dean, who may continue to serve as Dean, or ~~may~~ be another pPriest appointed especially for that purpose. An Archdean may serve for a maximum of four consecutive years.

## **CANON 7.**

### **The Executive Board.**

#### Section 1. The Executive Board shall be composed as follows:

- a. One member elected by each Regional Council or, in the absence of the member, an alternate member elected by each Regional Council.
- b. The Bishop, the Bishop Coadjutor if there ~~is~~be one, and the Suffragan Bishops if there ~~are~~ any~~be~~ ~~such~~.
- c. To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether Lay or Clerical) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese (~~Canon 1~~) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

Section 2. Terms of elected members and alternate members shall expire at ~~the conclusion of the end of~~ the appropriate calendar year.

Section 3. Any two members of the Executive Board may call for a vote by orders on any motion or in any election; the vote of a Bishop shall be counted among the Clerical order. A motion or an election so called for ~~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~~ Except for the President, all terms of office shall be one year.

Section 5.

- a. 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.
- b. The Executive Board shall supervise all financial affairs of the Diocese and the methods prescribed for the conduct of Diocesan business affairs.

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 order 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. The presence of a quorum is not required for taking a vote to adjourn the meeting.~~

## **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 or Mission 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~~ fewer than nine nor more than ~~20~~ twenty. Each Region must contain two or more geographically contiguous Churches, each containing at least two or more geographically contiguous Churches.

Section 2. The Vestry or Vestry Committee of any Church or Mission which desires to change to another Region shall petition the Standing Committee for such change, stating reasons, and including with the petition ~~the~~ a written statement setting forth 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 promptly notify the Bishop, the Bishop Coadjutor, (if there ~~be is~~ one), and the Suffragan Bishops, (if there ~~be are~~ such any), such, the Executive Board, and the Secretary of the Diocese promptly of any change in the number or compositions of Regions, and shall annually 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~~ Church and Mission 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 Convention ~~Council of the Diocese~~. Qualifications for election to Regional Councils shall be the same as for election to a Vestry.
- b. In any Region where no elected Officers exist or for any newly established Regions, ~~The Dean~~ shall call the first meeting of a Regional Council, which shall then organize itself, electing a Lay Members members as President and then a Vice-President from among the Lay members, respectively. Each Region 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, or 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 ~~of, and~~ the results, of any election shall be forwarded to the Secretary of the Diocese ~~at the conclusion of Convention within thirty (30) days of the election.~~
- d. Each Regional Council shall elect one member and one alternate member ~~of the Executive Board. That to serve on the Executive Board. The positions shall alternate between Lay and Clerical incumbents. The rotation of 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. That~~ The member and alternate member must be either be a Lay persons person eligible for election to the Vestry of a Church or Vestry Committee of a Mission 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 The 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 decides 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 found a Mission or missionary work or to found a Church~~ must, as provided in Canon 10 (Churches), ~~must~~ have the approval of the Regional Council of the Region in which such Mission 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. ~~τ The decision of the Standing Committee on the matter which~~ shall be final.
- d. ~~In any case when~~ If a Regional Council fails to meet and act, upon a request made to the Dean of the Region by the Ecclesiastical Authority to the can, fails to meet and act within 60 sixty days of such the request, the Executive Board of the Diocese shall have the authority to act on the request upon behalf exercise the authority of the Regional Council. ~~with respect to the matter. under consideration, A Church aggrieved by the Executive Board's exercise of authority pursuant to this Section shall have subject to the right of appeal set forth in Section 5(c) of this Canon. Any such exercise of authority by the Executive Board pursuant to this Section 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 historical Parishes of the Diocese, and their boundaries, having been ~~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 shall have equal responsibility for the extension and welfare of the Church and ministration to needy people within the Region.

Section 3. ~~An inactive Church is defined as one in which there is no functioning Vestry or Vestry Committee. 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 ~~acknowledges~~ 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, ~~upon approval of be called a petition submitted in accordance with Section 2 of this Canon, 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 Church status must signify its desire to a regular meeting of the Convention of the Diocese of Virginia by petitioning the Diocesan Convention 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 being met~~~~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 (Election and Organization of Vestries, and Call of Congregational Meetings).

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 the 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. A group of ~~persons who desire~~ people desiring to organize a ~~congregation~~ Church, but who are unable to meet all of the requirements of Section 1 of this Canon, may apply to be constituted as a Mission by the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it ~~is~~ be the Ecclesiastical Authority, ~~a Mission.~~ An Application for such Mission status shall be accompanied by a certificate of endorsement ~~offrom~~ 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,
- b. Upon the request of any Church or upon 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~~ is 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 authority taking the action.

Section 7. The minister in charge of a Mission shall be called the Vicar. A Mission shall have a Vestry Committee appointed pursuant to Canon 11. ~~Section 14.~~ Further, a Mission shall be entitled to Lay and Clerical representation in the Diocesan Convention and Regional Council as is afforded other Churches.

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 ~~(each referred to in this Section as a "Mission of a Founding Church")~~ . The minister in charge of ~~such a Mission of a Founding Church~~ 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 for the Mission of a Founding Church which shall be composed as provided in Canon 11.14. ~~It~~ The Vestry Committee ~~it~~ shall be charged with transacting the temporal business of the Mission of a Founding Church, 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~~Mission of a Founding Church.

- b. The Rector and Vestry of the ~~Ffounding~~Founding Church may at any time agree with the Ecclesiastical Authority ~~Bishop~~ to designate ~~such a~~ “Mission of a Founding Church” as a “Mission,” and ~~upon when the change in such designation becoming becomes~~ effective, ~~such Mission shall have the status of a Mission under these Canons and the provisions of this section~~ Section shall no longer apply to such a Mission. Any Mission of a Founding Church functioning under this ~~section~~ Section shall be so marked identified in the annual list of Missions.
- c. A Mission of a Founding Church 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~~ 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 (each referred to in this Section as a “Mission of a Theological Seminary”). The minister in charge of ~~such a~~ Mission of a Theological Seminary established pursuant to this Section 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 for the Mission of a Theological Seminary which shall be composed as provided in Canon 11.14. ~~It~~ The Vestry Committee shall be charged with transacting the temporal business of the Mission of a Theological Seminary, 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 the~~ Mission of a Theological Seminary.
- b. The Dean and President of the theological seminary may at any time agree with the ~~Bishop~~ Ecclesiastical Authority to designate ~~such a~~ “Mission of a Theological Seminary” as a “Mission,” ~~When,~~ and upon such designation becoming becomes effective, ~~the Mission will have the status of a Mission under these Canons and the provisions of this section~~ Section shall no longer apply to ~~such the a~~ Mission. Any Mission functioning as a Mission of a Theological Seminary under this ~~section~~ Section shall be so marked identified in the annual list of Missions.
- c. A Mission of a Theological Seminary shall be entitled to ~~L~~ay and ~~C~~lerical representation in the ~~Diocesan~~ Convention and Regional Council as is afforded ~~other~~ Churches.

Section 10: An “Inactive Church” is defined as one in which there is no functioning Vestry or Vestry Committee. The authority of an Inactive Church is assigned to the Executive Board, which may delegate this authority in specific cases to a subcommittee composed entirely of members of the Executive Board. The disposition of any property of an Inactive Church that has ceased to be occupied or used is subject to the provisions of Canon 15.3.

#### CANON 11.

##### Election and Organization of Vestries, and Call of Congregational Meetings.

Section 1. In this Canon, the term “Rector” ~~implied~~refers to ~~implies~~ “Rector, Priest -in- Charge, or Vicar,” and the term “Vestry” ~~denotes~~refers to a “Vestry or Vestry Committee,” unless specifically noted ~~to the contrary~~otherwise.

Section 2. A Church shall have a Vestry which shall consist of not fewer than three or more than 12 twelve members, except that in any Church having more than 150 one hundred confirmed communicants in good standing one or more additional members may be elected to its Vestry ~~for each additional 100 one hundred confirmed communicants in good standing or major fraction thereof~~; provided that the total number of elected Vestry members shall not exceed 18 eighteen, as set forth below:

<u><i>Communicants in Good Standing</i></u>	<u><i>Maximum Number of Vestry Members</i></u>
<u>0-150</u>	<u>12</u>
<u>151-250</u>	<u>13</u>
<u>251-350</u>	<u>14</u>
<u>351-450</u>	<u>15</u>
<u>451-550</u>	<u>16</u>
<u>551-650</u>	<u>17</u>
<u>651-</u>	<u>18</u>

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 is ~~be~~ no Rector, then ~~by~~ the Wardens. If the time and place is ~~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 ~~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~~ the congregation to shall determine the length of terms, ~~the beginning of the term when the terms begins~~, 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~~ Church, as defined in General Convention Canon I.17., registered in the particular Church, shall be eligible for election as Vestry members of such ~~church~~ 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, as defined in General Convention Canon I.17, registered in the particular Church, ~~in which they offer to vote~~, shall be entitled to vote at the election of Vestry members of such Church. 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~~ No election shall be valid unless the participating qualified voters number at least 10 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 87. 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 78. As soon as may be practical after their a Vestry election, the persons chosen as Vestry members shall assemble and organize at such time and place as the Rector shall appoint designate. or, if no time or place is appointed designated by him the Rector within a reasonable time, then any two Vestry members may designate a time and place, notifying the Rector and each Vestry member, 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 another 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~~ The Rector may, when absent or present, 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, one of the Wardens shall ~~shall preside over 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 the Rector fails to call a meeting when requested to do so by two or more 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 specify a smaller number to act as a quorum at future meetings. The Vestry may not adopt bylaws not inconsistent with Diocesan or National Canons~~ the Canons of the Diocese and General Convention.

Section 11. In case of a vacancy in the Vestry for any reason, 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. Upon resolution of the Vestry and after due warning, a Vestry member may be removed from the Vestry, thereby creating a vacancy. Any of ~~The following actions of any Vestry member may warrant removal of the Vestry member, after due warning, be deemed to be~~ creeworthy of creating a vacancy 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 bylaws of the congregation.

Section 12. Any Church having two or more congregations in different ~~communities~~ locations may apportion to each congregation the number of Vestry members to be chosen as its representation ~~upon to 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 is 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 of the Church Vestry may appoint one Warden for its congregation, a Treasurer, and a Clerk. If Wardens have been chosen for particular congregations by ~~C~~committees of the Church 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 upon which a majority of the committees of the Church Vestry concur that is 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 ~~is~~be none, the Senior Warden, deems 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 ~~10 ten~~ qualified voters of the congregation after at least three days notice of the time, place, and ~~object~~ purpose of the meeting have been given either on an occasion of public worship or by other adequate means to the ~~minister~~Rector, each Vestry member, and the congregation. At such meetings only those ~~persons qualified to vote for Vestry members~~ 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 ~~C~~committee of not fewer than three nor more than ~~12 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~~ Vicar will 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 the congregation and~~ assist ~~him~~ the Rector or Vicar in ~~his~~ the 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 a biblically based standard of proportional giving. Each ~~v~~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~~ the Rector or Vicar's 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~~ the control of the Rector or Vicar.

Section 5. Each Vestry shall commit to the Virginia Plan for Covenantal Giving and remit the resultant sum to the Treasurer of the Diocese in regular monthly installments. It shall be the joint duty of the Rector or Vicar and Vestry to submit to the Bishop by the first of March of each year a parochial report for the year ending December 31<sup>st</sup> preceding.

Section 6. Each Vestry, as the constituted agents of the Church, shall transact all its temporal business, e.g.: (a) providing for the appointment of Trustees pursuant to the laws of the Commonwealth of Virginia to hold title to the property of the Church; (b) making and executing all contracts for erecting, furnishing, and preserving the Church edifice and other property; (c) regulating the use of any graveyard or columbarium; (d) establishing a Finance Committee as required by Canon 25 (Finance Committees); and, (e) observing Canon 13 (Business Methods in Church Affairs).

Section 7. With the assistance of the other members of the Vestry and congregation, the Wardens shall have the following duties:

- a. To oversee the operation and maintenance of the Church property;
- b. To see that the Church is duly prepared for every occasion of public worship, attend to the accommodations of the congregation with seats, and maintain order and decorum at the time of public worship;
- c. To collect the offerings of the people;
- d. To provide out of Church funds, under the direction of the Vestry, a sufficient supply of vestments and books to be used in public worship and also the elements for each celebration of the Holy Eucharist;
- e. To see that the sexton and other employees properly discharge their duties; and,
- f. To ~~possess a copy of~~ be familiar with 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.9.65.(b)(6), and disburse the same under the direction of the Vestry, maintaining ~~his~~ these accounts in accordance with the canonical requirements for the conduct of business in Church affairs, rendering reports to the Vestry and to the Convention as may be required. ~~At the end of his~~ When the Treasurer's term of office ends, he the Treasurer shall deliver all books and records pertaining to the Treasurer's ~~his~~ office to the Wardens.

Section 10. The provisions 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 ~~e~~Church and the social implications of the Christian faith. These funds shall be (ia) 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 (bi) invested in such a manner as is permitted by Title 26 64.2, Subtitle III, Chapter 3 7, (Sections ~~26-45.3~~ 64.2-780 through ~~26-45.14~~ 64.2-791) of the Code of Virginia (1950) as it may be amended from time to time; or (iii) invested in such manner as approved by the ~~Finance Committee of the Diocese~~; Executive Board. 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~~ comply with Section 1 of this Canon ~~above~~ and with such instructions as may be promulgated by the ~~Diocesan Finance Committee~~; Executive Board. The audit shall include all accounts which exceed \$500.00 ~~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 ~~\$1,000,000.00~~ 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, except:

- a. Except where the proposed indebtedness is for permanent improvements, replacements, or additions to real estate or equipment, the proposed indebtedness 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; or s; and
- b. Except where the proposed indebtedness is for current expenses, the proposed indebtedness 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. The following shall not be included in computing receipts under subsections (a) and (b) of Section 1 of this Canon: (a) In computing receipts under subsections (a) and (b) of Section 1 of this Canon, there shall be excluded amounts from or for endowments, or amounts from or by bequests, except income therefrom endowments or bequests not specifically designated to be used for other purposes, and (b) receipts specifically specially designated for expenditures other than parochial the Church's ordinary operating expenses.

Section 3. The approval required under this Canon shall not be granted until a plan of payment of the indebtedness 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 worship 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, and take charge and custody of, 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; ~~Further,~~ 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. Upon taking charge and custody of property pursuant to this Section, 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 the use or benefit of the Diocese. Property so acquired shall be held and transferred by the Bishop or the Ecclesiastical Authority ~~of the Diocese~~ in accordance with the provisions of Section 57-16 of the Code of Virginia (1950), as from time to time amended, provided that no such real property shall be alienated, sold, exchanged, encumbered, or otherwise transferred for any purpose by the Bishop or the Ecclesiastical Authority without the advice and consent of the Standing Committee ~~of the Diocese of Virginia~~, unless prohibited by the instrument by which title to such property is acquired. The Executive Board shall have the care and maintenance 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~~ The Bishop or the Ecclesiastical Authority ~~of the Diocese~~ may delegate all authority with respect to such property to the Executive Board, 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 as the proper authority of the Diocese to Church and may apply to the appropriate court of the Commonwealth 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 Title 13.1, Chapter 10, Article 9 (Sections 13.1-875 through 13.1-883) 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 ~~is~~<sup>be</sup> 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 ~~rRelated o~~<sup>r</sup>Organization shall have been approved by the Convention ~~of the Diocese.~~

Section 2. Every ~~rRelated o~~<sup>r</sup>Organization shall operate in conformity with the doctrine, discipline, and worship of ~~The Episcopal Church in the Diocese of Virginia.~~

Section 3. Every ~~rRelated o~~<sup>r</sup>Organization shall conform with the applicable provisions of Canon 13 ~~the Canon on B~~(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 ~~rRelated o~~<sup>r</sup>Organization.

Section 4. The Secretary of the Diocese shall keep a current list of all active ~~rr~~<sup>r</sup>~~Related o~~<sup>r</sup>Organizations which shall be published in the Convention Journal.

Section 5. Every ~~rRelated o~~<sup>r</sup>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 ~~rRelated o~~<sup>r</sup>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 Bishop or the Ecclesiastical Authority, in the performance of which ~~he~~ the Secretary shall have such authority as may be delegated ~~to him by the Bishop or 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, when requested, 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~~ The Registrar 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~~ The Episcopal Church Annuals, and Diocesan Episcopal Church Women ~~ECW~~ Yearbooks. ~~He~~ The Registrar shall offer advice to parishes regarding the preservation of historic materials. ~~He~~ The Registrar shall further make proper disposition of acquisitions to the archives of ~~the~~ 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 the 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~~ one in each order ~~to will~~ 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~~ Lay Ppersons elected to the Commission shall be adult communicants in good standing of a Church or Mission 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 the Convention. Such appointments of Lay persons shall be communicants in good standing of a Church or Mission in the Diocese.
- c. In the case of a vacancy in the members elected ~~members~~ [pursuant to 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 members appointed ~~pursuant to~~ 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~~ General Convention, including, but not limited to, advising and assisting the Bishop (a) in the determination of present and future opportunities and needs for the ministry of all baptized persons, and

(b) in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefore. The Commission may establish committees consisting of members and other persons to report to the Commission or to act on its behalf.

Section 3. The Commission on Ministry shall annually report to the Convention ~~of the Diocese.~~

Section 4. As a transition following adoption of amendments to this Canon at the 212th Annual Council, for the purpose of changing the number and the rotation specified in Section 1(a), the previously elected members of the Commission on Ministry with remaining terms of office of one, two, and three years shall remain in office for the duration of their respective terms of office. This



section of the Canon shall lapse upon the establishment of the terms of office so inaugurated.

## **CANON 23.**

### **Meetings.**

Meetings of congregations, vestries, vestry committees, regional councils, the Executive Board, the Standing Committee, and the Convention, including elections to offices in these bodies and votes concerning the disposition or encumbrance of property, may be conducted by electronic means (including, where appropriate, telephonic means), provided that the following standards are met:

- a. adequate notice (as defined in these ~~cCanons~~~~canons~~) is provided;
- b. the presence of a quorum is verified;
- c. each member entitled to vote can hear clearly and can be heard by the other attendees;
- d. reasonable means are provided for each member in attendance to review the written terms of matters on which the body is voting before voting occurs;
- e. in advance of voting, the names of members in attendance and eligible to vote is verified; and
- f. the results of votes are promptly made available to voting members.

Adoption of this ~~cCanon~~~~canon~~ shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

## **CANON 24.**

### **Reserved for future use.**

## **CANON 25.**

### **Finance Committees.**

Section 1. ~~The Executive Board shall serve as the diocesan body with the authority to perform the duties of~~ There shall be a Finance Committee of the Diocese as required by General Convention Canon I.7. The Executive Board may appoint a subgroup of its members to exercise such authority. ~~appointed by the Bishop and including representation from~~ The Executive Board or the subgroup ~~which committee shall, from time to time and at least annually:~~

- a. ~~Advise~~Assess ~~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 (Business Methods in Church Affairs—);
- b. Issue ~~periodic~~ guidelines for audits and investment management;
- c. Provide information to Church, Mission, and other Finance Committees as requested; and
- 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 ~~fewer~~less than three persons to provide assistance in financial matters to the Rector, Priest-in-Charge, Vicar, the Vestry or Vestry Committee, and the ~~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 General Convention ~~National~~ Canon; reports for Missions shall be made to the person Bishop designated by the ~~Diocesan~~ Bishop who shall submit a consolidated report to the

Diocesan Bishop. The Bishop shall refer all audit reports to the Finance Committee of the Diocese for itstheir information and recommendations.

## **CANON 26.**

### **Appeal of a Lay Person after Repulsion from the Holy Communion.**

If any Lay person repelled from the Holy Communion shall allege to the Bishop that an injustice has been done, or if, notwithstanding that, the person he shall have professed himself to be 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 the repulsion shall be continued, he the person may present his an 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 a judgment in writing to the Priest and the Lay Person person and tthe judgment shall be final and conclusive:

Any Lay person repelled from the Holy Communion may appeal the Priest's action to the Bishop in writing, setting forth the grounds for requesting to be restored, provided that at least one of the following conditions apply: (1) the Lay person believes that the repulsion was unjust, or (2) the Lay person has truly and sincerely demonstrated readiness and willingness to comply with the requirements for being restored but believes that the repulsion is being continued unjustly. The Bishop, after considering the explanations given by the Lay person and the Priest, shall judge the case and shall communicate the decision in writing to the Lay person and the Priest. The Bishop's 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 ~~p~~Priests/priests or ~~d~~Deacons/deacons and five ~~(5)~~ of whom are ~~H~~Lay/lay persons. Members of the Standing Committee shall be eligible to serve as members of the Disciplinary Board.

- a. Priests or Deacons. The ~~p~~Priests/priests or ~~d~~Deacons/deacons who are members of the Disciplinary Board shall be canonically resident in this Diocese.
- b. Lay Members. The ~~H~~Lay/lay members of the Disciplinary Board shall be persons eligible under the Canons for election as Lay Delegates to the Convention.
- c. Election of Members. The members of the Disciplinary Board shall be nominated by the Standing Committee and elected by the Convention to serve for terms of three years. Member'sMember's terms shall be staggered into three classes of two ~~c~~Clerical/clerical and two ~~H~~Lay/lay members each, provided that one such class shall have only one ~~H~~Lay/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 the 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 60 ~~sixty (60)~~ days following the regular meeting of annual ~~the~~ Convention, the Disciplinary Board shall convene to elect a President to serve until the next ~~Annual~~ regular meeting of the 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 be disqualified from serving and shall immediately - 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. The Intake Officers shall not all be of the same gender, 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 General Convention Canon IV.11(5).

**Section 6. Church Attorney.** Within ~~sixty (60)~~ days following each regular meeting of annual ~~the~~ 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 General Convention Canon IV.2. Attorneys appointed to serve as Church Attorney or Assistant Church Attorney shall serve until their successors are appointed. Persons appointed to serve as Church Attorneys or Assistant Church Attorneys shall be persons eligible under the Canons for election as Lay Delegates to the 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 and none of the or Assistant Church Attorneys is ~~are~~ able to act on a specific matter due to a conflict of interest, undue bias, unavailability, or other good reason, the Disciplinary Board shall appoint a ~~Lay~~ Lay or ~~Clergy~~ clergy person with knowledge of Title IV, but not necessarily a duly licensed attorney, from within or outside of the Diocese, 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 General Convention 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 any 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 Disciplinary Board shall appoint a Board Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may be a member of the Disciplinary 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. The Clerk shall preserve and maintain Rrecords of active proceedings before the Disciplinary Board through , 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 ~~cChurch~~church without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a ~~cChurch~~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 ~~relationship~~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 ~~relationship~~, to lay the matter before the Bishop or Ecclesiastical Authority of the Diocese.

Section 3. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral ~~relationship~~, and the parties cannot agree, either party may give notice in writing to the ~~Bishop or Ecclesiastical Authority of the Diocese~~. Whenever the Standing Committee is the Ecclesiastical Authority ~~of the Diocese~~, it shall request the Suffragan Bishop, if there ~~is~~<sup>is</sup> one;; or the Assistant Bishop, if there ~~is~~<sup>is</sup> ~~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~~ between 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~~outlining 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 ~~of this Canon~~ 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 ~~relationship~~ from the Bishop ~~as follows~~ or the Bishop may take the initiative to 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 10 ~~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 30 ~~thirty~~ days of receiving the request.
- c. At the conference each party shall be entitled to representation by a third party and to present its position fully.
- d. Within 30 ~~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 ~~relationship~~ 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 ~~relationship~~ is to be dissolved:
  1. The Bishop shall direct the Secretary of the Convention to record the dissolution; and.
  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~~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~~exercising 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 ~~else is 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(Ecclesiastical Discipline), 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 Title IV of the General Convention Canons ~~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.~~

### **Health Insurance. [Formerly Canon 31]**

Section 1. Any and all health insurance coverage ~~for active and retired ordained persons or Lay employees~~ 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 ~~Section 1 of this Canon~~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~~ authority 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 ~~Section 1 of this Canon~~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 ~~Section~~ paragraph 1 of this Canon ~~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; and
- f. the precedential effect of the exemption or exception requested, if granted.

## **CANON 30.**

### **Amendments to the 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 ~~is~~<sup>be</sup> given in open Convention, nor until ~~such~~ <sup>the</sup> amendment shall have been referred to and reported upon by a Committee of Convention of at least two Priests ~~Presbyters~~ and two Laymen~~Lay persons~~. ~~Not~~ shall ~~such~~ <sup>No</sup> Amendment ~~shall~~ <sup>not</sup> amendments be adopted during the same Convention unless two-thirds of the members present concur therein.; ~~but if~~ <sup>If</sup> the majority ~~is~~<sup>be</sup> less than two-thirds, the proposed amendment ~~it~~ shall lie over for ~~be considered~~ consideration at the next regular meeting of the Convention. Unless otherwise provided for 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 Chair~~person~~<sup>man</sup> 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 Chair~~person~~<sup>man</sup> 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. Any, ~~which~~ corrections shall be reported to the Secretary of the Diocese.

## **CANON 31.**

### **Health Insurance:** ~~[Renumbered as Canon 29]~~

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#### **C-3 Amend Canon 7.1 as follows:**

##### **Section 1**

The Executive Board shall be composed as follows:

- a. One member elected by each Regional Council or in the absence of a member, an alternate member elected by each Regional Council.

- b. The Bishop, the Bishop Coadjutor if there be one, and the Suffragan and Assistant Bishops, if there be such
- c. To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether clerical or lay) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be clergy who are on the Official List of the Clergy of the Diocese (Canon 1) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

*Submitted by:*

J.P. Causey Jr., Chancellor

Rationale: The Executive Board is a critical governing body of the Diocese and has historically included the Bishops Diocesan, Coadjutor and Suffragan. Assistant Bishops are a recent development and have an active role in the Diocese assisting the Bishop Diocesan in his/her work. This proposed amendment gives our Assistant Bishop(s) membership on the Executive Board to enable their work in the Diocese.

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#### **C-4 Amendment to Canon 4, Deputies to the General Convention**

October 21, 2024

**Amend Canon 4, by the insertion of the following language at the end of that Canon, as a new Section 3, to read as follows:**

- a. Within 90 days of the Diocesan Convention electing them, General Convention Deputies must meet (which may be done virtually) to elect a Deputation Chair and Vice-Chair, one of whom must be a Clergy Deputy and one of whom must be a Lay Deputy.
- b. To the extent reasonably practical, the Deputation Chair and Vice-Chair will, among other duties, help assure that:
  - i. Deputies and Alternates are trained in the most current procedures of the House of Deputies, including Committee procedures;
  - ii. Deputies and Alternates are provided information needed to vote knowledgeably in General Convention elections for members of church-wide bodies;
  - iii. The Diocese is fully represented when General Convention votes on measures and elections before it;
  - iv. Alternate Deputies are engaged in the work of General Convention;
  - v. Specific concerns and resolutions offered by Diocesan Convention for consideration by General Convention are addressed;
  - vi. The Diocese, especially the Diocesan Convention, receives timely and informative post-General Convention reports.



**Rationale:** The work of the General Convention changed drastically as a result of the Covid Pandemic, so that in 2022 and again in 2024, almost all of the committee work was done in virtual meetings before Convention. In 2024, that committee work started almost six months before the 81st General Convention met in person in Louisville. This shift to substantial pre-Convention business conducted virtually will continue before the next General Convention, scheduled for Phoenix in summer 2027.

Our past diocesan custom has been to designate as Deputation Chair the lay or clergy deputy who received the most votes in the election of Deputies. The rules and practices of the General Convention make the Deputation Chair responsible for a number of tasks in addition to the formal role in votes by order. The Deputation Chair is expected to be fully knowledgeable about how the General Convention functions. Given this shift in the work of General Convention, this customary method of appointing Deputation Chairs does not serve our Diocese well, especially when a person who has never attended a General Convention before is designated as the Deputation Chair. That situation has arisen several times in the past decade and is now a significant concern given the shift to substantial pre-Convention virtual work.

This amendment provides that the Deputies will choose a Deputation Chair and Vice-Chair among themselves, one a Lay Deputy and one a Clergy Deputy. It is expected that this election will be based on Deputies' understanding of the work of General Convention and of their colleagues' abilities to do various aspects of this work.

This amendment also provides a short outline of the expected role of the Chair and Vice-Chair in helping the Deputation to participate effectively and report back appropriately to our Diocese.

#### **CERTIFICATION**

I certify that adoption of this canonical amendment will not violate the Constitution and Canons of General Convention and will not violate the Constitution and Canons of this Diocese. Adoption of this amendment is not expected to have any budgetary impact.

Respectfully submitted,

Russ Randle, Lay Delegate, St. Mary's, Arlington  
Cynthia Bartol, Lay Delegate, Christ Church, Alexandria  
The Rev. Amanda Kotval, St. Paul's, Ivy  
The Rev. Kathleen Murray, Beckford Parish  
The Rev. Sven vanBaars, Abingdon Church, White Marsh  
The Rev. Daniel Velez-Rivera, St. Gabriel's, Leesburg  
J.P. Causey, Jr., Lay Delegate, St. John's, West Point  
Margaret (Mickie) Jones, Lay Delegate, St. Mark's, Richmond

## Resolutions as Adopted

### **C-1a: Resolved that the Constitution of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution. (FIRST READING)**

#### *Submitted by:*

*The Constitution and Canons Work Group: Garway Bright, Christ Church, Glen Allen*

*The Rev. Michael Cadaret, St. Bartholomew's, Richmond*

*R. Scott Caulkins, Church of Our Saviour, Charlottesville Trevor Cox, St. James's, Richmond*

*The Rev. Emily Krudys, Church of Our Saviour, Montpelier Laurel Loch, St. George's, Fredericksburg*

*The Rev. Jay Morris, Aquia Episcopal Church, Stafford*

*The Rev. Sven vanBaars, Abingdon Episcopal Church, White Marsh*

#### **Rationale:**

The Constitution and Canons Work Group was appointed in January 2024 to conduct a comprehensive review of the Constitution and Canons of the Diocese and make recommendations for replacing gender-specific language and clarifying and updating the language and grammar throughout the documents, without making substantive changes. The Work Group is distinct from the Convention Committee on Constitution and Canons. The Work Group met (by Zoom) multiple times and subgroups met additional times over the course of five months to discuss in detail each provision of the Constitution and Canons and prepare revisions to present to the Convention of the Diocese.

The revisions to the Constitution, proposed in C-1, and the Canons, proposed in C-2, are intended to accomplish the following objectives (again, without making substantive changes):

1. *To replace masculine pronouns and other masculine designations, such as "clergyman," with gender-neutral terms so that the Constitution and Canons reflect, acknowledge, and embrace the inclusiveness of the Church and our baptismal commitment to respect the dignity of every human being.* The masculine-only pronouns "he" (24 times), "his" (23 times), and "him" (8 times) appear throughout the Diocesan Constitution and Canons in reference to members of the clergy and lay persons holding positions with the Diocese -- e.g., the Secretary (Article XI of the Constitution) and the Treasurer (Article XII of the Constitution). The term "clergyman" appears 3 times. In the years following the approval of the ordination of women to the priesthood in the Episcopal Church, the Constitution and Canons of the General Convention were revised to eliminate the use of masculine-only pronouns. Similar revisions were never made to the Constitution and Canons of the Diocese of Virginia. The Constitution and Canons each includes a provision stating that "The masculine pronoun whenever used . . . shall be deemed to include the feminine pronoun." (Article XX of the Constitution; Canon 29); however, the reach of these provisions is limited, covering only masculine and feminine pronouns, and it does not address other non-neutral, gendered language. Consequently, the Work Group has proposed to amend by eliminating pronouns and replacing them with gender-neutral nouns. (For example, "clergyperson" replaces "clergyman" and "The Treasurer's" replaces "his.")
2. *To remove obsolete provisions so that the Constitution and Canons are not cluttered with useless and outdated provisions.* In furtherance of this objective, the following provisions have been deleted in the proposed revisions:
  - a. In the Constitution, Article XVIII (a transitional provision that is no longer applicable) and Article XX (which is unnecessary if the proposed changes to remove masculine pronouns are adopted).
  - b. In the Canons, Canons 22.3 and 27.13 (both transitional provisions that are no longer

applicable) and Canon 29 (Gender of Pronouns), which are unnecessary if the proposed changes to remove masculine pronouns are adopted.

3. *To clarify and make consistent the language, grammar, punctuation, and order in the Constitution and Canons so that they are easier to understand for all who refer to and rely upon them.* The proposed revisions remove outdated language and ensure consistency and uniformity in terminology, structure, and language style. Among these, the proposed revisions seek to conform to the style guide used by the Diocese and to use consistently the “Oxford comma.” Additionally, the use of the term “Convention” applies to the convening body of the Diocese, whereas the meetings of the Convention are identified as such. In some cases, cross-citations to related provisions are proposed for clarity and ease of reference. Four changes are proposed to the order of the Canons for purposes of clarity:
  - a. Sections 7 and 8 of Canon 11 (Election and Organization of Vestries, and Call of Congregational Meetings) are reversed to align more closely with the order of events in the election and qualification of new vestry members.
  - b. Canon 9.3 (which addresses the authority of the Executive Board over an inactive Church) was moved from Canon 9 (Boundaries) and inserted as a new section at the end of Canon 10 (Churches).
  - c. Canon 19, Subsection 1(h) (which addresses the Executive Board’s authority with respect to financial matters and business methods) was removed from Canon 19 (The Treasurer of the Diocese) and added to Section 5 of Canon 7 (Executive Board).
  - d. Canon 31 (Health Insurance) was inserted in place of Canon 29 (Gender of Pronouns), which as mentioned above is proposed for deletion, appropriately leaving Canon 30 (Amendments to the Canons) as the final Canon.
4. *To update and conform the language of the Constitution and Canons to the current practices of the Diocese.* Revisions were made to the following canons to conform the language to current practice:
  - a. Canon 13, which addresses business methods in church affairs, states in Section 2 that the “Finance Committee of the Diocese” has the authority to approve the methods used for investing trust, endowment, and other funds of the Diocese. Canon 25 states in Section 1 that the “Finance Committee of the Diocese” is appointed to perform the duties relating to financial matters enumerated in Canon 25. The Diocese does not have a Finance Committee; rather, the Executive Board has the authority to perform and performs the duties enumerated in Canons 13 and 25. Accordingly, to align with current practice these canons are revised to refer to the Executive Board rather than a Finance Committee.
  - b. Canon 31 (Health Insurance), which as mentioned above is inserted as Canon 29 in the proposed revisions, refers in Section 2 to “annual guidelines offered by the Diocesan Compensation Commission as approved by the Executive Board.” Because the Diocese

does not have a Compensation Commission, to conform to current practice the language is revised to state “annual guidelines approved by the Executive Board.”

## ATTACHMENT TO RESOLUTION C-1

(Resolution to Amend the Constitution of the Diocese)

*Strikethrough words and punctuation are to be omitted and underlined words and punctuation are to be added.*

## Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia

**Whereas**, the civil government in the Virginia Colony from time to time established within the bounds of the Colony parishes of the Established Church of England in Virginia, which parishes continued as such until the Church was disestablished by the several acts of the General Assembly of Virginia in 1784; and

**Whereas**, the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia, was organized in May, 1785, by a union of all the parishes of the disestablished Church of England within the bounds of the Commonwealth of Virginia and took part in the organization of the union of all the Protestant Episcopal Churches of the several States and, by its own formal ratification of the plan of union, became the Diocese of Virginia of the Protestant Episcopal Church in the United States of America; and

**Whereas**, the original Diocese of Virginia, embracing the entire State, has since been divided into several Dioceses, one of which remains established as the Diocese of Virginia;

**Now, Therefore**, the Diocese of Virginia acknowledges the authority and power of the General Convention of the Protestant Episcopal Church in the United States of America, as set forth in the Constitution and Canons adopted thereby, and, in the exercise of its own powers and authority, doth amend~~amend~~ and revises~~revise~~ the Constitution of this Diocese so that the same shall read as follows:

## The Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia

### Article I. Order, Government, and Discipline.

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

### Article II. Meetings of the Convention.

The Convention shall annually hold a regular meeting~~on a weekend~~, upon the date designated by

the Ecclesiastical Authority ~~of the Diocese~~, a regular annual meeting and 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. Special meetings of the Convention may be held in accordance with the provisions of Articles VII, VIII, and IX.

### 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 ~~c~~Church or Mission, and (2) the Lay members ex officio.
- d. There shall be at least ~~only~~ one Lay Delegate from each ~~c~~Church and Mission, to be chosen by its Vestry or its Vestry Committee. ~~But F~~from every ~~c~~Church and Mission having more than 450 ~~three hundred~~ confirmed communicants in good standing reported to the Diocesan authorities in the last annual parochial report, beginning with 451 the Vestry or Vestry Committee shall choose there shall be a ~~one~~ additional Lay Delegate and, thereafter, an additional Lay Delegate shall be chosen for each 300 ~~three hundred~~ confirmed communicants in good standing, as set forth below; or major fraction thereof, above the first three hundred.

<i>Communicants in gGood sStanding</i>	<i>Lay Delegates</i>
0–450	1
451–750	2
751–1050	3
1051–1350	4
1351–1650	5
Etc.	

- e. Lay members ex officio of the Convention shall be: ~~F~~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 at the time of election) 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 are ~~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. The presence of a quorum is not required for taking a vote to adjourn the meeting.~~

#### **Article V.**

##### **Methods of Voting in the Convention.**

In all matters that may come before any meeting of the Convention the ~~Clergy~~ Clerical order and Lay order ~~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 ~~member~~ Delegate and each Lay ~~member~~ 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 for the election of a Bishop 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. The Bishop He may call a special meeting of the Convention at whatever time and place the Bishop he may think necessary; and whenever requested by the Standing Committee, it shall be the Bishop's 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 is be one, shall preside at any meeting of the Convention from

which the Bishop is absent, or whenever the Bishop may request the Bishop Coadjutor ~~him~~ to preside.

Section 3. The ranking active Bishop Suffragan, if there ~~is~~<sup>be</sup> one, shall preside at any meeting of the Convention if such Bishop Suffragan ~~he~~ is requested to do so by the Bishop, or, in the absence of the Bishop, by the Bishop Coadjutor, <sup>;</sup> or if declared or serving as the Ecclesiastical Authority pursuant to Article IX of this 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 Bishop Suffragan 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 declares ~~declare~~ the disability or absence of the Bishop and there is no Bishop Coadjutor able and present, then the ranking active Bishop Suffragan 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 ~~is~~<sup>be</sup> no Bishop, Bishop Coadjutor, Bishop Suffragan, 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. The President ~~He~~ shall not have the power to call a special meeting of the Convention except when requested ~~so~~ to do so 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. The Secretary ~~He~~ shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, the Secretary ~~such Priest~~, he shall hold no other Clerical preferment. The Secretary ~~He~~ shall also serve as Secretary of the Convention, take minutes of its proceedings, ~~and~~ attest to the public acts of the body, and ~~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. The Treasurer ~~He, or she~~, shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. The Treasurer ~~He~~ shall: 1) receive and keep safely all money and other property entrusted ~~confided~~ to ~~the~~ his custody of the office; 2) ; and he shall ~~disburse and dispose of the same as may be provided by Canon; -He and~~ 3) shall report annually to the Convention an account showing all money and other property received

by him, and the manner in which ~~the all money and other property he~~ he has been disbursed or disposed of ~~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 ~~the his~~ office. At the close of each fiscal year, the accounts of the Treasurer shall be audited by a certified public accountant selected by the Standing Committee. In case of ~~the~~ misconduct ~~by of~~ the Treasurer, or of his the Treasurer's incapacity, refusal, or failure to discharge the duties of ~~the his~~ office, the Standing Committee shall remove the Treasurer ~~him~~ and a new appointment shall be made in the manner provided above ~~foresaid~~.

### **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 to of the Ecclesiastical Authority ~~of the~~ Diocese, the Convention of the Diocese, and to tthe 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 ~~meetings of the Convention~~ the Annual Convention, but shall not have a vote unless the Chancellor does not attend the a meeting of ~~the Annual~~ the Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of ~~the Annual~~ the Convention in the place and stead of the Chancellor, in which case, the certified Vice Chancellor shall have a vote.

### **Article XIV.**

#### **The Registrar of the Diocese.**

A Registrar of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. The Registrar shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority and shall perform such duties as may be prescribed in the ~~Diocesan~~ Canons of this Diocese.

### **Article XV.**

#### **The Standing Committee of the Diocese.**

The Standing Committee ~~of the Diocese~~ shall consist of twelve members of the Diocese, 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 the member ~~he~~ was elected and until his successor is elected or appointed. No member may serve consecutive full terms. ~~shall be eligible to succeed oneself himself himself.~~



In case of a vacancy in the Episcopal office, or in case neither the Bishop, Bishop Coadjutor, nor Bishop Suffragan ~~is~~ capable of performing the administrative duties of the Bishop, ~~or 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 in this Diocese shall, as ~~before~~ ~~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 shall 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 this Constitution and the Diocesan 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 the member or officer he was chosen.~~

Reserved for future use.

## **Article XIX. Amendments to the Constitution.**

This Constitution may be amended only in the following manner ~~only~~, namely: At any regular meeting of the Convention a proposed amendment shall be referred to the appropriate committee, and a report thereon shall be presented by that committee and the proposed amendment shall be considered by the Convention. If approved by the Convention, ~~it~~ the proposed amendment 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.

**C-2: Resolved that the Canons of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution.**

*Submitted by:*

*The Constitution and Canons Work Group:*

*Garway Bright, Christ Church, Glen Allen*

*The Rev. Michael Cadaret, St. Bartholomew's, Richmond*

*R. Scott Caulkins, Church of Our Saviour, Charlottesville Trevor Cox, St. James's, Richmond*

*The Rev. Emily Krudys, Church of Our Saviour, Montpelier Laurel Loch, St. George's, Fredericksburg*

*The Rev. Jay Morris, Aquia Episcopal Church, Stafford*

*The Rev. Sven vanBaars, Abingdon Episcopal Church, White Marsh*

**Rationale:** Refer to the Rationale accompanying C-1, the Resolution to Amend the Constitution.

**ATTACHMENT TO RESOLUTION C-2  
(Resolution to Amend the Canons of the Diocese)**

*Strikethrough words and punctuation are to be omitted and underlined words and punctuation are to be added.*

**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 mailing 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 Clergyperson ~~man~~ 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 ~~the~~ his name of such Clergyperson ~~is~~ 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 members ~~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 Clergyperson ~~man~~ 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 the ~~his~~ absence.

**CANON 2.  
Lay Representation in the Convention.**

Section 1. The Churches of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as Parish Churches or Separate

Congregations on the effective date of this Canon, together with Churches thereafter constituted in accordance with Canon and received into union by act of the Convention.

Section 2. The Missions of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such on the effective date of this Canon, together with those Missions thereafter constituted in accordance with Canon and reported as such to the Secretary of the Convention.

Section 3. A list of the Churches and Missions entitled to representation in the Convention shall be appended to the Journal of each meeting of regular the Convention;

Section 4. No later than April 1,~~In 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 or Mission 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, on Credentials.

Section 5. The election of adult confirmed communicants in good standing as Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Vicar, Register, Priest-in-Charge, or one of the Wardens of the proper Church or Mission, 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 the Secretary~~him~~ as duly elected with their respective Churches and Missions. The President of the Convention shall appoint a Committee on Credentials, to be composed of one Clerical member~~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 is~~be~~ received, the roll as made by the Secretary shall, unless objection is~~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 ahis 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 the Provincial Synod.**

At the regular~~Annual meeting of the~~ 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 regular

meeting of 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 meeting of the Convention held ~~more than one~~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~~are elected by the Convention.

Section 2. Each of the Deputies shall signify to the Secretary of the Convention within ~~30~~ thirty days after ~~his~~ election whether ~~or not each~~the Deputy accepts the election. The Secretary shall issue to each Deputy who ~~If he accepts election a certificate of election. If he accepted, the Secretary shall issue to him each Deputy 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 ~~is~~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 ~~L~~Lay of the Diocese advised of the benefits of the Church Pension Fund for Clergy and qualified ~~L~~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 L~~and the qualified Lay employees of the Churches, Missions, and Related Organizations in this Diocese, and their beneficiaries of the Clergy and qualified Lay employees 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~~ regarding ~~to~~ the operation of the Church Pension Fund as may be appropriate.

## CANON 6.

### Archdeacons, ~~and~~Regional Deans, and Archdeacons.

#### Section 1.

- a. The Bishop, with the consent of the Standing Committee, may appoint not more than three Archdeacons to serve at the Bishop's discretion.
- b. Archdeacons shall be ~~Vocational~~ Deacons and have functional titles. They will assist the Bishop in oversight of Deacons, diaconal formation, and diaconal assignments.
- c. An Archdeacon may function in other diaconal ministries while being Archdeacon in dialogue with and at the discretion of the Bishop.

#### Section 2.

- a. The Bishop shall appoint, with the advice and consent of the Standing Committee, one Priest in each Region as the Dean thereof. A Dean shall serve at the pleasure of the Bishop, but in no event for more than four consecutive years, and shall be the official representative of the Bishop to the Region.
- b. A Priest may serve as Dean without resigning the Priest~~Dean's~~ cure.
- c. The Bishop may appoint an Archdean, with the advice and consent of the Standing Committee.
- d. The Archdean shall serves at the pleasure of the Bishop and shall assist the Bishop in the oversight of the Deans and carry out such other functions as may be assigned.
- e. The Archdean may ~~be continue to be a regional Dean, who may continue to serve as Dean,~~ or ~~may be~~ another ~~p~~Priest appointed especially for that purpose. An Archdean may serve for a maximum of four consecutive years.

## CANON 7.

### The Executive Board.

#### Section 1. The Executive Board shall be composed as follows:

- a. One member elected by each Regional Council or, in the absence of the member, an alternate member elected by each Regional Council.
- b. The Bishop, the Bishop Coadjutor if there ~~is~~~~be~~ one, and the Bishop Suffragans if there ~~are~~ ~~any~~~~be~~ such.
- c. To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether ~~L~~ay or ~~C~~lerical) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese (~~Canon 1~~) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

Section 2. Terms of elected members and alternate members shall expire at ~~the conclusion of the end~~ of the appropriate calendar year.

Section 3. Any two members of the Executive Board may call for a vote by orders on any motion or in any election; the vote of a Bishop shall be counted among the Clerical order. A motion or an election so called for ~~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~~ Except for the President, all terms of office shall be one year.

Section 5.

- a. 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.
- b. The Executive Board shall supervise all financial affairs of the Diocese and the methods prescribed for the conduct of Diocesan business affairs.

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 order 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. The presence of a quorum is not required for taking a vote to adjourn the meeting.~~

## **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 or Mission 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~~ ~~fewer~~ than nine nor more than ~~20~~ twenty. Each Region must contain two or more geographically contiguous Churches. ~~Each Region must contain two or more geographically contiguous Churches.~~

Section 2. The Vestry or Vestry Committee of any Church or Mission which desires to change to another Region shall petition the Standing Committee for such change, stating reasons, and

including with the petition ~~the~~ a written statement setting forth 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 promptly notify the Bishop, the Bishop Coadjutor, (if there ~~be is~~ one), and the Bishop Suffragans, (if there ~~be are~~ such any), ~~such~~, the Executive Board, and the Secretary of the Diocese promptly of any change in the number or compositions of Regions, and shall annually 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~~ Church and Mission 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 Convention ~~Council of the Diocese~~. Qualifications for election to Regional Councils shall be the same as for election to a Vestry.
- b. In any Region where no elected Officers exist or for any newly established Regions, ~~The Dean~~ shall call the first meeting of a Regional Council, which shall then organize itself, electing a Lay Members ~~members~~ as President and then a Vice-President from among the Lay members, ~~respectively~~. Each Region 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, or 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 of, and the results, of any election shall be forwarded to the Secretary of the Diocese ~~at the conclusion of Convention~~ within thirty (30) days of the election.
- d. Each Regional Council shall elect one member and one alternate member ~~of the Executive Board. That~~ to serve on the Executive Board. The positions shall alternate between Lay and Clerical incumbents. The rotation of 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. That ~~The~~ member and alternate member must be either be a Lay persons ~~person~~ eligible for election to the Vestry of a Church or Vestry Committee of a Mission 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~~ The 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~~ decides 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~~ found a Mission or missionary work or to found a Church must, as provided in Canon 10 (Churches), ~~must~~ have the approval of the Regional Council of the Region in which such Mission ~~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, ~~and~~ The decision of the Standing Committee on the matter ~~which~~ shall be final.
- d. ~~In any case when~~ If a Regional Council ~~fails to meet and act,~~ upon a request made to the Dean of the Region by the Ecclesiastical Authority ~~to the dean, fails to meet and act~~ within 60 ~~sixty~~ days of such ~~the~~ request, the Executive Board of the Diocese shall have the authority to act on the request upon behalf ~~exercise the authority of the Regional Council, with respect to the matter under consideration,~~ A Church aggrieved by the Executive Board's exercise of authority pursuant to this Section shall have subject to the right of appeal set forth in Section 5(c) of this Canon. Any ~~such~~ exercise of authority by the Executive Board pursuant to this Section 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 historical Parishes of the Diocese, and their boundaries, having been ~~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 shall have equal responsibility for the extension and welfare of the Church and ministration to ~~needy~~ people within the Region.

Section 3. An inactive Church is defined as one in which there is no functioning Vestry or Vestry Committee. 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 ~~acknowledges~~ 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, upon approval of ~~be~~ called a petition submitted in accordance with Section 2 of this Canon, ~~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 Church status must signify its desire to a regular meeting of the Convention of the Diocese of Virginia by petitioning the Diocesan Convention 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 being met~~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 (Election and Organization of Vestries, and Call of Congregational Meetings).

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 the 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. A group of ~~persons who desire~~people desiring to organize a ~~congregation~~Church, but who are unable to meet all of the requirements of Section 1 of this Canon, may apply to be constituted as a Mission by the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it ~~is~~be the Ecclesiastical Authority, ~~a Mission.~~ An Application~~Application~~ for such Mission status shall be accompanied by a certificate of endorsement ~~offrom~~ 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,~~ Upon the request of any Church or upon 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~~is 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 authority taking the action.
- b. Upon the request of any Church or upon 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~~is 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 authority taking the action.

Section 7. The minister in charge of a Mission shall be called the Vicar. A Mission shall have a Vestry Committee appointed pursuant to Canon 11., Section 14. Further, a Mission shall be entitled to Lay and Clerical representation in the Diocesan Convention and Regional Council as is afforded other Churches.

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 (each referred to in this Section as a "Mission of a Founding Church"). The minister in charge of ~~such a Mission of a Founding Church~~ 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 for the Mission of a Founding Church which shall be composed as provided in Canon 11.14. ~~It~~

The Vestry Committee shall be charged with transacting the temporal business of the Mission of a Founding Church, 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 of a Founding Church.

- b. The Rector and Vestry of the Founding Church may at any time agree with the Ecclesiastical Authority Bishop to designate such a "Mission of a Founding Church" as a "Mission," and upon when the change in such designation becoming becomes effective, such Mission shall have the status of a Mission under these Canons and the provisions of this section Section shall no longer apply to such a Mission. Any Mission of a Founding Church functioning under this section Section shall be so marked identified in the annual list of Missions.
- c. A Mission of a Founding Church 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 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 (each referred to in this Section as a "Mission of a Theological Seminary"). The minister in charge of such a Mission of a Theological Seminary established pursuant to this Section 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 for the Mission of a Theological Seminary which shall be composed as provided in Canon 11.14. It The Vestry Committee shall be charged with transacting the temporal business of the Mission of a Theological Seminary, 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 the Mission of a Theological Seminary.
- b. The Dean and President of the theological seminary may at any time agree with the Bishop Ecclesiastical Authority to designate such a "Mission of a Theological Seminary" as a "Mission,". When, and upon such designation becoming becomes effective, the Mission will have the status of a Mission under these Canons and the provisions of this section Section shall no longer apply to such the a Mission. Any Mission functioning as a Mission of a Theological Seminary under this section Section shall be so marked identified 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.

Section 10: An "Inactive Church" is defined as one in which there is no functioning Vestry or Vestry Committee. The authority of an Inactive Church is assigned to the Executive Board, which may delegate this authority in specific cases to a subcommittee composed entirely of members of the Executive Board. The disposition of any property of an Inactive Church that has ceased to be occupied or used is subject to the provisions of Canon 15.3.

#### CANON 11.

##### **Election and Organization of Vestries, and Call of Congregational Meetings.**

Section 1. In this Canon, the term "Rector" implied refers to implies "Rector, Priest -in- Charge, or Vicar," and the term "Vestry" denotes refers to a "Vestry or Vestry Committee," unless specifically noted to the contrary otherwise.

Section 2. A Church shall have a Vestry which shall consist of not fewer than three or more than 12 twelve members, except that in any Church having more than 150 one hundred confirmed communicants in good standing one or more additional members may be elected to its Vestry ~~for~~ each additional 100 one hundred confirmed communicants in good standing or major fraction thereof, provided that the total number of elected Vestry members shall not exceed 18 eighteen, as set forth below:

<u><i>Communicants in Good Standing</i></u>	<u><i>Maximum Number of Vestry Members</i></u>
<u>0-150</u>	<u>12</u>
<u>151-250</u>	<u>13</u>
<u>251-350</u>	<u>14</u>
<u>351-450</u>	<u>15</u>
<u>451-550</u>	<u>16</u>
<u>551-650</u>	<u>17</u>
<u>651-</u>	<u>18</u>

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 is ~~be~~ no Rector, then ~~then~~ by the Wardens. If the time and place is ~~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 ~~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~~ The the congregation to shall determine the length of terms, ~~the beginning of the term when the terms begins,~~ 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~~ Church, as defined in General Convention Canon I.17., registered in the particular Church. shall be eligible for election as Vestry members of such ~~church~~ 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, as defined in General Convention Canon I.17, registered in the particular Church, ~~in which they offer to vote;~~ shall be entitled to vote at the election of Vestry members of such Church. 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~~ No election shall be valid unless the participating qualified voters number at least 10 ~~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 87. 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 78. As soon as may be~~practical ~~after their a Vestry election, the persons chosen as Vestry members shall assemble and organize at such time and place as the Rector shall appoint~~designate~~.~~ ~~, or, if~~if ~~no time or place is~~be appointed designated by him the Rector within a reasonable time, ~~then any two Vestry members may designate a time and place, notifying the Rector and each Vestry member, 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 another 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~~ The Rector may, when absent or present, 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 ~~eChurch~~church is without a Rector, ~~one of the Wardens shall~~shall ~~preside over~~ 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~~ the Rector fails to call a meeting when requested to do so by two or more Vestry members, such Vestry members may themselves call a meeting, giving at least three ~~days~~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 ~~specify~~ a smaller number to act as a quorum at future meetings. The Vestry may not adopt bylaws ~~not~~ inconsistent with ~~Diocesan or National Canons~~ the Canons of the Diocese and General Convention.

Section 11. In case of a vacancy in the Vestry for any reason, 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. Upon resolution of the Vestry and after due warning, a Vestry member may be removed from the Vestry, thereby creating a vacancy. Any of ~~The following actions of any Vestry member may~~ warrant removal of the Vestry member, after due warning, be deemed to create ~~worthy of creating a vacancy 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 bylaws of the congregation.

Section 12. Any Church having two or more congregations in different ~~communities~~ locations may apportion to each congregation the number of Vestry members to be chosen as its representation ~~upon~~ to 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 ~~is~~ 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 of the Church Vestry~~ may appoint one Warden for its congregation, a Treasurer, and a Clerk. If Wardens have been chosen for particular congregations by ~~Committees of the Church~~ 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 upon which a majority of the committees of the Church Vestry concur that is 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 ~~is~~ be none, the Senior Warden, deems 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 10 ten qualified voters of the congregation after at least three ~~days~~ days' notice of the time, place, and object purpose of the meeting have been given either on an occasion of public worship or by other adequate means to the ~~minister~~ Rector, each Vestry member, and the congregation. At such meetings only those persons qualified to vote for Vestry members 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 12 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~~ Vicar will 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 the congregation~~ and assist him ~~the Rector or Vicar~~ in his ~~the~~ 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 a biblically based standard of proportional giving. Each ~~v~~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~~ the Rector or Vicar's 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~~ the control of the Rector or Vicar.

Section 5. Each Vestry shall commit to the Virginia Plan for Covenantal Giving and remit the resultant sum to the Treasurer of the Diocese in regular monthly installments. It shall be the joint duty of the Rector or Vicar and Vestry to submit to the Bishop by the first of March of each year a parochial report for the year ending December 31st preceding.

Section 6. Each Vestry, as the constituted agents of the Church, shall transact all its temporal business, e.g.: (a) providing for the appointment of Trustees pursuant to the laws of the Commonwealth of Virginia to hold title to the property of the Church; (b) making and executing all contracts for erecting, furnishing, and preserving the Church edifice and other property; (c) regulating the use of any graveyard or columbarium; (d) establishing a Finance Committee as required by Canon 25 (Finance Committees); and, (e) observing Canon 13 (Business Methods in Church Affairs).

Section 7. With the assistance of the other members of the Vestry and congregation, the Wardens shall have the following duties:

- a. To oversee the operation and maintenance of the Church property;
- b. To see that the Church is duly prepared for every occasion of public worship, attend to the accommodations of the congregation with seats, and maintain order and decorum at the time of public worship;
- c. To collect the offerings of the people;
- d. To provide out of Church funds, under the direction of the Vestry, a sufficient supply of vestments and books to be used in public worship and also the elements for each celebration of the Holy Eucharist;
- e. To see that the sexton and other employees properly discharge their duties; and,

- f. To ~~possess a copy of~~ be familiar with 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.9.65.(b)(6), and disburse the same under the direction of the Vestry, maintaining his ~~these~~ accounts in accordance with the canonical requirements for the conduct of business in Church affairs, rendering reports to the Vestry and to the Convention as may be required. ~~At the end of his~~ When the Treasurer's term of office ends, he ~~the Treasurer~~ shall deliver all books and records pertaining to the Treasurer's ~~his~~ office to the Wardens.

Section 10. The provisions 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 ~~c~~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 ~~(bii)~~ invested in such a manner as is permitted by Title 26 64.2, Subtitle III, Chapter 3-7, (Sections 26-45.3-64.2-780 through 26-45.14-64.2-791) of the Code of Virginia (1950) as it may be amended from time to time; or ~~(iii)~~ invested in such manner as approved by the ~~Finance Committee of the Diocese;~~ Executive Board. 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~~ comply with Section 1 ~~of this Canon~~ above and with such instructions as may be promulgated by the Diocesan Finance Committee. Executive Board. The audit shall include all accounts which exceed ~~\$500.00~~ 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 ~~\$1,000,000.00~~ ~~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 ~~C~~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, except:

- a. ~~Except where the proposed indebtedness is for permanent improvements, replacements, or additions to real estate or equipment, the proposed indebtedness~~ 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; ~~or s; and~~
- b. ~~Except where the proposed indebtedness is~~ for current expenses, the proposed indebtedness 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. The following shall not be included in computing receipts under subsections (a) and (b) of Section 1 of this Canon: (a) In computing receipts under subsections (a) and (b) of Section 1 of this Canon, there shall be excluded amounts from or for endowments, or amounts from or by bequests, except income therefrom endowments or bequests not specifically designated to be used for other purposes, and (b) receipts specifically specially designated for expenditures other than parochialthe Church's ordinary operating expenses.

Section 3. The approval required under this Canon shall not be granted until a plan of payment of the indebtedness 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 ~~worship~~ 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, and take charge and custody of, 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; ~~Further,~~ 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. Upon taking charge and custody of property pursuant to this Section, 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 the use or benefit of the Diocese. Property so acquired shall be held and transferred by the Bishop or the Ecclesiastical Authority ~~of the Diocese~~ in accordance with the provisions of Section 57-16 of the Code of Virginia (1950), as from time to time amended, provided that no such real property shall be alienated, sold, exchanged, encumbered, or otherwise transferred for any purpose by the Bishop or the Ecclesiastical Authority without the advice and consent of the Standing Committee ~~of the Diocese of Virginia~~, unless prohibited by the instrument by which title to such property is acquired. The Executive Board shall have the care and maintenance 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~~ The Bishop or the Ecclesiastical Authority ~~of the Diocese~~ may delegate all authority with respect to such property to the Executive Board, 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 as the proper authority of the Diocese to Church and may apply to the appropriate court of the Commonwealth 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 Title 13.1, Chapter 10, Article 9 (Sections 13.1-875 through 13.1-883) 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 ~~is~~ 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 ~~r~~Related ~~o~~Organization shall have been approved by the Convention of the Diocese.

Section 2. Every ~~r~~Related ~~o~~Organization shall operate in conformity with the doctrine, discipline, and worship of ~~The Episcopal Church in the Diocese of Virginia.~~

Section 3. Every ~~r~~Related ~~o~~Organization shall conform with the applicable provisions of Canon 13 the Canon on B(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 ~~r~~Related ~~o~~Organization.

Section 4. The Secretary of the Diocese shall keep a current list of all active ~~r~~Related ~~o~~Organizations which shall be published in the Convention Journal.

Section 5. Every ~~r~~Related ~~o~~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 ~~r~~Related ~~o~~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 Bishop or the Ecclesiastical Authority, in the performance of which ~~he~~ the Secretary shall have such authority as may be delegated to ~~him~~ by the Bishop or 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, when requested, 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~~ The Registrar 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~~ The Episcopal Church Annuals, and Diocesan Episcopal Church Women ~~ECW~~ Yearbooks. He ~~The Registrar~~ shall offer advice to parishes regarding the preservation of historic materials. He ~~The Registrar~~ shall further make proper disposition of acquisitions to the archives of ~~the~~ 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 the 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)~~ La Lay, to the Commission on Ministry; ~~One~~ one in each order ~~to will~~ 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 Lay Ppersons elected to the Commission shall be adult communicants in good standing of a Church or Mission 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 the Convention. Such appointments of Lay persons shall be communicants in good standing of a Church or Mission in the Diocese.
- c. In the case of a vacancy in the members elected members [ pursuant to 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 members appointed pursuant to ~~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~~ General Convention, including, but not limited to, advising and assisting the Bishop (a) in the determination of present and future opportunities and needs for the ministry of all baptized persons, and (b) in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefore. The Commission may establish committees consisting of members and other persons to report to the Commission or to act on its behalf.

Section 3. The Commission on Ministry shall annually report to the Convention ~~of the Diocese.~~

Section 4. As a transition following adoption of amendments to this Canon at the 212th Annual Council, for the purpose of changing the number and the rotation specified in Section 1(a), the previously elected members of the Commission on Ministry with remaining terms of office of one, two, and three years shall remain in office for the duration of their respective terms of office. This section of the Canon shall lapse upon the establishment of the terms of office so inaugurated.

### **CANON 23. Meetings.**

Meetings of congregations, vestries, vestry committees, regional councils, the Executive Board, the Standing Committee, and the Convention, including elections to offices in these bodies and votes concerning the disposition or encumbrance of property, may be conducted by electronic means (including, where appropriate, telephonic means), provided that the following standards are met:

- a. adequate notice (as defined in these ~~cCanons~~canons) is provided;
- b. the presence of a quorum is verified;
- c. each member entitled to vote can hear clearly and can be heard by the other attendees;
- d. reasonable means are provided for each member in attendance to review the written terms of matters on which the body is voting before voting occurs;
- e. in advance of voting, the names of members in attendance and eligible to vote is verified; and
- f. the results of votes are promptly made available to voting members.
- g. Adoption of this ~~cCanon~~canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

### **CANON 24. Reserved for future use.**

### **CANON 25. Finance Committees.**

Section 1. ~~The Executive Board shall serve as the diocesan body with the authority to perform the duties of~~ There shall be a Finance Committee of the Diocese as required by General Convention ~~Canon 1.7. The Executive Board may appoint a subgroup of its members to exercise such authority.~~ appointed by the Bishop and including representation from ~~The Executive Board or the subgroup~~ which committee shall, from time to time and at least annually:

- a. ~~Advise~~Assess 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 (Business Methods in Church Affairs); ~~);~~
- b. Issue periodic guidelines for audits and investment management;
- c. Provide information to Church, Mission, and other Finance Committees as requested; and
- 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 ~~fewer~~less than three persons to provide assistance in financial matters to the Rector, ~~Priest-in-Charge~~, Vicar, ~~the Vestry or Vestry Committee, and the~~ 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 General Convention ~~National~~ Canon; reports for Missions shall be made to the person Bishop designated by the ~~Diocesan~~ Bishop who shall submit a consolidated report to the ~~Diocesan~~ Bishop. The Bishop shall refer all audit reports to the Finance Committee of the Diocese for ~~its~~ their information and recommendations.

## **CANON 26.**

### **Appeal of a Lay Person after Repulsion from the Holy Communion.**

If any Lay person repelled from the Holy Communion shall allege to the Bishop that an injustice has been done, or if, notwithstanding that, the person he shall have professed himself to be 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 the repulsion shall be continued, he the person may present his an 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 a judgment in writing to the Priest and the Lay Person person and tthe judgment shall be final and conclusive.

Any Lay person repelled from the Holy Communion may appeal the Priest's action to the Bishop in writing, setting forth the grounds for requesting to be restored, provided that at least one of the following conditions apply: (1) the Lay person believes that the repulsion was unjust, or (2) the Lay person has truly and sincerely demonstrated readiness and willingness to comply with the requirements for being restored but believes that the repulsion is being continued unjustly. The Bishop, after considering the explanations given by the Lay person and the Priest, shall judge the case and shall communicate the decision in writing to the Lay person and the Priest. The Bishop's 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 pPriestspriests or dDeaconsdeacons and five (5) of whom are ~~Lay~~ lay persons. Members of the Standing Committee shall be eligible to serve as members of the Disciplinary Board.

- a. Priests or Deacons. The pPriestspriests or dDeaconsdeacons who are members of the Disciplinary Board shall be canonically resident in this Diocese.
- b. Lay Members. The ~~Lay~~ lay members of the Disciplinary Board shall be persons eligible under the Canons for election as Lay Delegates to the Convention.
- c. Election of Members. The members of the Disciplinary Board shall be nominated by the Standing Committee and elected by the Convention to serve for terms of three years. Member's Member's terms shall be staggered into three classes of two cClericalclerical and two ~~Lay~~ lay members each, provided that one such class shall have only one ~~Lay~~ 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 the 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. (e) President. Within ~~60~~ sixty (60) days following the regular meeting of ~~annual~~ the Convention, the Disciplinary Board shall convene to elect a President to serve until the next Annual regular meeting of the 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 be disqualified from serving and shall immediately - 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. The Intake Officers shall not all be of the same gender, 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 General Convention Canon IV.11(5).

**Section 6. Church Attorney.** Within ~~sixty (60)~~ days following each regular meeting of ~~annual~~ the 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 General Convention Canon IV.2. Attorneys appointed to serve as Church Attorney or Assistant Church Attorney shall serve until their successors are appointed. Persons appointed to serve as Church Attorneys or Assistant Church Attorneys shall be persons eligible under the Canons for election as Lay Delegates to the 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 and none of the or Assistant Church Attorneys is ~~are~~ able to act on a specific matter due to a conflict of interest, undue bias, unavailability, or other good reason, the Disciplinary Board shall appoint a Lay ~~lay~~ or

~~c~~Clergy person with knowledge of Title IV, but not necessarily a duly licensed attorney, from within or outside of the Diocese, 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 General Convention 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 any 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 Disciplinary Board shall appoint a Board Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may be a member of the Disciplinary 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. ~~The Clerk shall preserve and maintain R~~Records of active proceedings before the Disciplinary Board through , including the period of any pending appeal, ~~shall be preserved and maintained in the custody of the Clerk.~~
- b. (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 ~~cChurchchurch~~ without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a ~~cChurchchurch~~ 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 ~~relationship~~~~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 ~~relationship~~~~relation~~, to lay the matter before the Bishop or Ecclesiastical Authority of the Diocese.

Section 3. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral ~~relationship~~~~relation~~, and the parties cannot agree, either party may give notice in writing to the Bishop or Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop Suffragan, if there ~~is~~~~be~~ one,; or the Assistant Bishop, if there is 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 between~~ 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~~~~outlining~~ 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 ~~of this Canon~~ ~~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 ~~relationship~~~~relation~~ from the Bishop ~~as follows~~ or the Bishop may ~~take the initiative to~~ 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 ~~10 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 ~~30 thirty~~ days ~~of receiving the request~~.
- c. At the conference each party shall be entitled to representation ~~by a third party~~ and to present its position fully.
- d. Within ~~30 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 ~~relationship~~~~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 ~~relationship~~~~relation~~ is to be dissolved:

1. The Bishop shall direct the Secretary of the Convention to record the dissolution; and.
  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~~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~~exercising 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 ~~else is 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(Ecclesiastical Discipline), 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 Title IV of the General Convention Canons ~~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.~~

Health Insurance. [Formerly Canon 31]

Section 1. Any and all health insurance coverage for active and retired ordained persons or Lay employees 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 Section 1 of this Canon~~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~~ authority 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 Section 1 of this Canon~~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 Section paragraph 1 of this Canon ~~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; and
- f. the precedential effect of the exemption or exception requested, if granted.

### **CANON 30.**

#### **Amendments to the 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 ~~is~~<sup>be</sup> given in open Convention, nor until ~~such~~ the amendment shall have been referred to and reported upon by a Committee of Convention of at least two Priests ~~Presbyters~~ and two ~~Laymen~~ Lay persons. ~~Nor shall such~~ No Amendment shall not amendments be adopted during the same Convention unless two-thirds of the members present concur therein.; ~~but if~~ If the majority ~~is~~<sup>be</sup> less than two-thirds, the proposed amendment it shall lie over for ~~be considered~~ consideration at the next regular meeting of the Convention. Unless otherwise provided for 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~~ The Chancellor and the Chair~~person~~<sup>man</sup> 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 Chair~~person~~<sup>man</sup> 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.; ~~Any, which~~ corrections shall be reported to the Secretary of the Diocese.

### **CANON 31.**

#### **Health Insurance. [Renumbered as Canon 29]**

**C-3 Amend Canon 7.1 as follows:**

Section 1

The Executive Board shall be composed as follows:

- a. One member elected by each Regional Council or in the absence of a member, an alternate member elected by each Regional Council.
- b. The Bishop, the Bishop Coadjutor if there be one, and the Suffragan and Assistant Bishops, if there be such
- c. To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether clerical or lay) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be clergy who are on the Official List of the Clergy of the Diocese (Canon 1) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

Submitted by:

J.P. Causey Jr., Chancellor

Rationale: The Executive Board is a critical governing body of the Diocese and has historically included the Bishops Diocesan, Coadjutor and Suffragan. Assistant Bishops are a recent development and have an active role in the Diocese assisting the Bishop Diocesan in his/her work. This proposed amendment gives our Assistant Bishop(s) membership on the Executive Board to enable their work in the Diocese.

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**C-4 Amendment to Canon 4, Deputies to the General Convention**

October 21, 2024

**Amend Canon 4, by the insertion of the following language at the end of that Canon, as a new Section 3, to read as follows:**

- a. Within 90 days of the Diocesan Convention electing them, General Convention Deputies must meet (which may be done virtually) to elect a Deputation Chair and Vice-Chair, one of whom must be a Clergy Deputy and one of whom must be a Lay Deputy.
- b. To the extent reasonably practical, the Deputation Chair and Vice-Chair will, among other duties, help assure that:
  - i. Deputies and Alternates are trained in the most current procedures of the House of Deputies, including Committee procedures;
  - ii. Deputies and Alternates are provided information needed to vote knowledgeably in General Convention elections for members of church-wide bodies;
  - iii. The Diocese is fully represented when General Convention votes on measures and elections before it;
  - iv. Alternate Deputies are engaged in the work of General Convention;
  - v. Specific concerns and resolutions offered by Diocesan Convention for consideration by General Convention are addressed;

- vi. The Diocese, especially the Diocesan Convention, receives timely and informative post-General Convention report
- vii. A written report summarizing important practices and helpful hints about the work and procedures of the General Convention and the deputation is given to the Secretary of the Diocese promptly after the General Convention to be shared with the Chairs and Vice Chairs of successive General Convention deputations.

**Rationale:** The work of the General Convention changed drastically as a result of the Covid Pandemic, so that in 2022 and again in 2024, almost all of the committee work was done in virtual meetings before Convention. In 2024, that committee work started almost six months before the 81st General Convention met in person in Louisville. This shift to substantial pre-Convention business conducted virtually will continue before the next General Convention, scheduled for Phoenix in summer 2027.

Our past diocesan custom has been to designate as Deputation Chair the lay or clergy deputy who received the most votes in the election of Deputies. The rules and practices of the General Convention make the Deputation Chair responsible for a number of tasks in addition to the formal role in votes by order. The Deputation Chair is expected to be fully knowledgeable about how the General Convention functions. Given this shift in the work of General Convention, this customary method of appointing Deputation Chairs does not serve our Diocese well, especially when a person who has never attended a General Convention before is designated as the Deputation Chair. That situation has arisen several times in the past decade and is now a significant concern given the shift to substantial pre-Convention virtual work.

This amendment provides that the Deputies will choose a Deputation Chair and Vice-Chair among themselves, one a Lay Deputy and one a Clergy Deputy. It is expected that this election will be based on Deputies' understanding of the work of General Convention and of their colleagues' abilities to do various aspects of this work.

This amendment also provides a short outline of the expected role of the Chair and Vice-Chair in helping the Deputation to participate effectively and report back appropriately to our Diocese.

## **CERTIFICATION**

I certify that adoption of this canonical amendment will not violate the Constitution and Canons of General Convention and will not violate the Constitution and Canons of this Diocese. Adoption of this amendment is not expected to have any budgetary impact.

Respectfully submitted,

Russ Randle, Lay Delegate, St. Mary's, Arlington

Cynthia Bartol, Lay Delegate, Christ Church, Alexandria

The Rev. Amanda Kotval, St. Paul's, Ivy

The Rev. Kathleen Murray, Beckford Parish

The Rev. Sven vanBaars, Abingdon Church, White Marsh

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

J.P. Causey, Jr., Chancellor

Margaret (Mickie) Jones, Lay Delegate, St. Mark's, Richmond



# **Annual Reports**

## Anna Julia Cooper School (AJC)

To Whom It May Concern:

On July 8th of this year, AJC kicked off its 16th year with our summer session, opening the doors to 198 students in grades K - 8. By all accounts it was the best summer session yet.

With Covid—knock on wood—in the rearview mirror, the overall morale and strength of the faculty and staff seemed as strong as ever. If there's such a thing as a secret ingredient, it is the folks on the ground who continue to do extraordinary work. Academic gains, particularly among our youngest students, have accelerated. 14 of 24 graduates from our class of 2020 matriculated to four-year colleges. All but a few of our 29 graduates in this year's 8th grade class are in independent schools for high school. We have put additional energies and resources into our curriculum and academic support services and we are seeing the fruits of that effort. And, as always, we have more than a few students who do not reach grade level. Which is to say, we cast a wide net.

This year we have added a second kindergarten, and the plan over the next five years is to expand by one section each year up to and through 5th. The sooner we start the better—there is less ground to make up and more time to get and keep students on grade level or beyond.

Sports and extra-curriculars have expanded as well. This year we are making a significant investment in an instrumental music program for middle school students, something we have wanted to do almost since the day we opened our doors.

The heart and soul of AJC continues to be our ever-growing community of affection which we hope is palpable to anyone who walks through our doors. We believe it is transformative, primarily for the students we serve, but also for staff, volunteers, parents, and community partners who continue to remark on the uniqueness of the School. Sustaining that environment and culture—which only happens with great energy and intentionality, and not without a fair share of sacrifice and grit—is our core curriculum. Our mission is to 'love, educate, and uplift' our students and graduates, and in that very specific order.

The biggest news is that we are well down the road toward building a new lower school in which we will ultimately be able to serve an additional 100 students. An architect, project manager and contractor have all been at work for well over six months and we hope to break ground by early spring of next year. Spurred on by a surprise and very significant grant from a generous Foundation, we are busy at work raising money ourselves. Approximately half the money raised will go toward the building; the other half will be used to supplement the on-going annual costs which will only grow with each passing year. A significant safety net of reserves for this next period in the life of the School is absolutely critical.

We—our Board and administrative team—are sober about the financial situation of the School.

We are still in good shape in 2024 and our base of support continues to grow. This year, however, we need to raise over \$4.5MM to cover our budget. As a tuition free school which relies entirely on the generosity of individual donors and foundations, this is a tall order. To do that annually feels like a challenge on good days and daunting on others. But that is our commitment. There is no proverbial magic bullet and the vicissitudes of the larger economy are beyond our control. What we can control, however, is creating and recreating each day something beautiful but also exceptional here on 29th Street. The fact that we are an educational enterprise remains appealing to donors; that we serve who typically live on the margins brings added appeal; and that we are rooted and grounded in an expressed religious belief, namely that "Jesus is the fullest expression of God's love for us," makes for an even greater appeal for many.



We welcome support and we welcome visitors. If you're reading this and have an inclination to come by and visit, please do so! We would love to see you.

SUBMITTED BY: MICHAEL MARUCA, HEAD OF SCHOOL

## Bloomfield Foundation

Bloomfield is a non-profit 509 (a) (3) foundation dedicated to improving the lives of physically handicapped children and young adults. Created a hundred years ago and always sponsored by the Episcopal Diocese of Virginia, Bloomfield has been known over the years as "All Saints' Home," "St. Anne's Preventorium," "Bloomfield School," and now "Bloomfield Foundation." Its name originates from a farm in Albemarle County, its last home.

When the Commonwealth of Virginia ceased funding institutions for physically disabled children, a decision was made to sell Bloomfield's property and invest the proceeds with the Diocesan Missionary Society. Interest from this investment, together with gifts from churches, individuals and secular institutions enabled Bloomfield to meet the special needs of disabled children and young adults. It became increasingly clear that the needs of these special young people have not always been met by Federal and State programs, public schools, health departments and other government agencies. When this occurred, parents and foster parents, physicians, caseworkers, hospitals, public health personnel and others throughout Virginia turned to Bloomfield for help.

As Bloomfield has no salaried employees, all operational expenses are financed by its ten volunteer trustees. Only 2% of annual income covers such expenses as postage, printing and audit, with 98% directly benefiting those in need of assistance.

The needs and numbers of applicants increase yearly. The cost of vital equipment such as special beds, bathing needs, wheelchairs, specialized bicycles, exercise equipment, breathing apparatus, mobility devices and countless additional needs also increase yearly. Bloomfield accepts applications from every part of Virginia and serves everyone whose needs we can meet, persons of all faiths or no faith, Americans or recent arrivals.

Covid left us with even more applications for help and the loss of most of our trustees. Costs of medical equipment are rising and financial support from the few churches in our Diocese that helped us in the past has continued to decline. It grieves us to have to turn down requests for help. The applications are heartbreaking.

We are very pleased that four new trustee-volunteers have joined us and will be with us at our first post-pandemic face-to-face meeting on October 26th in Fredericksburg. Zoom did not allow us to go over applications carefully and with thorough discussions as we did before covid. We pray that God will bless our ministry with increased support and interest, and bless those whom we help with compassion and understanding.

SUBMITTED BY: THE REVEREND JACK SUTOR

## Brotherhood of St. Andrew

The mission of the Brotherhood of St. Andrew (BStA) is to bring men and youth to Christ. We seek to introduce our men's ministry to all parishes in The Episcopal Church and Worldwide Anglican Communion. Our vision is to inspire, empower, and equip men and boys to fulfill the Great Commission through the disciplines of prayer, Bible Study and service.

## Overview

Within the Diocese of Virginia (DoV), over 100 BStA members in good standing are part of church chapters and members-at-large (i.e., members in good standing who cannot practically become affiliated with an active Chapter). Some chapters continue to rebuild membership following the lingering impact of the COVID pandemic.

## Parish Engagement and Support

BStA chapters provide support to their congregations, which include such actions as:

(1) Hosting the St. Stephens-Culpeper Coat Sunday Collection for those in need.; (2) Making donations to the Trinity-Fredericksburg parish food banks and school lunch programs; and (3) Sponsoring events such as a St. Stephens-Culpeper and Trinity- Fredericksburg Shrove Tuesday Pancake Supper and Spaghetti Dinner.

## Community Involvement

The Emmanuel-Delaplane Chapter supports a food bank program hosted on parish grounds. The Trinity Chapter-Fredericksburg joined the Veteran Military/Veteran Friendly Congregation (VMFC) Ministry to provide a visible sign to all who visit the congregation that they understand and are sympathetic to the needs of veterans and their families. The VMFC finds, honors, and recognizes veterans for their service. Three members of the chapter recently attended a local event designed to hear and share stories of veterans, first responders, and allies.

Additionally, the Trinity-Fredericksburg Chapter made donations to Adopt-a-Room at the Hesel House, a facility sponsored by a consortium of community churches, which provides lodging for Fredericksburg residents who have housing insecurity.

## Conclusion

Looking ahead, Brothers Andrew in the Diocese of Virginia plan to strengthen awareness of affiliation with parishes, the Province III BStA, and the National BStA by placing greater emphasis on active membership.

SUBMITTED BY: JIM CARLOCK, COORDINATOR

## Canon to the Ordinary

Dear Bishop Stevenson, Clergy and Delegates to Convention:

As we live into our Diocesan Vision - **Love Jesus. Embody Justice. Be Disciples**, it is with prayers of thanksgiving and expressions of gratitude as I reflect on the progress made over the past year. Ministry opportunities that foster spiritual growth, justice initiatives, and a deepening commitment to discipleship are central as Bishop Stevenson and the diocesan staff support and empower the ministry of our clergy and congregations.

As Canon to the Ordinary, I have the distinct pleasure to serve closely with the Vocations Minister - The Rev. Sarah Kye Price, Minister for Congregational Vitality – The Rev. Shirley Graham, and Administrative Assistant for Episcopal Ministries – Ms. Gloria Parham in the areas of vocational discernment, clergy transition, ordination processes, Safe Church Training, and Congregational Vitality. This team collectively (and individually) focused on the following since the last convention:

- Strengthening formative opportunities for clergy by implementing a new clergy program, Connecting in Ministry which provides a collegial learning environment for those newly ordained and new to the diocese.
- The provision of a clergy retreat, monthly clergy calls, and new clergy orientation with the

diocesan staff deepened spiritual practices and relationships.

- Gathering regionally for small congregations to examine best practices in the areas of congregational vitality and finance.
- Developing relationships with colleagues within Province III and The Episcopal Church.
- Focusing on the ministry of reconciliation as it relates to Title III and Title IV matters.
- Conducting a search for a new Transitions Minister to fill the vacancy left by The Rev. Shirley Smith-Graham's new role.
- Strengthening and streamlining the vocations process for greater transparency and relational communication.
- Revitalizing the diocesan discernment process to fully embrace leadership in ministry among all the baptized.
- Providing guidance, training, and ongoing support to Vestries and Discernment Committees as they do the work of understanding the congregation well and search for clergy leadership.
- Providing coaching to overcome difficult challenges, including Mutual Ministry Reviews for churches with specific opportunities to grow or redevelop.
- Recruiting the best clergy to the Diocese of Virginia.
- Helping churches consider new models or expressions for doing ministry that better match their gifts and assets and accommodate their restrictions.

There are good things happening in the Diocese of Virginia and I am grateful for the opportunity to serve God in this place as we Love Jesus. Embody Justice. Be Disciples.

SUBMITTED BY: THE REV. DOROTHY "D'RUE" MASSEY HAZEL, CANON TO THE ORDINARY

## Central Richmond Region

The 13 parishes in the Central Richmond Region remain committed to focusing on issues in the Central Richmond area from a Christian perspective.

The Churches in the Central Richmond Region include Christ Ascension, Grace & Holy Trinity, Holy Comforter, St. Andrew's, St. James's, St. John's, St. Mark's, St. Paul's, St. Peter's, St. Philip's, St. Thomas', St. Stephen's and Varina Episcopal. Our Region Dean is The Rev. Dr. Charles "Charlie" Dupree, Rector of St. Paul's Church.

For the past 12 months we held hybrid sessions (in person and on-line) rotating our meeting locations. Our activities and accomplishments are listed below.

Going forward we look to continue and increase outreach opportunities by sponsoring new, expanded, and collaborative ministries.

### November - December 2023

- Our Treasurer Deacon Barbara Ambrose of St. Andrew's retired and passed on her duties to the new Treasurer Karen Franklin from St. Mark's.

- It was decided to send \$500 to each of the following organizations: Temple Beth El and VCU Campus Ministry at Grace & Holy Trinity.

### **Parish/Region Highlights**

- J. D. Dickinson was named as the new Deacon at St. John's.
- St. Mark's and Holy Comforter will share services for Thanksgiving and Christmas Day.

### **January – February 2024**

- The Region committed to making donations to: VCU Pace Center, Annual Pridefest and the Episcopal Church Women Scholarship.
- Officer positions for the Region were filled by the following: Mickie Jones as Vice-President and Terry Long as the Register.

### **Parish/Region Highlights**

- St. Paul's had their Lenten luncheon series with a speaker on Wednesdays during Lent.
- St. James's sponsored a showing of "The Philadelphia Eleven" at the Byrd Theatre on January 27th with a reception and panel discussion.

### **March – April 2024**

- Grace & Holy Trinity's Campus Ministry outreached to VCU by deciding to partner with the ecumenical ministry at VCU's Pace Center. Central Richmond Region funds of \$500, allocated for Campus Ministry at Grace & Holy Trinity, will be sent directly to the Pace Center.
- A Presentation was made to the Region by staff of the Pace Center – Rev. Katy Gooch & Rev. Russ Kerr. They showed a video and then spoke about the ministry and the fact that their students are able to establish friendships with other students. This campus ministry is open and affirming of LGBTQ+ students. The Pace Center activities are led by students.
- Mark Eastham said the diocese needed an additional lay delegate to the General Convention. Karen Franklin expressed interest and was granted the role of Alternate Delegate to General Convention.

### **Parish/Region Highlights**

- St. Mark's is planning to host a service on the celebration of the ministry of Pauli Murray. This will be a Central Region regional effort.
- The Chrism Mass was celebrated at St. Andrews on March 26th.

### **May - August 2024**

- The Pride Eucharist is an annual event that will be held on September 12th at St. Mark's and is funded by the Region.
- The service commemorating Pauli Murray, scheduled at St. Mark's on June 30th at 5:00 PM, will be funded up to \$500 by the Region.
- Christ Ascension is a small, aging congregation with a Sunday attendance of approximately 15. They are in financial straits and can no longer afford their building. The church is performing a feasibility study to evaluate possible uses for their buildings and/or property.

### **Parish/Region Highlights**

- The Region funded a tent for the city-wide Pride Festival. It was staffed by volunteers from the Region's churches' congregations.

## Annual Reports

- Bishop William Barber (the Poor People's Campaign) preached on June 9th at St. Paul's service. On June 8th there was a film screening of "Bad Faith: Christian Nationalism's Unholy War on Democracy", followed by conversation with Bishop Barber.
- St. John's, St. Philip's and St. Peter's combined to hold the Annual Juneteenth Celebration, on June 19th. It included a parade from St. John's to St. Peter's, followed by a service and picnic.
- St. Peter's hosted the Ordination of Deacons on Saturday, August 10th.
- The centennial of the merger of Grace Episcopal Church and Holy Trinity Episcopal into Grace & Holy Trinity was held June 2nd.
- Christ Ascension hosted a concert by the Royal Virginians on June 22nd, to benefit their food pantry.

### September – October 2024

- Christ Ascension continues their feasibility study. They have a tenant that signed a two-year lease for the Parish House which provides a financial cushion.
- Mickie Jones will rotate off the Executive Board of the diocese at the end of the year. Rev. Benjamin Badgett will be our new representative on the Executive Board.
- Larry Clark will complete his term as region president this year. Mickie Jones will replace him.
- The Rev. Shirley Smith Graham is the new Diocesan Minister for Congregational Vitality. She will attend our Nov. 21st meeting and will conduct an interactive Vitality Listening session.
- Rev. Charlie Dupree will continue to be our dean throughout 2025.

### Parish/Region Highlights

- St. Thomas' is having a service Nov 3rd dedicated to a peaceful election week.
- Dr. Catherine Meeks is conducting a racial reconciliation workshop at St. Paul's Oct. 19-20.
- VA Diocesan Homes is now renamed Virginia Episcopal Real Estate Partners. It is partnering with the Virginia Interfaith Center and having a meeting on October 22. This will be a regional event for congregations interested in developing affordable housing.

SUBMITTED BY: LARRY CLARK, PRESIDENT, CENTRAL RICHMOND REGION, ST. PHILIP'S CHURCH

## Church Schools in the Diocese of Virginia

Created by the Council of the Diocese of Virginia in 1919 and incorporated in 1920 to "own and operate a system of schools," Church Schools in the Diocese of Virginia (CSDV) operates as six separately accredited educational institutions: Christchurch, St. Catherine's, St. Christopher's, St. Margaret's, St. Stephen's and St. Agnes, and Stuart Hall.

Three full-time officers work across the entire system. President Henry Broadus, Vice President and Treasurer Chip Broadway, and Corporate Secretary and Assistant Treasurer Lea McCormick constitute this executive team, and they work closely with the six Heads of School, their leadership teams, and the schools' Boards of Governors.

CSDV's Board of Trustees, led by the Reverend Edward Miller as Chair, provides system-wide oversight, which includes approving the schools' annual budgets and tuition. Bishop Stevenson serves as an ex officio trustee, and Bishop Harris works closely with the board.

Furthermore, six separately incorporated foundations provide philanthropic support for each of the schools and ensure the preservation of donor intent for gifts to benefit a specific school.

Episcopal identity unifies this diverse system of educational institutions, which collectively serves approximately 3,600 students from age 3 to grade 12 and employs approximately 900 faculty and staff. Regional variation ranging from the Shenandoah Valley to the Rappahannock River, and from the city of Alexandria to the city of Richmond, reflects itself in the school communities, as do differences in student body size, whether they are co-educational, and whether they offer boarding.

One of the profound benefits CSDV provides its schools is their ability to borrow for capital projects at the system level, taking advantage of scale to receive more favorable terms with banking partners. In fact, when CSDV acquired St. Agnes School in 1944, the all-girls school's primary motivation for joining the system was its need for assistance in financing construction to accommodate a growing student body. In the present day, St. Stephen's and St. Agnes School (coed after merging with St. Stephen's in 1991) is much larger and financially stronger. Like all six Church Schools, however, it still takes great advantage of this benefit. In 2023, St. Stephen's and St. Agnes School broke ground on a major expansion and renovation of its upper school campus. The transformative project was completed in time for the opening of the 2024-2025 school year and was the largest capital project in CSDV's history.

Strong enrollment at the day schools in 2023-2024 and larger applicant pools created opportunities for strategic growth, such as the addition of a fourth section of Kindergarten at St. Christopher's for the 2024-2025 year.

By contrast, the market for boarding schools remains challenging, and they rely heavily on donor support for their operations. Tuition revenue from international students, on which many boarding schools relied prior to the pandemic, has not rebounded to pre-2020 levels. Expanding the enrollment of domestic boarders and local day students remains a high priority.

More than \$30 million in financial assistance was awarded to families in the 2023-2024 year, including a 50% tuition discount to all children of Episcopal clergy.

Few rewards compare to the joys of teaching, but at the conclusion of the school year, Stuart Hall Head of School Jason Coady cited a compelling one in a message to alumni about his enthusiasm for the Summer Olympic Games. "I love the Olympics because it exposes me to things I've never seen. I love the Olympics because it showcases people who take a risk by pushing themselves...I love the Olympics because I get to cheer for people...I love the Olympics because, every once in a while, you get to see someone transcend the limits of what they believed was possible." Then, reflecting sentiment shared by educators across all six Church Schools, he closed by observing that the real reason he loves the Olympics is that he can replace "the Olympics" with "teaching" anywhere above, and the statements remain true.

What follows are some of the medal-stand moments for Church Schools in the Diocese of Virginia in 2023-2024.

### **Christchurch School – Christchurch, Virginia**

Coed Boarding and Day School

Grades 9-12

2023-2024 Enrollment:233

2023-2024 Highlights:

## Annual Reports

- Enjoyed a record-setting year for Annual Fund with more than \$1 million raised (more than twice the prior year).
- Continued enrollment growth with a record 106 new students.
- Celebrated 73 students who earned 500+ college credits through dual enrollment programs.
- Sent students to Spain, Senegal, and India through a global education program.
- Won the Mid-Atlantic and Atlantic Coast Championships.
- Won state football championship during the school's first year in 8-man tackle.
- Advanced to state semi-finals in girls' softball in their inaugural season.
- Finalized long-range strategic plan.

### **St. Catherine's School – Richmond, Virginia**

All-Girls Day School

Age 3-Grade 12

2023-2024 Enrollment: 950

#### 2023-2024 Highlights:

- Enjoyed the first full year of Endeavour Hall with performances, presentations, speakers, and experiential learning.
- Set a Giving Day School record with \$400,000 in gifts from 875 donors.
- Participated in a variety of training and conferences such as the NAIS People of Color Conference, Virginia Center for Inclusive Communities, Univ. of Chicago GAINS STEM Conference, project-based learning at Duke, and School-led Belonging workshops.
- Expanded work with R.E.A.L. Discussion Program, an educational curriculum that breaks down the art of discussion into teachable, accessible, and transferable skills.
- Completed with St. Christopher's a comprehensive review of Upper School scheduling.
- Celebrated LIS titles in tennis, volleyball, softball, track & field with Indoor Track capturing their 12th State championship.

### **St. Christopher's School – Richmond, Virginia**

All-Boys Day School

Grades JK-12

2023-2024 Enrollment: 1,001

#### 2023-2024 Highlights

- Finished the school year with near-record student retention (97%), including the 4th consecutive year of student attrition of less than 30 students.
- Enjoyed record-breaking philanthropy, with over \$16 million raised in cash and pledges and a record number of 3,000+ donors.
- Added a fourth section of Kindergarten for 2024-2025 due to record Admissions demand – the highest number of applications (412) in School history.

- Made significant progress on multiple facets of our Strategic Plan, Momentum 2025
- Adopted a set of community-wide core values (called Community Pillars) based on the School's mission.
- Celebrated the tenures of five departing members of the School's leadership team and welcomed five talented new team members this summer.

### **St. Margaret's School – Tappahannock, Virginia**

All-Girls Boarding & Day School

Grades 8-12 and postgraduate

2023-2024 Enrollment: 64

#### 2023-2024 Highlights:

- Secured the first \$1 million gift in School history followed by an additional \$1 million gift.
- Raised a record \$4.2 million.
- Increased alumnae participation in Annual Giving from 20% to 30%.
- Reestablishment of the sports program with the return of field hockey, and basketball advanced to State Finals.
- Hired a crew coach and began work to establish a Rowing and Sculling Academy.
- Celebrated Class of 2024 with 25% of the students receiving full merit (four-year) scholarships to several colleges.

### **St. Stephen's & St. Agnes School – Alexandria, Virginia**

Coed Day School

Age 3 – Grade 12

2022-2023:1,239

#### 2023-2024 Highlights:

- Successfully navigated a year of construction in the Upper School.
- Developed guiding principles for working with Generative AI.
- Began a partnership with Challenge Success and the Institute for Social Emotional Learning at Stanford University.
- Brought together all 1,220 students in April for Saints Mission Day — a program that highlighted our partnership with St. Paul's School in Moutrouis, Haiti.
- Showcased the annual Academic Symposium for Upper School students, who completed independent work and research and held the 4th biennial Colloquium for the Common Good.
- Hosted the 10th SSSAS Middle School Diversity Conference (Theme "Power of Words") with 130+ students from 15 local and regional schools attending for a day of interactive learning facilitated by 30 Upper School students.
- Achieved numerous Robotics Program successes, including the Upper School winning a 1st place Robot Design Award and Rookie All-Star Award and advancing to the World Championship in Houston, Texas.



## **Stuart Hall School – Staunton, Virginia**

Coed Boarding & Day Grades 8-12

Grades 6-7 Day Only

2023-2024 Enrollment: 129

### **2023-2024 Highlights:**

- Grew boarding enrollment by 50% over the previous year.
- Reestablished a dance program in partnership with Silver Line Theatre Exchange.
- Adopted a Standards Mastery learning program with student experiences such as a student-led history symposium sponsored by the Woodrow Wilson Presidential Library and Museum.
- Implemented donor-supported campus improvements to enhance the student experience including extending the WIFI network and installing an outdoor sound system to the Commons.
- Developed and approved a Strategic Plan as part of the ten-year reaccreditation process.
- Successfully completed the accreditation process.

Church Schools in the Diocese of Virginia are unified by their Episcopal identity, layered in their governance structure, and strengthened by their ties to one another. In the 2023-2024 academic year, the six Church Schools served approximately 3,600 students to prepare them for academic success, personal growth and well-being, and service to others.

## **Commission on Ministry**

In the Diocese of Virginia, the Commission on Ministry serves as an “umbrella” which includes several working committees and programs that advise and assist the Bishop in overseeing the Canonical responsibilities of Title III (“Ministry”) of the Canons; the determination of present and future opportunities and needs for the ministry of all baptized persons, and the design and oversight of the ongoing processes for recruitment, discernment, formation for ministry, and assessment of readiness for those preparing for Holy Orders as Deacons and Priests.

**Commission on Ministry:** During the 2023-2024 cycle, the Commission on Ministry undertook a close look and significant revision of our ordination process timelines for both Deacons and Priests. In January 2024, the COM along with the Standing Committee, Bishop and Vocations Minister met for a full day of discussion, revision and participatory engagement walking “sample” ordinands through these processes of discernment, evaluation and formation so that we could add clarity and transparency to our vocations process. Following that meeting, the Commission on Ministry members met both in person and virtually throughout the year to continually evaluate the new timeline processes; define priorities within that process to strengthen our collaborative work; to review and discuss the received report from the Spanish Language Discernment and Formation Task Group and to discuss ongoing efforts to address and expand opportunities to add diversity to both COM membership and to those who present themselves for discernment and formation as Deacons and Priests. The current priorities of the COM in these areas are ongoing, with elected and appointed members of the COM being added in the coming year to continue to foster growth in these strategic areas.

Given that the work of the Commission on Ministry occurs within working committees, a summary of each working committee’s efforts is shared below to keep the Convention apprised regarding our vocations process.

**Committee on Discernment:** Discernment is the cornerstone of vocational development for all those called to ministry as lay ministers, deacons and priests. Discernment often begins personally but also requires community. The Committee on Discernment is responsive to community listening and discernment on a number of levels, beginning with our Diocesan Discernment Retreats. In the period between Conventions, forty seekers attended a Diocesan Discernment Retreat as the beginning of their discernment process. Many of those who attended retreats continue in a process known as “Exploring the Church” and following that, we have had twenty-one active Parish Discernment Committees in process at some point during 2024. This is keeping our Diocesan Discernment Facilitators busy in the most holy and beautiful ways! Our Diocesan Discernment Facilitators also meet twice a year together, in person, to talk about issues that arise and build a community of support with one another as we facilitate the discernment of others. Additionally, we held a training retreat for new diocesan discernment facilitators this year in August where four new facilitators (and one volunteer seeker) received training in the Listening Hearts model of community discernment; two of those trained were bilingual facilitators. This committee is active in the ministry of holy listening in service to the work of the Holy Spirit in the Diocese of Virginia.

**Committee on Priesthood:** During the time between Conventions, the Committee on Priesthood conducted three Postulancy interviews and nine Candidacy interviews and presented six people for Ordination (3 are currently ordained as Deacons, transitional and three are currently ordained as priests). With changes to the canonical timelines and seminary admission calendars, Postulancy interviews are shifting more heavily in the Fall and early Winter, and Candidacy interviews to the Spring. This accounts for the uneven number of Candidacy vs Postulancy interviews during the past year. In addition, the Committee on Priesthood initiated a new opportunity for those in discernment to engage with members of the Committee on Priesthood relationally and prayerfully prior to Postulancy. During the Ember Weeks each quarter, members of the Committee on Priesthood host a virtual Ember Day Evening Prayer and Q&A session to which anyone in discernment for priesthood is invited. The conversation following Evening Prayer is relational and non-evaluative, focused on reducing the barriers and promoting conversation among those in whom the Holy Spirit is stirring and those who are called to the ministry of recruitment, discernment, formation and assessment. This has been a well-attended and much appreciated opportunity to ask questions, demystify the process, build relationships and talk openly with each other about the needs of the church and the ways in which the Holy Spirit is moving in the lives of those exploring and discerning calls to which may include priestly ministry. We are looking ahead to 8-10 anticipated Postulancy interviews in the coming months, so we know that the Spirit is moving and stirring the hearts of future priests in our Diocese.

**Committee on the Diaconate:** As the Diocese of Virginia continues to grow and expand awareness of the vocation of those called specifically to the Sacred Order of Deacons, the Committee on the Diaconate together with our diocesan Archdeacons are working together to promote discernment and formation of Deacons to serve the church and the world. In the time between Conventions, the Committee on the Diaconate conducted two Postulancy Interviews and four Candidacy interviews with those in Vocations process who are receiving formation through the St. Phoebe School for Deacons; one person was ordained to the Sacred Order of Deacons, with several more anticipated to be ordained in the coming months. In addition, the Committee has read, discussed and moved recommendations forward to the Commission on Ministry regarding Spanish language discernment and formation which is enhanced by the presence of addition of bilingual members of the Committee on the Diaconate who can thoughtfully and prayerfully assist the committee as we consider the nature of the questions asked in discernment of call and evaluation of progress in formation. We are committed to this ongoing work and inspired to continue expanding awareness of Diaconal ministry throughout the Diocese of Virginia.

**Diocesan Board of Examining Chaplains:** An often overlooked working ministry of the Commission on Ministry are those who prepare, read, evaluate and offer feedback to those preparing for ordination as Deacons and Priests who sit for General Ordination Exams (priesthood) and Canonical Exams (diaconate) to evaluate their academic preparation for ministry in the areas identified in the Canons of The Episcopal Church. In the year between Conventions, the DBEC administered and evaluated Canonical exams for three deacons-in-formation (these exams are locally prepared) and read the results of the General Ordination Exams and offered feedback for six people preparing for priesthood. Each member of the DBEC reads all exam responses and offers areas of strength and areas for ongoing formation, all of which provides insight for the COM Committees, Bishop, and Standing Committee regarding overall preparation for ministry.

**COM Programs:** In addition to these active committees, the Commission on Ministry also staffs three specific formation programs: the Young Priest Initiative which supports those under age 30 who are exploring calls to ordained ministry, including stipendiary discernment internships; the Mid-Atlantic Parish Training Program which offers a colloquy-based and stipendiary full time immersion experience to rising Senior Seminarians to more deeply engage in specialized areas of ministry development and the St. Phoebe School for Deacons which prepares those called to the vocation of Deacon through local formation encompassing academic, spiritual and practical formation (St. Phoebe School also prepares those supported for the diaconate from the Diocese of Southwestern Virginia).

Please visit the Vocations Table in the Exhibit Hall for more information on the robust offerings of the Commission on Ministry for discernment and formation for ministry in the Diocese of Virginia. Our Diocesan Vocations Minister, the Rev. Dr. Sarah Kye Price, serves as the staff liaison for the Commission on Ministry and is available to answer questions and provide resources regarding the work of the Commission and our processes for discernment and formation for ministry in the Diocese of Virginia.

SUBMITTED BY: THE REV. DR. SARAH KYE PRICE, VOCATIONS MINISTER

## Committee on Congregational Missions (CCM)

The Committee on Congregational Missions (CCM) continues its work assisting the overseeing Bishop in her delegated oversight of Diocesan Missions. The full list of our 24 mission congregations can be found on the diocesan website under the Committee of Congregational Missions.

Much of the work of CCM this year focused on educating new diocesan staff on the ministries our mission congregations do, ways to help them discern their futures, and resources which may help the missions better serve their communities.

In March, the full CCM committee had a retreat with Bishop Gayle Harris and Canon d'Rue Hazel to review the CCM budget process, discuss the work of the committee liaisons with their mission congregations, and explore future ways to improve how CCM can serve with the mission congregations.

In August, CCM also had their annual budget meeting reviewing the grant requests from the mission congregations. We were excited to have The Rev. Shirley Smith-Graham join us at that meeting in her new ministry as Minister for Congregational Vitality. At that meeting, we reviewed and submitted our budget request for mission congregation grants to the Executive Board. We also discussed future ways to involve regional leadership, potential programs in congregational development, and other resources besides financial grants to help CCM and the mission congregations deepen their work of ministry in the diocese.

Thank you to the members of our committee, Don Alexander, Linda Bailey, Dorothy DeJong, Ginny Ferguson, Elizabeth Kim, Kathi Panfil, Tomas Saucedo, Linda Strickland and The Rev. Jennings Hobson.

SUBMITTED BY: THE REV. WEBSTER GIBSON, CHAIR

## Committee on Constitution and Canons

After receiving comments at our open hearing and other comments, the Committee on Constitution and Canons respectfully reports:

**C-1** The Committee recommends amending C-1 to replace the words “Suffragan Bishop” wherever they appear with the words “Bishop Suffragan.”

Rationale: These amendments conform the wording of our Constitution with the wording of the Canons of the General Convention.

The Committee recommends **approval** of C-1 with the amendments stated above on first reading. The Committee requests that C-1, as amended, be placed on the Consent Agenda.

**C-2** The Committee recommends amending C-2 to replace the words “Suffragan Bishop” wherever they appear with the words “Bishop Suffragan.”

The Committee recommends **approval** of C-2 with the amendments stated above. The Committee requests that C-2, as amended, be placed on the Consent Agenda.

**C-3** The Committee recommends **approval** of C-3.

**C-4** The Committee recommends **amending** C-4 to add under section (b) an additional subparagraph vii reading as follows:

vii. A written report summarizing important practices and helpful hints about the work and procedures of the General Convention and the deputation is given to the Secretary of the Diocese promptly after the General Convention to be shared with the Chairs and Vice Chairs of successive General Convention deputations.

Rationale: The amendment provides for documenting the knowledge of the Chair and Vice Chair of the work of General Convention and the deputation with a written document of identifying past practices and procedures.

The Committee recommends **approval** of C-4 with the amendment stated above.

SUBMITTED BY: J. P. CAUSEY, CHAIR, MR. GARWAY BRIGHT, THE REV. DEACON DAVID CURTIS, MS. KAREN GRANE, THE REV. EMILY KRUDYS, MR. GREY LIGON, II, THE REV. JAY MORRIS, THE REV SVEN VANBAARS

## Committee on Liturgy and Music

The Committee on Liturgy and Music primarily works alongside Diocesan Staff to plan and execute Diocesan worship opportunities, in addition to serving as a general liturgical resource to the Diocese. The Committee Chair, under the guidance of the Reverend Canon d’Rue Hazel, works closely with

Bishop Stevenson to set expectations and guidelines, explore and institute new resources, and attend to “other duties as assigned.” One of these is the Diocesan Customary, which was finalized and distributed this year.

The Committee’s goal is to offer worship opportunities that showcase the breadth and depth of our Diocesan tradition, and it takes inclusion, diversity, tradition, and experimentation seriously. This year, the Committee planned and executed the following:

- January Ordination of Priests, All Saints’, Richmond
- March Ordination of Deacons, St. Paul’s, Alexandria
- July Ordination of Deacons, St. Andrew’s, Burke
- August Ordination of Deacons, St. Peter’s, Church Hill
- September Ordination of Priests, St. Anne’s, Reston The Committee also:
- Assisted in planning worship and prepared bulletins for Chrism Mass
- Worked with Canon to replenish Diocesan “sacristy”
- Wrote a Diocesan land acknowledgment for use at Diocesan services
- Worked with keynote speakers to appropriately customize worship

The Committee, alongside Diocesan staff, continues to reevaluate membership, expectations, and function and to adjust accordingly. It hopes to provide more opportunity for liturgical and musical learning, reflection, and conversation throughout the Diocese in the coming year.

SUBMITTED BY: CRYSTAL HARDIN

## Committee on Related Organizations

Related Organizations are defined as those entities whose charters or statements of purpose have received the endorsement of the Executive Board and have been subsequently recognized as Related Organizations by the Convention of the Diocese. Each Related Organization elects its own board and officers, but the nominations are reviewed by the Committee on Related Organizations and then presented to the Annual Convention of the Diocese of Virginia for concurrence.

*Following a thorough review of the candidates’ nomination forms, the Committee is confident that all the nominees possess the requisite skills, experience, and dedication to effectively serve in their respective roles. We formally place these nominations before the Annual Convention for concurrence. We are excited about the potential for these individuals to contribute to the mission and work of the Diocese of Virginia.*

Virginia Episcopal Real Estate Partners (formerly Virginia Diocesan Homes) is a nonprofit affiliate of the Diocese of Virginia. Their vision for the Diocese of Virginia and its parishes is to use property and assets to their fullest potential to serve God and our communities. They do that by maximizing mission opportunities with diocesan property including nurturing home environments.

The Committee received three nominations for Virginia Diocesan Homes.

**Philip A. Brooks** is a member of Saint Paul’s, Richmond. He has a professional background in

commercial real estate in debt and equity. He wishes to help transform underused church property into more effective and purposeful spaces that align with the church's mission.

**The Rev. Theresa Markley Brion** is Priest-in-Charge at Saint John's Episcopal Church, West Point. She has experience in a faith-based non-profit that provides affordable housing for seniors. She sees a need for allocation and reallocation of resources to address affordable housing deficits and similar needs; she believes that the effective use of resources is a matter of stewardship.

**The Rev. Benjamin P. Campbell** is pastoral associate at Saint Paul's, Richmond and support team at Christ/Ascension in Richmond. In addition to his ordained ministry, he has served as Executive Director of a non-profit housing corporation and has 40 years experience of housing advocacy and relationships in the field. He believes that the church is at a moment when our property resources and the needs of the community are in line with each other.

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

The Committee received three nominations.

**The Rev. Deacon John Curtis Dickinson** is a Deacon at Saint John's, Richmond. He has 40 years experience, including 30 as an investment banker. He says "it would be a privilege to serve on the DMS to assist parishes with financial resources to meet their facilities and related needs."

**The Rev. Christopher Howell Miller** serves as Rector of Saint Dunstan's, McLean. He is a former member and chaplain to the Trustees of the Funds and a former member of the Executive Board. He says that "one of the greatest joys in his ministry has been serving on diocesan committees and wishes" and wishes to offer his ministry beyond [his] parish.

**Scott W. Boyers** is a member of Saint Stephen's, Richmond. He has been a principal in project development for commercial and multi-family developments. He sees it as "a duty for parishioners to give back to the church and community..." He believes he has the time and talent to serve on the DMS.

SUBMITTED BY: THE VERY REV. KATHLEEN MURRAY, CHAIR, MR. JAMES BAILES, THE REV. BAMBI WILLIS

## Committee on Resolutions

### R-1 Resolution for More Welcoming and Inclusive Language for the Deaf or Hard of Hearing

The Committee recommends the **adoption** of R-1 with the amendment, as follows, and recommends that R1a be placed on the Consent Agenda:

#### R-1a Resolution for More Welcoming and Inclusive Language for the Deaf or Hard of Hearing

**Resolved**, the Committee on Resolutions and the Committee on Amendments to the Constitution and Canons are directed by the 230th Annual Convention of the Diocese of Virginia to review any language in any current or future resolutions or canons to change terminology referring to people with hearing loss from "deaf and hearing-impaired" to "deaf or hard of hearing."

*Submitted by The Rev. Joe Hensley, St. George's Fredericksburg  
Ms. Beth Klein, St. George's, Fredericksburg*

*As amended by the Resolutions Committee*

## COURTESY RESOLUTIONS

### CR-1 Mr. John Robert “Bob” Thomas

The Committee recommends **adoption** of CR-1 with the amendment, as follows, and recommends that CR-1a be placed on the Consent Agenda:

#### CR-1a Mr. John Robert “Bob” Thomas

**Whereas**, John Robert “Bob” Thomas, Lay Pastoral Leader, peacefully departed this life at his home and entered the nearer presence of God on March 11, 2023; and

**Whereas**, Bob Thomas was a devoted lay pastor, enjoying and engaging in God’s Creation, sportsmanship, and the warm company of friends and family; and was a faithful missionary of our Lord Jesus Christ to everyone he met at church, at work, or even in the grocery store, and

**Whereas**, following his graduation from E.C. Glass High School in Lynchburg in 1967, Bob attended Virginia Polytechnic and State University, majoring in Forestry and Wildlife, graduating in 1972; and

**Whereas**, there Bob met and married his love, Kathryn Haney, to whom he was married for 52 years and 51 weeks; and

**Whereas**, with his wife, Kathryn, he raised five children, Sean, Emily, Daniel, Elizabeth, and Abraham, and was the beloved grandfather to his grandchildren, Galileo, Griffin, Lincoln, Eleanor, June, Robert, Hannah, Sophia, Lucy, and Tristan; and

**Whereas**, spending his career with the Virginia Department of Agriculture and Consumer Services as an ornithologist, Bob paused at every visit to care for the needs and concerns of the farmers with whom he worked and always shared the Good News of Jesus Christ; and

**Whereas**, Bob served the smallest rural parishes in the Diocese from 1979 until a month before his final hospitalization in February of 2023, making sure that their voice and presence was known to the larger Body of Christ in the Diocese of Virginia; and

**Whereas**, Bob was installed as Lay Vicar in Charge by Bishop David Jones at Good Shepherd of the Hills in Boonesville, Albemarle County in 1996; and

**Whereas**, with the Rev. Janet McDonald, the Rev. Jane Piver, Bob Mares, and Ann Mingledorff, Bob served as a member of the Mountain Mission Team, which ministered to five small rural parishes in Albemarle and Page Counties; and

**Whereas**, Bob’s model of service has been passed on to his entire family, including all his children and grandchildren, especially his granddaughter, Hannah Rees; and

**Whereas**, Bob Thomas was known by many in the Diocese of Virginia and in its Conventions as “Mountain Bob” for his dedication and service to the Mountain Missions; now

**Therefore, be it resolved** that the 230th Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of Robert “Bob” Thomas, and

**Be it further resolved** that a copy of this resolution be provided to his wife, The Rev. Deacon Kathryn Thomas, and that it be recorded in the minutes of the 230th Annual Convention.

*Submitted by the vestries of Grace, Stanardsville and Piedmont, Madison  
As amended by the Resolutions Committee*

## **CR-2 Ms. Lynn Gray**

The Committee recommends **adoption** of CR-2 with the amendment, as follows, and recommends that CR-2a be placed on the Consent Agenda:

### **CR-2a Ms. Lynn Gray**

**Whereas**, Lynn Gray, known to the camp community also as “Nurse Lynn”, commenced her ministry for The Diocese of Virginia as a camp nurse at Shrine Mont Camps in 2006; and

**Whereas**, Lynn Gray served the camp devotedly and passionately for 18 years as a recurring session nurse and a Nursing Coordinator. The Diocese recognizes the diligent, compassionate, and inclusive work Lynn Gray has provided to camp during this time. She shared her medical expertise with our program, setting forth best practices that have served the camp both during her tenure and well into the camp’s future. Her work included hiring session nurses, being a consultant for the Director of Shrine Mont Camp during the off-season, reviewing each of the over 400 camper medical forms, providing care during sessions to campers, talking with parents to develop treatment plans, staying up throughout the night to assist campers, making camp policy and more. We give specific thanks for Lynn’s counsel and work throughout a global pandemic wherein Shrine Mont Camp was able to run safe and effective programming a year out from its inception in 2021; and

**Whereas**, Lynn Gray went above and beyond her role as Nurse Coordinator, serving as a caretaker who soothed the anxieties of both parents and staff. Lynn has always operated as a source of unconditional love and acceptance amongst campers and staff and has often been a first point of contact for nervous parents. Lynn’s service often included assisting the camp in developing programming that could appropriately and safely accommodate campers from all spaces, including those with mental health challenges, exceptional medical needs, family systems facing difficult moments, and more.

**Therefore, be it Resolved**, that the Diocese of Virginia appreciates and celebrates Lynn Gray’s attention to our ever-evolving camp community. Lynn’s compassion for others is ever-increasing, and Shrine Mont Camps benefited from her generous spirit during her tenure on the mountain.

*Submitted by the Bishops and staff of the Diocese of Virginia  
As amended by the Resolutions Committee*

## **The Community of Deacons**

There are 39 Deacons in the Community of Deacons in the The Diocese of Virginia; currently 36 are licensed and canonically resident and 3 are licensed. We continue to welcome new deacons through ordination and joining us from another diocese. We have 20 deacons serving in parishes or faith-related organizations, and 9 deacons on sabbatical or leave of absence, and 10 deacons have retired from active ministry.

Earlier this year, The Rev. David Curtis, Deacon, stepped down from his archdeacon role and was assigned by Bishop Stevenson to All Saints, Richmond. Bishop Stevenson appointed The Ven.



Frederico Garza as archdeacon. The Ven. Holly Hanback is continuing her role as archdeacon.

This year, we are grateful to welcome The Rev. Mary Cushing, Deacon, who was ordained in August 2024, into the community of deacons and has been assigned by Bishop Stevenson to serve St. Patrick's Anglo-Vietnamese, Falls Church and St. John's, Arlington.

A new webpage, providing information about the Diaconate in the Diocese of VA, is now on the diocesan website. This page includes the customary for deacons and an application for those parishes interested in requesting a deacon to serve in their midst.

The Community of Deacons met three times in 2024: once in January for a Day of Learning, in June for a picnic, and in October at the Annual Deacons' Retreat at Shrine Mont. Bishop Stevenson also joined the community of deacons at Shrine Mont. At the annual retreat, deacons focused on living into our mission: Love Jesus, Embody Justice, and Be Disciples. We examined spiritual practices through this missional lens so we might strengthen ourselves, and each of us in the body of Christ, for the ministry into which God calls us.

If you or someone you know is interested in learning more about the diaconate or discerning placement of a deacon in a parish, please contact the Ven. Holly Hanback ([hhanback@episcopalvirginia.org](mailto:hhanback@episcopalvirginia.org)) or the Ven. Frederico Garza ([fgarza@episcopalvirginia.org](mailto:fgarza@episcopalvirginia.org)). We are happy to talk with seekers, discerners, those interested in deacon placement, or anyone interested in learning more about this full, separate, and equal order of ministry.

SUBMITTED BY: THE VEN. HOLLY HANBACK, THE VEN. FREDERICO GARZA, ARCHDEACONS, DIOCESE OF VIRGINIA

## Creation Care Committee

This past year has been a productive one for the Committee as we continue to reach out and try to engage with parishes concerned about the increasingly dangerous environmental emergency.

In February, the Committee cohosted a Lenten Environmental Ministry conference with the VTS student groups Cultivate VTS and the Justice and Reconciliation Society. The seminarians invited Fr. Jemonde Taylor of St. Ambrose in Raleigh, NC to be the keynote speaker. "Baptized in Dirty Water" gave the history of his church community from being forced to move into the former city dump, which is also a wetland subject to flooding, and home of natural wonders, to their restoration work and their Ethiopian- infused faith practices. His wide-ranging and fascinating talk is on the diocese's YouTube channel. In the afternoon, working groups of the Committee gave presentations on alternatives for responsible land use, energy conservation, and spiritual resilience.

In September, as Hurricane Helene was devastating the southeast US, the Committee hosted a conference, "To Love and Heal Creation," in Richmond at Roslyn. The Rev. Dr. Faith Harris, Executive Director of Virginia Interfaith Power and Light, spoke of the urgent need for the church's moral voice to be heard, as we confront the multiple environmental disasters that are already battering "the least of these". She also spoke to the interconnectedness of creation care with racial justice and with evangelism—as young people are understandably worried about the functionality of the planet on which they must live. In the afternoon we had three break-out sessions: on stormwater management, involving a spiritual realignment to acknowledge and work with the physical world that God created; spiritual practices, including the contemplative practice of nature journaling, to keep us connected to God and to hope as we undertake this heavy work; and responsible landscaping with native plant species. The native plants group refreshed two of the old brick-bordered garden beds next to Tucker Hall—a gift from the Committee to Roslyn. To close our day out, the Rev. Dr. Hilary

Borbon Smith of Richmond's Holy Comforter blessed the new garden.

The conference was attended by parishioners from across the diocese, as well as other Christian faith traditions.

It was an uplifting day and we hope to hold another conference in May to allow ample time for a “deeper dive” with small-group discussion as we consider how precisely we can do the deep spiritual and community work of discipleship and embodying justice through care for Creation.

To preserve as much as we can of our planet, the changes we need—at the scale and at the speed we need them—will have to come from the highest levels of power in our society. The changes we need include but are not limited to: reducing carbon emissions drastically; replacing our antiquated electric grid so that we can build and use the sustainable energy we already can produce; developing additional sustainable energy sources; building storm-resilience into our infrastructure; adapting our agricultural system so that we can continue to grow sufficient food; removing the range of toxins already dumped in our environment, and doing all this work with an awareness that the toxic burdens of our modern lifestyle fall most heavily, by design, on our marginalized populations. They deserve our greatest efforts. However, even in the short-term everyone alive is at risk. What we need to do goes way beyond what any individual can accomplish.

That's not to say ‘individual’ or small-scale efforts can be neglected. This year the Committee attempted to help the Diocesan Retreat Center at Roslyn install two EV Charging Stations—an essential infrastructure component of reducing our catastrophic levels of carbon emissions from internal- combustion engines, and something that Roslyn guests request. The effort to find a contractor who can do this work affordably will, we hope, continue. The financial sting of this work can be significantly reduced by rebates under the Inflation Reduction Act, but that policy-and-tax expertise has not yet made itself known to the Committee.

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Our Working Groups have been busy this year. Both Habitat Restoration and Spiritual Resilience hold uplifting monthly meetings online, open to anyone who wants to attend. The groups' activities are summarized below. After the VTS conference in February a new Working Group was formed: Policy & Advocacy, to keep us informed of relevant legislative developments at the federal and state level, which is where big and fast changes need to happen.

Looking ahead to next month for a special event, the Spiritual Resilience group is hosting a webinar with Bishop Mark Stevenson on December 12th in which he will share his experiences and observations from Hurricane Katrina (2005).

The Energy Efficiency working group has gone dormant for now, as no one has stepped forward to fill the big shoes of former Committee members Dr. Nancy Searby (Earth sciences engineer and deacon) and architect Doug Gehley, who created the “Net Zero Self-Guided Checklist.” The heavy-weight of energy- conservation is solar power, but that may not be workable for a particular church, for several reasons including low weekday usage of the building. One of our Committee members, Carlo Uchello of St. Luke's Alexandria, has many years of experience with his church's quest for solar, which he is happy to share.

For the range of other measures that can be undertaken, there are excellent resources such as Interfaith Power & Light (Cool Congregations), and the federal ENERGY STAR for Congregations.

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The Habitat Restoration Working Group was involved in the planning and implementation of the joint conference with VTS in February. We hold monthly online meetings; our participants come from a variety of parishes, some involved in large-scale and extensive Creation Care work, and some are not so favored. Our meetings emphasize education, in the hopes of taking what we learn at meetings to support the work of Creation Care in our parishes.

Our members are involved in grant-writing for storm water management projects, planning and implementing the removal of invasive plants and replanting with native species, sponsoring and planting trees and protecting them from deer damage, planting “edible landscapes,” holding regularly scheduled work days to engage and educate parishioners, holding Earth Day and St. Francis Day events, publishing informational articles, leading an Adult Formation group, leading tours of church property to show what is being done, developing areas in nature where people can pray, and demonstrating waste management by turning food scraps into compost suitable for the garden, among other initiatives.

One other initiative coming out of Habitat Restoration is a group of members now engaged in “Love God, Love God’s World,” the nine-week curriculum from the national church. They will be holding their fourth meeting while the rest of us are at convention.

**- Margaret Bain, Chair, Holy Comforter, Vienna**

The Spiritual Resilience Working Group holds monthly online meetings.

For our first webinar this year for faith leaders, in April we hosted the Rev. Dr. Margaret Bullitt-Jonas. For our second offering this year, we will be hosting Bishop Stevenson in December as he reflects on his experiences of Katrina in New Orleans.

We have continued to host our two annual virtual book journeys: during Lent, *We Survived the End of the World* by retired Bishop Steven Charleston. The Fall book journey is ongoing, with *Rooted & Rising: Voices of Courage in a Time of Climate Crisis*, edited by the Rev. Drs. Margaret Bullitt-Jonas and Leah Schade.

Members of the Spiritual Resilience Working Group spoke at the VTS Lenten conference on February 17; at Westminster Canterbury-Richmond’s Creation Care series, on September 18; at the Little Fork, Rixeyville Creation Stewardship series on October 6; and held a discussion on the concept of “dominion” (Gen. 1:26) at Shrine Mont’s Fall Camp on October 22.

Another study group of “Love God, Love God’s World,” originating with the Spiritual Resilience group, has just begun meeting.

The group’s project “Creation” was used at churches and Shrine Mont during the summer and is on display at the Creation Care booth at the Annual Convention.

**-Kathy Ellis, Chair, Little Fork, Rix**

## **Culpeper Region**

Bi-monthly region meetings in 2024 were in person at St. Stephen’s Church in Culpeper, Virginia, central to the region. We are grateful for their hospitality. The Rev. Elizabeth Keeler, rector of Trinity, Washington, continues as our Region Dean, and as the Archdean of the Diocese of Virginia. She has convened several clericus meetings this year.

Culpeper Region officers for 2024 include: Cady Soukop, president; Bryan Jacobs, vice president; Mary Frances LeMat, treasurer; the Rev. Dr. Peter Gustin, secretary. The Rev. Vinnie Lainson, rector of Christ Church, Brandy Station, is Culpeper Region clergy delegate to the Diocese of Virginia Executive Board.

The Rev. Anne West retired; Piedmont Church, Madison is now served by the Rev. Becki Casey. The Rev. Dr. Peter Gustin retired from St. Stephen's Church, Catlett; St. Stephen's is searching for a new priest.

Culpeper Region hosted a Shrine Mont retreat for region churches July 12-14. Over 60 people attended, with special programs for very young people (that included quite a few older folks as it was the most fun to be had on a hot day). Live music was provided by musician volunteers from several churches. The region provided scholarships for families so they could attend. We are already planning another region retreat at Shrine Mont in 2025. Six of the ten churches were represented – more in 2025?

2024 Culpeper Region grants supported the following projects:

- Culpeper Region Shrine Mont Retreat scholarships for individuals and families.
- St. Stephen's Church, Catlett – installation of a new floor for the preschool, an important support for families in the local community.
- Little Fork Church, Rixeyville Community Outreach Festival on September 21 to build ADA-accessible walking trails on their property, designed for dawn-to-dusk public use, as well as a Gifts for Good Market, where people could gift a donation, receive an ornament, and share in life-changing impacts. The beneficiaries were the Culpeper Food Closet, the Culpeper Pride Scholarship Fund, the Feed My Sheep Food Ministry, the Little Fork Volunteer Fire & Rescue, Plant VA Natives on Little Fork Trails, SAFE (Services for Abused Families), and Episcopal Relief and Development.

SUBMITTED BY: CADY SOUKUP, CULPEPER REGION PRESIDENT

## Diocesan Missionary Society

The Diocesan Missionary Society of Virginia (DMS) is a related organization of the Diocese of Virginia, established to purchase and hold property, and to develop various programs of support for the extension of the missionary work of the Diocese. DMS is overseen by a twelve-member board of directors, serving three-year terms. The Bishop of Virginia is an additional ex-officio member with voting rights.

DMS worked with the Trustees of the Funds to create a shared administrative support position this past year. Foster Billingsley was employed as Business Administrator. This position replaced the part-time administrative support previously provided by the Diocese. Mr. Billingsley began work on February 2, 2024.

At its December 2023 meeting, the Board approved a disbursement of \$45,762.19 from the Reid Fund Grant to the Diocese of Virginia in support of mountain missions within the Diocese. In 2024 the board approved loans to All Saints Sharon Chapel in Alexandria for building repairs and renovation, and to Calvary Front Royal for roof and interior repairs.

In 2024 the Board worked with St. Peter in the Woods, Fairfax, on a property sale agreement with Fairfax County, which was necessary to permit the County to expand its fire and rescue service. The County required the additional land for parking to allow it to meet zoning requirements. The land transfer also benefits the church by providing additional parking for its use. DMS currently holds

title to the land on which the church is built. DMS is working with St. Peter's to transfer ownership. The congregation of St. Peter's built and has ownership of the church facility.

DMS supports the Diocese's campus ministry mission work through ownership of two properties - in Fredericksburg (MWU) and Harrisonburg (JMU). The buildings provide housing for the Canterbury programs in these two communities. DMS assists the Diocese by funding some maintenance and repairs for these facilities.

DMS accepts investments by parishes and other church entities, which are used by DMS to support the missionary work of the Diocese. The funds are held in trust by the DMS, with interest paid at a fixed rate of return for a five-year period. These funds are used to make loans to churches in the Diocese for capital maintenance or other improvements.

DMS provides short-term and long-term loan opportunities for churches, at rates favorable in the current market, to assist congregations with funding for capital and maintenance improvements. In the past year, the Board worked with several parishes to provide funding for improvements and continues to have funds available to loan. If your church is contemplating a construction project or needs a loan to make capital repairs, please contact Foster Billingsley at [DMSadmin@episcopalvirginia.org](mailto:DMSadmin@episcopalvirginia.org).

SUBMITTED BY: JOSEPH S PAXTON, PRESIDENT

## Diocesan Registrar and Historiographer

*To the Two Hundred and Thirtieth Annual Convention of the Diocese of Virginia:*

Since assuming the position in January, a paramount goal of the Registrar and Historiographer has been the three-fold task of organizing, cataloging, and digitizing the records and archives of the Diocese and its congregations, housed at the Diocesan Offices in Richmond. The first two duties are continuations of the process begun by Mrs. Julia Randle, to whom anyone who values Diocesan history owes a tremendous debt of gratitude. Correspondences, financial and administration records, clergy information, Bishops' papers, published works, and any and all other manner of archived ephemera are being categorized and cataloged to ensure they are easily accessible to researchers, now and in the future. The use of temperature controls, de-humidification tools, and the highest-quality archival supplies and enclosures guarantee these valuable items' continued preservation.

Much of this material will be scanned in bulk by an outside vendor, a process that is already underway; by the end of 2024, approximately 60,000 individual documents will have been digitized in this manner, with an additional 120,000 by the end of 2025. Rare and fragile records are being digitized using a specialized document and book scanner, further augmenting the overall number of records that will be digitally preserved, each year. Accessional software specifically tailored for special collections will be used to create searchable records for each item; this database, and all of its aggregate records, will be stored safely and securely via utility computing, otherwise known as "the cloud." Secondary cloud storage, as well as physical drives, will also be employed to provide further layers of security and conservation. In time, once both the processes of digitization and accession are solidified, it will be possible to create a smaller, public-facing version of the database, allowing the wider public to view select documents and records.

While the need to preserve the current collection is critical, there is also immense value in acquiring primary sources that speak to the history of, and influences upon, the Diocese, from the establishment of the Church of England in the colony of Virginia, up to the present day. To that end, the Registrar and Historiographer has endeavored to locate and obtain such sources. These include such works as *A Vindication of the Primitive Church* and *Diocesan Episcopacy*, by the Rev. Henry

Maurice, chaplain to the Archbishop of Canterbury and professor of divinity at Oxford University, published in 1682; an original copy of the 1789 Journal of the Episcopal Church, which includes the first complete printing of its Constitution, adopted at that year's General Convention; and the 1856 memoirs of the Rev. James Chisholm, a priest of the Diocese who unwaveringly served the needs of the ailing during the yellow fever epidemic that seized Portsmouth the previous year. The Archives' collection of secondary, historical works has also been expanded upon.

The working papers and correspondences of previous Diocesan officers, as well as miscellaneous records temporarily stored elsewhere, have once again returned to the Archives. The Registrar and Historiographer has begun traveling to churches throughout the Diocese to gain firsthand knowledge regarding each congregation's history and identity, as well as to offer any assistance in the maintenance of historical records; particular emphasis has been placed on congregations in the Blue Ridge region, to ensure their unique history is maintained and preserved.

Topics long-deserving of dedicated, historical research, including those such as race, women clergy, and demographic changes throughout Diocesan history, have been undertaken, shining further light upon a range of issues vitally important to the Diocese's, and each congregation's, past, present, and future; organizations and governmental entities outside of the Diocese have also reached out with research inquiries, demonstrating the significant roles the Episcopal Church in Virginia has played throughout regional and national history. At the Diocesan Offices, two curated museum spaces are under development: the first, on the third floor, a chronicle of the Diocese's history via portraits, photographs, and explanatory signage; and the second, on the lower level and adjacent to the Diocesan Archives, several exhibit cases containing artifacts that offer concrete, more tangible connections to the past.

The compiling and editing of the Diocese's Annual Journal are now under the purview of the Registrar and Historiographer, and the draft version of the 2023 edition is complete. Much-needed modifications to both the Journal's format and compilation processes will commence with the 2024 edition, to better ensure that it fulfills its intended purpose as an historical record.

The year 2024 has proven to be a productive year, with much undertaken and many tasks begun that will continue to bear fruit in 2025, and beyond.

SUBMITTED BY: NATHAN VERNON MADISON, REGISTRAR AND HISTORIOGRAPHER

## **Diocesan Secretary and Chief of Staff**

The 2024 year has been one of building strong foundations for our diocese, especially in the areas for Annual Convention planning, Shrine Mont Camps, communications, historiography, staffing, and maintenance of our diocesan offices.

### **Annual Convention**

We built a solid new foundation for our Annual Convention in 2023 with the move to the Fredericksburg Convention Center in Fredericksburg, VA. This move allowed us to have a more central location for our delegates with lower hotel costs and free parking. The move also lowered our rental cost significantly and provided us with ample space for exhibitors, workshops, and fellowship. Due to positive survey feedback, we signed a two-year contract with the Fredericksburg Convention Center, thus locking in 2023 prices for 2024 and 2025.

This year, we are offering our Evensong service at St. George's Episcopal Church in Fredericksburg thus allowing our delegates to experience a service in one of our diocesan churches. Sincere thanks go to the staff at St. George's for allowing us to worship in their space. We will also offer significantly more workshops in the agenda of convention rather than as pre-conference events. Our goals for

convention are to provide a comfortable space to conduct the business of our diocese, to learn and grow together, and to have fellowship with one another.

In 2024, Bishop Stevenson appointed a Constitution and Canons Work Group to conduct a comprehensive review of our Constitution and Canons, the results of which will be recommended amendments for approval at this year's Annual Convention. Primarily, their focus was on replacing gendered language throughout the document and removing and/or changing obsolete language, ensuring that we are up to date in our wording. We are grateful to this group who spent countless hours on this important work.

Special thanks go to work group members:

- The Rev. J. Michael Cadaret, St. Bartholomew's, Richmond
- The Rev. Emily Krudys, Our Savior, Montpelier
- Jay Morris, Aquia
- The Rev. Sven vanBaars, Abingdon, White Marsh
- Scott Caulkins, Church of our Savior, Charlottesville, chair
- Laurel Loch, St. George's, Fredericksburg, Chief of Staff
- Garway Bright—Christ Church, Glen Allen
- Trevor Cox, St. James's, Richmond
- JP Causey—advisor to the work group

Likewise, an Annual Convention Advisory Group was formed to serve as advice and counsel to the Bishop, primarily to identify programmatic focus, to think about the flow of the event, and to offer insights on how to make this important event in our diocese as useful and accessible as possible. We offer thanks to this group for their time and support.

Special thanks go to advisory group members:

- Courteney Altaffer, St. John's, Warsaw
- The Rev. Crystal Hardin, Holy Cross, Dunn Loring
- Joy Lee, St. Phillip's, Richmond
- The Rev. Kathleen Murray, Beckford Parish, Emmanuel, Woodstock, and St. Andrew's, Mt. Jackson
- The Rev. Will Dickinson, nonparochial as of 9/23/2024
- The Rev. Will Drosos, St. Thomas, McLean

### **Shrine Mont Camps**

In 2024, we contracted the services of the consulting firm, Ministry Architects, not only to conduct the search for the next Director of Shrine Mont Camps, but also to address some of the major pressure points facing Shrine Mont Camps. Ministry Architects has provided us with a thorough assessment of Shrine Mont Camps that engaged key leaders of the camping program, and named

strengths, challenges, and recommendations for moving forward strategically and sustainably. The final report was shared with the entire Diocese. The search process has also begun and will be ongoing over the next several months.

Additionally, the Ministry Architects team is assisting with a strategic staffing plan that considers staffing needs for certain thresholds and provides a healthy eco-system for cultivating the talent necessary to ensure the consistent health and effectiveness of camp. They are also putting in place a sustainable system of ministry that captures existing operational patterns and establishes clear processes for “how we do ministry,” creating the foundational framework for innovation along the way. Until a new director is in place, they will assist with implementation support and a robust communication and marketing plan.

Finally, Ministry Architects offers an option to provide administrative support provided by skilled remote assistants with ministry experience and demonstrated experience. We have contracted support to assist with administrative assistant services, communications services, and camp registration. This tool allows us to have a more diversified set of needs met at a lower cost to our diocese.

### **Communications**

In 2024, Minister for Communications Nancy Chafin departed after many years of service to our diocese. We offer sincere thanks to Nancy for the valuable gifts she shared with us all.

In filling our communications needs, we took a different approach and contracted with Easton Davis, Canon for Communications and Digital Evangelism for the Diocese of Atlanta, to serve as our lead consultant overseeing a team of professionals offering assistance with content creation, website management, social media, videography, photography, and copywriting. 2024 also saw the updating of our website and the design of our two communiques. Additionally, our presence on social media has increased exponentially. Finally, our diocese is now a sponsor diocese of Caffeinated Church, a ministry that provides communications and administrative resources, workshops, and networking opportunities to member churches. Our sponsorship means churches in our diocese can get an annual membership for just \$20.

### **Registrar and Historiographer**

Nathan Madison joined the diocesan staff in January 2024 succeeding Julia Randle. Nathan has been familiarizing himself with all aspects of the diocesan collection, as well as the overall workings of the Diocese both in the past and currently, as he believes a detailed understanding of how the Diocese operates is vital to accurately managing its history. He has also devoted time each day to research, be it secondary works or archival resources – anything that can aid him in becoming an expert on the Diocese’s history and heritage. He has begun a system of cataloging all the primary and secondary works currently in the collection to better ensure duplicates are not acquired, as well as to better judge what may be welcome additions in the future. He serves as clerk of the disciplinary board and as author of clergy death notices. Additionally, Nathan has begun the process of digitizing all diocesan records.

### **Staffing**

In 2024, two new administrative assistants joined the staff; Tammy Lewis, our new Administrative Assistant for Racial Justice and Healing and Discipleship and Sabrina LaFleur, Administrative Assistant for the Finance Department.

With the departure of Canon Chanta Bhan, we welcomed Heidi J. Kim as our Interim Canon for Discipleship.

As previously mentioned, Nathan Madison joined our staff as our new Registrar and Historiographer, and The Rev. Shirley Smith Graham moved from her position as Transition Minister to Minister for Vitality.



### **Stewardship**

Special thanks go to Stephanie Gurnsey Higgins, who has continued to support the work of diocesan development and congregational stewardship as we search for a new Director of Advancement. Stephanie provides consultation and resources for congregations as they prepare their annual giving campaigns and develop planned giving. These resources can be found on our diocesan website.

### **Diocesan Offices Updates**

Work continues at our diocesan offices at 110 West Franklin Street to address deferred maintenance associated with an aging building. Of note this year is the creation of an exhibit on the second floor to include Bishops' portraits and also portraits, plaques and symbols connected with the Mayo family who gifted the building to our diocese. The exhibit will strive to tell a fuller story of the history of this building throughout its history.

### **Closing words**

The 2024 year has been a foundational year for our diocese as we all strive to love Jesus, embody justice, and be disciples. None of this work could have been accomplished without the hard work and dedication of our diocesan staff. I offer my most sincere thanks to all of them for their commitment to our diocese. Likewise, I am grateful to all of you who gave selflessly to serve on boards, committees, commissions, and task forces. I recently read a quote by Presiding Bishop Michael Curry who said, "If we pull together and work together and love each other and put our lives in the hands of God, we can make it work." Thank you all for pulling together to do the important work of our diocese. We are better together.

SUBMITTED BY: MARK EASTHAM, SECRETARY AND CHIEF OF STAFF

## **Education for Ministry**

Greetings on behalf of Education for Ministry participants and mentors around our Diocese! EfM continues to offer an outstanding opportunity for adult Christian formation in our diocese. This report details work and progress since our last report to The Diocese in 2023.

**Background of Education for Ministry:** EfM is a program of theological study for laity. EfM helps individuals go deeper in their lay ministry. The EfM seminar group, along with the help of a trained mentor, and with awareness of God's presence when two or three are gathered, supports ministry through a created space of trust in which study, sharing, and theological reflection can flourish. Begun in 1975 at the University of the South – "Sewanee" – School of Theology, it has been a part of adult formation in the Diocese of Virginia for more than 30 years. The four-year program of study includes the Old and New Testaments, Church History, and Theology, Ethics, and Interfaith Relations. From the Sewanee EfM website: "EfM helps the faithful encounter the breadth and depth of the Christian tradition and bring it into conversation with their experiences of the world as they study, worship, and engage in theological reflection together."

**Education for Ministry (EfM) provides adult Christian formation and supports one of the key priorities of The Diocese – to share the faith of Jesus:** EfM is one of the most effective and successful adult Christian formation programs in the Episcopal Church. It is designed to help adults who are seeking to live into their baptismal call to lay ministry. With the help of The Diocese as an EfM sponsoring organization, more than 1,000 individuals in our diocese have graduated from EfM over the past 30+ years, under the mentorship of several hundred trained EfM mentors. On completion of all four years of EfM study and work in the seminar group, EfM graduates are equipped to go deeper and wider with their ministries and, in the case of many graduates, begin new ministries. And although EfM was not designed as preparation for ordained ministry, a number of EfM participants and graduates have done exactly that. EfM has been credited with providing a vital foundation for divinity

studies leading to ordination. EfM graduates often serve in key leadership roles within their parish and beyond. For the year ending in June 2024 there were 26 EfM groups in The Diocese of Virginia led by 43 mentors, with over 200 individuals enrolled. A list of EfM groups in our Diocese is posted on the Diocesan website at this link. The Diocese of Virginia website page for EfM is at this link.

**EfM groups in The Diocese meet on-site and on-line:** During the pandemic, most EfM groups in our diocese quickly adapted to meeting on-line. As pandemic restrictions have lifted, many groups continue to meet on-line. This has been an advantage for participants who live long distances from EfM meeting places, have family who need them close by, or have travel or work schedules that make it difficult to be present for an on-site meeting.

**EfM mentor training is conducted on-site and on-line:** In-person EfM mentor training for 2020, 2021, 2022 and 2023 was cancelled, per direction from EfM/Sewanee, because of the Covid pandemic. In lieu of on-site training, Sewanee provided on-line mentor training during those years. Going forward, EfM/Sewanee has selected several regional on-site training locations which EfM/Sewanee staff will oversee. Our Roslyn Center training site in Richmond has been selected as one of the regional sites because of our many successful trainings in past years at this location. Our Diocesan coordinator and the staff of EfM/Sewanee worked together to plan and deliver training on August 1-3, 2024 for 36 individuals seeking mentor accreditation. This group included eleven individuals who were seeking to become mentors for the first time. Virtual EfM mentor training has gone well and will continue to be offered by EfM/Sewanee, in addition to the on-site training events. Another on-site mentor training is planned for July 31-August 2, 2025 at Roslyn Retreat Center.

**EfM in the Diocese of Virginia is Sustainable:** Our Diocese is, and has been for many years, a “full sponsor” for EfM in our Diocese. This means that the Diocese of Virginia pays a fee to EfM/Sewanee each year. The cost of a sponsorship fee has been reduced beginning in 2023, from \$2750 to \$1750. Sponsorship by The Diocese affords a reduced tuition fee for all EfM participants in our diocese, as well as a reduced mentor accreditation training fee. Sewanee provides additional participant discounts to EfM groups of eight or more. EfM mentors serve as volunteers and receive a small monthly stipend (currently \$125 per month for nine months) from Sewanee to cover expenses related to their EfM groups such as supplies for instruction, record-keeping and celebrations. Our Diocesan EfM Coordinator also serves as a volunteer and receives a small annual stipend from Sewanee of around \$1,000 plus \$100 for each on-site mentor training event staffed by the Coordinator. Additionally, our EfM program in the Diocese of Virginia has generated a surplus of funds, accrued over time from annual EfM mentor training, when actual expenses exceeded income from mentor training fees. The surplus is tracked jointly by the Diocesan finance office and by the EfM Coordinator, who plans to meet with the Diocesan staff to discuss how this surplus might be deployed.

**EfM Growth:** Our Diocese is always seeking to grow new groups, and to support more EfM mentors and graduates. The current list of the EfM groups supported by the Diocese may be found at this link. The EfM coordinator is ready and willing to explore with clergy and laity the feasibility of new EfM groups, especially in the three regions where there are no groups.

**Support for EfM Mentors in the Diocese of Virginia:** We have an amazing group of EfM mentors in the Diocese of Virginia who kept EfM going strong even through the several years when Covid restricted face-to-face gatherings. The EfM coordinator will be holding on-line meetings with mentors over the next few months, to share best practices ideas and to offer support for one another in our work to provide this vital program.

**Support for EfM in The Diocese:** We are blessed with a strong network that includes the Diocesan EfM coordinator, Diocesan staff, trained EfM mentors, and committed EfM participants. Together these are the backbone of EfM. We are grateful for the support from the Diocese of Virginia as a “full sponsor”

diocese, through which EfM participants in our diocese enjoy a reduced enrollment fee. Support from the staff of the Diocese is also greatly appreciated. EfM/Sewanee staff continue to do a wonderful job of maintaining the soundness of the EfM curriculum and program design. They will be rolling out new EfM programs in 2025, including programming in addition to the classic four-year EfM curriculum, such as “Wide Angle” EfM, through which individual may join an EfM group for just one year, using texts unique to their “wide angle” and joining in with the classic EfM participants for discussion and theological reflection. In July 2023 EfM/Sewanee welcomed a new director, Rev. Kevin Goodman, who succeeded Karen Meredith who retired in June 2023. Jane Dowrick continues in her role as Diocesan EfM coordinator, having served since Spring 2014, to support mentors, as well as individuals who are looking for EfM groups in which to enroll, and to grow the EfM program in The Diocese. Thanks be to God!

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## **ATTACHMENT to the report to the 229th Annual Convention of the Diocese of Virginia Education for Ministry in the Diocese of Virginia**

### **EfM GROUPS IN THE DIOCESE OF VIRGINIA**

The EfM groups in the Diocese of Virginia are listed here by Diocesan Region. A complete list of churches by region is on the Diocese of Virginia website at <http://regions.thediocese.net/About-Regions/Map-of-Regions/>

Online-only EfM Groups: for information about enrollment and mentoring online-only groups, contact Cindy Hargis, Coordinator of online-only groups in the US, [chargis@sewanee.edu](mailto:chargis@sewanee.edu). These online-only groups are identified by Sewanee as located in the Diocese of Virginia, however, individuals from any geographic location may enroll in any online-only group with space available, regardless of where the group mentor is geographically located: 1) #6981 Jim Papile, mentor, [jimpapile@gmail.com](mailto:jimpapile@gmail.com) (10 enrolled) 2) group #5401, Paul Bishop, Administrative Mentor [pbishop4@gmail.com](mailto:pbishop4@gmail.com) 703-244-3706 C; Lucy Chaplin, co-mentor, [mooseskil@gmail.com](mailto:mooseskil@gmail.com) 603-290-7358 C (8 enrolled)

Note: these group meets exclusively online, and will continue online post-pandemic restrictions; other groups below normally meet in-person, but are meeting online during pandemic restrictions.

### **ALEXANDRIA REGION**

Meeting Place: Christ Church, 118 N. Washington St. Alexandria Group #6788 (6 enrolled)  
Ridge Multop [Baritone58@gmail.com](mailto:Baritone58@gmail.com) 703-609-9559  
Tom Hahn [Tshahn1@aol.com](mailto:Tshahn1@aol.com) 703-585-3933 C

Meeting Place: Immanuel Church-on-the-Hill, 3606 Seminary Road, Alexandria Group #6842 (7 enrolled)  
Sudie McGahuey [smmcgahuey@comcast.net](mailto:smmcgahuey@comcast.net) 703-820-2363 H

Meeting Place: St. Luke's, 8009 Fort Hunt Rd, Alexandria #7067 (8 enrolled)  
Seward “Skip” Jones [skipnmarjy815@verizon.net](mailto:skipnmarjy815@verizon.net) 703-507-2543  
Beth Cavey [caveyelizabeth@gmail.com](mailto:caveyelizabeth@gmail.com) 703-362-4331

### **ARLINGTON REGION**

Meeting Place: St. Michael's Arlington, 1132 N. Ivanhoe St. Arlington Group #1910 (6 enrolled)  
Beth Cavey [caveyelizabeth@gmail.com](mailto:caveyelizabeth@gmail.com), 703-362-4331

### **CHARLOTTESVILLE REGION**

Meeting Place: St. Paul's Memorial, 1701 University Avenue, Charlottesville Group #5752 (8 enrolled)  
Karen Mawyer [Karenathome51@embarqmail.com](mailto:Karenathome51@embarqmail.com), 434-906-9841 C

## Annual Reports

Meeting Place: St. Paul's, 851 Owensville Road, Ivy Group #4543 (6 enrolled)  
Deborah Johnson "Debbie" djscott7@aol.com 434-823-5111 H, 434-825-2361 C, 434-979-6354 W  
Charles Chabot CChabot@EmmanuelGreenwood.org 434-806-8232

### CULPEPER REGION

Meeting Place: Trinity, 379 Gay Street, Washington, VA Group #3613 (6 Enrolled)  
Rev. Elizabeth Keeler rector@trinwash.org 540-675-3716

Meeting Place: St. James, 73 Culpeper St., Warrenton, VA Group #18125  
Joanne Charles jcharles1331@gmail.com 757-373-6967

### FAIRFAX - NORTH FAIRFAX REGION

Meeting Place: Holy Comforter, 543 Beulah Road, Vienna #4576 (6 enrolled)  
Group 1: Joni Langevoort jlangevoort@gmail.com; Andy Pettigrew pettigrij@cox.net (5 enrolled)  
Group 2: Sharon McGroder Sharon.mcgroder@gmail.com 571-524-5214 H Group #5793 (5 enrolled)  
Dianne Stoddard dlstoddard@orrick.com 703-255-7046

### FAIRFAX - SOUTH FAIRFAX REGION

Meeting Place: St. Alban's, 6800 Columbia Pike, Annandale Group #5648 (10 enrolled; group year begins in January)  
Moiria Skinner soccer22@me.com

Meeting Place: St. Barnabas', 4801 Ravensworth Road, Annandale Group #13089 (6 enrolled)  
Beth Harper, bharper49@msn.com, 703-615-5673

Meeting Place: Falls Church Episcopal, 115 East Fairfax St., Falls Church Group #12599 (8 enrolled)  
Mary Cushing mec1010@aol.com 703-536-5165 (H), 703-772-7457

Meeting Place: St. Peter's in the Woods, 5911 Fairview Woods Dr., Fairfax Station  
Group 1: Pat Keithly keithlymusic@gmail.com 703-505-7433 Group #6984 (6 Enrolled)  
Group 2: Rev. Susan Hartzell revsusanh@gmail.com, 703.503.9210 O, 703-309-9103 C Group #12985 (7 enrolled)

Meeting Place: St. John's, 5649 Mount Gilead Rd. Centreville VA Group #13101 (8 enrolled)  
Walt Cooner wcooner@yahoo.com 703-472-8097; 703-697-5345 (w)

### FREDERICKSBURG REGION

Meeting Place: St. George's Episcopal Church, 905 Princess Anne St., Fredericksburg Group #6874 (9 Enrolled)  
Carol Lawson Avcmclawson@hotmail.com 540-846-5843  
Martha Dougherty teachms@msn.com 540-847-3269

Meeting Place: Trinity Episcopal Church, 825 College Ave., Fredericksburg Group # (7 enrolled)  
The Reverend Cynthia McKenna, Rector cynthia@trinity-gredericksburg 540-656-4646

### NORTHERN NECK REGION

Meeting Place: Grace Episcopal Church, 305 S. Main Street, Kilmarnock Group # 6666 (10 enrolled)  
Martha Gilbert mgilbert64@icloud.com 443-766-9547  
Marcia Billups marcia.billups@gmail.com 804-699-0010

### **NORTHERN PIEDMONT REGION**

Meeting Place: Emmanuel, 105 E. Washington Street, Middleburg Group #5085 (10 enrolled)  
Linda Wine, lindabellwine@hotmail.com, 540-272-2893 C

Meeting Place: St. Matthews, 201 E. Frederick Dr., Sterling Group #6721 (8 enrolled)  
Jane Garrett janeowl@gmail.com 571-665-5121 H; 423-948-9030 Cell  
Sue Reier reiersk108@gmail.com 703-209-3540

### **POTOMAC REGION**

Meeting Place: Pohick Church, 9301 Richmond Hwy., Lorton Group #2457 (6 enrolled)  
Denise McHugh deniselmchugh4@verizon.net 410-310-9867 C  
John Egan jjeagan3@netscape.net 703-973-5038

### **RICHMOND - CENTRAL RICHMOND REGION**

Meeting Place: St. James's, Richmond Group #6528 (10 enrolled)  
Jane Dowrick efmvirginia@gmail.com, 804-334-0117 C

Meeting Place: St. Philip's, 2900 Hanes Avenue, Richmond Group #6175  
(taking off for 2022/23 and will resume for 2023/24))  
Debora Johnson-Seabrook seabrook1800@comcast.net

Meeting Place: St. John's, 2401 E. Broad St., Richmond Group #6989 (9 enrolled)  
David Curtis, deaconjdc@gmail.com 804-339-2252 C

### **RICHMOND - NORTH RICHMOND REGION**

Meeting Place: Immanuel, Old Church, 3263 Old Church Rd, Mechanicsville Group #5759 (8 enrolled)  
Lindsay Ryland clyland@aol.com, 804-338-2238 C

### **RICHMOND - WEST RICHMOND REGION – NO EFM GROUPS IN THIS REGION**

### **SOUTHERN SHENANDOAH VALLEY REGION – NO EFM GROUPS IN THIS REGION**

### **UPPER TIDEWATER REGION**

Meeting Place: Abingdon Church 4645 Geo. Wash. Mem. Hwy, White Marsh Group # 6970 (9 enrolled)  
Jen Kimball, jensven1@gmail.com, 804-335-6592

### **WINCHESTER REGION – NO EFM GROUPS IN THIS REGION**

## **Episcopal Church Women**

**Mission Statement:** The Episcopal Church Women (ECW) of the Diocese of Virginia, with the grace of the Holy Spirit, share the love of God by making Christ known in the world through prayer, education, concern for others and joyful service.

Greetings,

This report summarizes the activities of the ECW Board of Directors of the Diocese of Virginia for the year 2024. The board has continued to meet in person and virtually to plan and host meetings in the Diocese around the theme, "Created in Christ Jesus for good work" (Ephesians 2:10).

On January 13, the board held its first meeting to complete plans for the calendar events for the year, and the president published and distributed a calendar for 2024. Notations included information for Women's World Day of Prayer on March 1, International Women's Day on March 8, and eight board meetings, with three open to the entire Diocese. The president also published the revised Remittance Form and the Directory of the Board of Directors for the calendar year. For more information, please see <https://ecw.thediocese.net>

The ECW Board hosted virtually the annual Lenten Retreat on Zoom on March 9, 2024, which was open to all in Diocese. ECW Chaplain, the Rev. Katherine Ferguson, led the participants in tracing Jesus' steps in the wilderness, in listening, praying, journaling, and sharing as they prayed for a Holy Lent.

Thirty-five Episcopal Church Women attended the open meeting on April 20, hosted by the Women of St. Philip's, Richmond, and Rector, the Rev. Marlene E. Forrest. The guest speaker, Tyler Wallace, described the counseling services, advocacy programs, and outreach education for middle schools and high schools offered by Safe Harbor Shelter. The Rt. Rev'd Bishop Gayle Harris, Assistant Bishop, provided the keynote address, "The Footsteps of Paul." Through slides and stories of her journey, Bishop Harris led the group through Paul's missionary journey, beginning in Greece, through Philippi, Veria, to Ephesus in Turkey. Bishop Harris concluded with reflections on her experience, and she invited those who are interested to participate in a trip to the Holy Land when it is scheduled.

The Gifts and Scholarship Committee met on July 24. Each year, Episcopal students across the Diocese may apply for scholarships from funds collected from donations, including those to the Book of Life and to the Book of Remembrance. Under the leadership of Kathy Jimerson, eight applicants received \$450 each. The Women of the Church of the Epiphany, Henrico, held a formal afternoon Tea on October 5, which helped raise more funds to provide scholarships.

A major event this year included participation in the Triennial, which occurred simultaneously with the Episcopal Church Convention in Louisville, Kentucky June 23-28. The delegates included Ericka Masias Campos, president; Phenie Golatt, UTO coordinator and Church Periodical Club chair, Kay Holmes, vice president for programs; and Beblon Parks, Province III representative who will join the National ECW Board next year and who was named the Distinguished Woman of the Diocese of Virginia.

As the year 2023 ended, the ECW of the Diocese of Virginia made donations from the Global Ministries Fund to St. Elizabeth's ministry to immigrant and children of need in Richmond, to Hope for Humanity for Hope and Resurrection Secondary School in South Sudan, and to the Triangle of Hope Youth Pilgrimage, which "finds expression in the enduring partnership between the Mother's Unions of Kumasi and Liverpool, alongside the ECW of Virginia." The Triangle of Hope presented a shared banner to the ECW, "symbolizing a powerful bond of sisterhood, a testament to the strength and resilience found in our Beloved Community," according to the Rev. Canon Dr. Lee Hill.

On October 12, 2024, the ECW held its 134th Annual Fall Meeting and 135th United Thank Offering Ingathering at Aquia Church, Stafford. The Rt. Rev'd Gayle E. Harris, Assistant Bishop, provided the keynote address: "A Child of God, A Woman of Faith, A Warrior of Christ." The Assistant Bishop appointed Catherine Perrin as the next ECW President. Catherine will take office on January 1, 2025. All those elected and appointed to the ECW Board of Directors for the next term were installed by Bishop Harris. The Communion Alms supported the ECW Scholarships fund, and the Viva Voce gifts went to Rio Grande Borderland Ministries (shelters for women and children).

On behalf of the ECW Board of Directors I express gratitude to the clergy and to the women of St. Philip's, Richmond; Grace, Stanardsville; and Aquia, Stafford; for their support and hospitality in hosting meetings. It has been my joy to serve as ECW President, and I thank the clergy of the

Diocese, the diocesan staff, the ECW Board of Directors, and all in the parishes who have supported this work.

SUBMITTED BY: ERICKA MASIAS, PRESIDENT

## Executive Board

The Executive Board (EB) is the governing body of the Diocese of Virginia between sessions of Annual Convention and is responsible for oversight of the budget and program of the Diocese.

### Composition of the Executive Board

The Executive Board is composed of the Bishop Diocesan, the Bishop Coadjutor if there is one, and the Suffragan Bishops if there are any, as well as 16 members selected by the 16 regions of the Diocese to terms of three years. By custom, the Episcopal Church Women (ECW) are represented by its President, who has a seat and voice but no vote on the EB. In addition, at the 226th Annual Convention, an amendment was made to Canon 7.1 of the Constitution and Canons to provide for wider diversity and equity that may not always be represented. The Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether lay or clerical) for a one-year term, with the option of reappointment for no more than two additional one-year terms. The appointed at-large members shall be clergy who are on the Official List of the Clergy of the Diocese or lay persons eligible for election to the Vestry of a Church in the Diocese and may not be the Dean or President of a Region or a member of the Standing Committee.

The Bishop is the President of the Board, and a lay vice president is elected annually. Board members are divided into two groups, the Working Group on Budget and the Working Group on Program. The Working Group on Budget works closely with the Treasurer of the Diocese to draft and refine the annual budget. The Working Group on Program works on the program for the Annual Convention along with Diocesan staff, makes recommendations regarding grants, and handles other matters unrelated to the budget.

### 2024 Executive Board Members

The Rt. Rev. E. Mark Stevenson, 14th Bishop Diocesan, President  
Ms. Kat Turner, Alexandria Region (Church of the Resurrection, Alexandria)  
Ms. Linda Kelleher, Arlington Region (St. Michael's, Arlington)  
Ms. Mickie Jones, Central Richmond Region (St. Mark's, Richmond)  
The Rev. Amanda Kotval, Charlottesville Region (St. Paul's, Ivy)  
The Rev. Vinnie Lainson, Culpeper Region (Christ Church, Brandy Station)  
Mr. Harry Dickinson, Fredericksburg Region (Trinity, Fredericksburg)  
Ms. Deb Gandy, Member at Large (St. Mary's Arlington)  
Ms. Joni Langevoort, North Fairfax Region (Holy Comforter, Vienna)  
Ms. Mary (Boo) Elmore, North Richmond Region (Immanuel, Old Church, Mechanicsville)  
The Rev. William Stafford-Whitaker, Northern Neck Region (Wicomico Church, Wicomico)  
The Rev. Gene LeCouteur, Northern Piedmont Region (Emmanuel, Middleburg)  
The Rev. Sarah Colvin, Potomac Region (All Saints Sharon Chapel, Alexandria)  
The Rev. John Shellito, South Fairfax Region (St. Barnabas, Annandale)  
The Rev. Laura Minnich Lockey, Harrisonburg (Canterbury Campus Ministry)  
Ms. Laura Bondurant, Upper Tidewater Region (St. John's, West Point)  
The Rev. Emily Dunevant, West Richmond Region (Grace, Goochland)  
Ms. Nadine Pluchinsky, North Shenandoah Region (Grace, Berryville)  
Mr. Michael Dugger, Member at Large (St. Barnabas, Annandale)



## Annual Reports

Mr. Jim Carlock, Member at Large (Trinity, Fredericksburg)

Ms. Erika Masias, ECW President (La Iglesia de Santa Maria, Falls Church)

Since the last Convention in November 2023, there have been five meetings of the EB. A brief summary of the most relevant matters discussed is provided below.

### **December 14, 2023 Meeting**

- New members of the incoming 2024 EB are Ms. Kat Turner, Ms. Linda Kelleher, the Rev. Pilar Parnell, Ms. Nadine Pluchinsky, the Rev. Sarah Colvin, and the Rev. John Shellito
- The outgoing EB members are the Rev. Jo Belser, the Rev. Catherine Campbell, Ms. Sandy Kirpatrick, the Rev. Webster Gibson, Mr. George Omohundro, Mr. Paul Rosbolt, Mr. Garway Bright and Ms. Alda White.
- Ms. Deb Gandy was reappointed to serve another year as an At Large member of the EB. She will also continue to serve as the EB representative to the Trustees of the Funds (TOTF) and to the Reparations Task Force.
- Two strategic guidepost for Bishop Stevenson are Racial Justice and Discipleship. The Rev. Chanta Bhan is now on board as the Cannon for Discipleship. The Rt. Rev James “Bud” Shand will join the staff from January to April of 2024 with a focus on Northern Virginia.
- The EB approved the 2024 Housing Allowance resolution for clergy employed by the Diocese.
- The EB approved a request from St. Mary’s, Berryville to erect a statue on its property to honor the founders of the church and their own ancestors.
- The 2024 regional budgets for six regions (Culpeper, Northern Fairfax, Northern Neck, Northern Piedmont, Southern Shenandoah and Upper Tidewater) were unanimously approved.

### **February 15, 2024 Meeting**

- Bishop Stevenson appointed Mr. Jim Carlock as an At-Large Member of the EB.
- The Empowerment Resolution was amended and approved to remove “voting may take place via email” now that votes may be made in person on Zoom.
- Ms. Deb Gandy was elected to serve as the Vice President. Mr. Mark Eastham was elected to serve as the Secretary. Bishop Stevenson appointed Mr. Bill Martin to be the Coordinator. He also appointed the Rev. Gene LeCouteur and Mr. Harry Dickinson to serve with Ms. Gandy on the TOTF Nominating Committee.
- The EB approved the budget for the Central Richmond Region.
- Mr. Eastham provided an overview of the responsibilities of the EB and provided a list of the members of the Budget Working Group and the Program Working Group. The Rev. Amanda Kotval will chair the Budget Working Group and Ms. Boo Elmore will chair the Program Working Group.

### **April 18, 2024 Meeting**

- Bishop Stevenson appointed Mr. Michael Dugger as an At-Large Member of the EB.
- Bishop Stevenson announced that the courts have consented to broaden the purpose of the



Cumnock Trust. Originally restricted to missionaries who have no other pensions to support them, the courts agreed to amend the purpose to include support of ministers who will share the Christian faith with underserved, at risk, or economically deprived communities in the Diocese of Virginia. Procedures will be developed for how the funds will be used.

- Bishop Stevenson announced that in an effort to expand our racial justice and truth telling efforts, the building that houses the Diocesan offices will no longer be known as Mayo House. Moving forward, it will be known as the Diocesan Offices.
- Bishop Stevenson appointed the Rev. Emily Dunevant, the Rev. John Shellito, the Rev. Gene LeCouteur and Mr. Harry Dickinson to serve as the Covenantal Giving Committee.
- Ms. Elmore moved, on behalf of the Program Working Group, the approval of funding awards for the Bishops Appeal and the Peter James Lee Small Church Revitalization grants. All applications submitted received funding, and the motion passed.

### **July 17, 2024 Meeting**

- After attending the General Convention, Bishop Stevenson spoke highly of the Rt. Rev. Sean Rowe, the new Presiding Bishop-elect, and is excited to see what is in store for the Episcopal Church under his leadership.
- The Bishop announced several staff changes including Ms. Heidi Kim as the Interim Canon of Discipleship, Mr. James Williams resignation as Director of Shrine Mont Camps, and the Transition Minister, the Rev. Shirley Smith Graham, being called to serve as the new Minister of Congregational Vitality. There is also a new Architectural Resource Team, spearheaded by the Rev. Rod Gordon, that will serve as a resource for churches undergoing renovation projects.
- There will be several changes to the November Convention with evening services and the Bishop Pastoral Address held at St. George's Fredericksburg, workshops on Friday afternoon and more conversational seating for people to mingle.
- The Covenantal Giving Work Group is working with several congregations to adjust their 10% pledge commitments.
- The EB approved a request from the Virginia Diocesan Homes to change its name to Virginia Episcopal Real Estate Partners. Its purpose is to assist churches and other nonprofits to utilize real estate or other assets for promoting housing opportunities for underserved populations.
- The EB approved a resolution to declare the Baldwin Ridge Road property abandoned and to take steps to transfer the property from the Bishop to St. James, Warrenton.
- Mr. JP Causey, Chancellor of the Diocese, explained the proposed changes to the Annual Convention Rules of Order that specify that nominations for elected offices must now be submitted seven days before the commencement of the Annual Convention. Therefore, no nominations will be accepted from the floor. Further, no longer will "whereas" clauses be allowed in resolutions.
- Mr. Causey noted that a policy for handling parish cemetery funds in the Diocese is being considered as no policy currently exist.
- Mr. Ben Hicks was approved to fill an unexpired term on the DMS board.
- The EB approved 23 applications for the Blakemore Trust Children's Scholarship funds. The Scholarships totaled approximately \$60,000.

### **August 13, 2024 (Special Called Meeting)**

- A special meeting of the EB was called to declare St. Margaret's Church property in Rutherglen, Virginia abandoned. This motion was approved.

## **General Convention Deputation**

The 81st General Convention of The Episcopal Church took place from June 23-28, 2024, in Louisville, Kentucky. This event was particularly significant as it marked the conclusion of Presiding Bishop Michael Curry's tenure, and the election of his successor, the Rt. Rev. Sean Rowe. A revival celebrating Bishop Curry's "Love" initiative began the gathering and was a major highlight.

The convention gathered bishops and deputies from across the church to deliberate and vote on various important matters, including resolutions related to liturgical revisions, social justice initiatives, and church governance. In total, the 81st General Convention saw 287 resolutions, three of which came from our diocese, and more than twenty of which addressed Title IV: Clergy Discipline. Two of the three resolutions from our Diocese were passed.

Other headlines include (this report has a fuller appendix of resolutions and the full listing of every resolution and actions taken is available at: [www.generalconvention.org](http://www.generalconvention.org) under the Legislative Resources heading)

- the approval of the church's three-year budget.
- the creation of a Care of Creation Loan Program for Episcopal dioceses.
- the first reading of the inclusion of marriage rites for same-sex couples in the Book of Common Prayer, and revises revisions to The Catechism of the Church to remove gendered language in the definition of marriage.
- resolutions for the church's advocacy for a cease fire in Gaza, and for increased humanitarian aid.
- resolutions for the church's advocacy for a cease fire in Gaza, and for increased humanitarian aid. (At the insistence of the House of Bishops, these resolutions did not use language about "genocide" and about "apartheid," in characterizing actions by Israel.)
- A pair of resolutions also provides for the possibility of interdenominational local ministry through Lay Ecumenical Partnerships.
- a number of commemorations were added to the Calendar of Saints and William Porch Dubose was removed from the calendar, since he was an apologist for slavery.
- Convention updated the Daily Office lectionary in the Book of Common Prayer to conform to the Revised Common Lectionary.
- There were a number of resolutions adopted to address public policy issues and the church's approach to them.

There were many reasons for celebration and joy at General Convention. As mentioned earlier, the election and confirmation of The Rt. Rev. Sean Rowe as Presiding-Bishop Elect was one of these. Others included:

- the establishment of the Episcopal Church In Navajoland to become a Missionary Diocese.

- the consolidation of three Wisconsin Dioceses into one.
- the consolidation of two Michigan Dioceses into the Diocese of the Great Lakes. (We expect to see additional consolidations of dioceses at the next convention)
- and on the final day of the 81st General Convention, our own Russ Randle received a Presidential Award of Service from House of Deputies President Julia Ayala Harris in recognition of his consistent, thoughtful work on behalf of our Church.

The convention saw a large turnout, emphasizing its importance as the primary governing body of The Episcopal Church. It offered participants numerous opportunities for fellowship, worship, and networking, with the involvement of younger and more diverse members being a crucial element. The Official Youth Presence played an essential role in discussions and decision-making, underscoring the church's commitment to engaging its younger generation. Our Clerical Deputy Daniel Velez Rivera was appointed to the House of Deputies Committee on Accessibility and Inclusion and shares these observations.

“This appointment provided me with a broader understanding of access and inclusion—extending beyond physical accessibility, linguistic inclusion, and the inclusion of individuals across the spectrum of neurodivergence. For example, in the hearings I learned about the seven pillars of accessibility and inclusion, which are: access, attitude, choice, partnerships, communication, policy, and opportunities. The committee reviewed ten resolutions, with actions taken on six, including decisions to adopt, concur, or refer them to interim bodies.

This appointment gave me deeper insight into the spectrum of accessibility and inclusion, covering topics such as best practices, discrimination toward LGBTQIA+ people in prison ministries, the translation of essential policies (e.g., racial reconciliation), and the challenges faced by staff and clergy in some dioceses when disclosing family status and more.”

The 2024 General Convention was held in a shortened six-day format, a shift from previous years' longer durations. This change was enabled by substantial pre-convention committee work being done in virtual meetings, starting almost 6 months before convention and reflected ongoing adjustments made to the event's schedule in response to logistical challenges, including those caused by the pandemic. Despite the condensed timeframe, the convention remained a vibrant and spiritually enriching experience for Episcopalians, shaping the future of their church.

Deputation:

Lay	Clergy
Lillian Hardaway	Amanda Kotval
Russ Randle	Hilary Smith
Cindi Bartol	Daniel Velez Rivera
Margaret Jones	Sven vanBaars
Karen Franklin, 1st Alternate	Will Dickinson, 1st Alternate
	Kathleen Murray, 2nd Alternate

**Appendix – A report on resolutions the deputation wants to call to the attention of the Diocese of Virginia**

**Resolutions from the Diocese of Virginia**

**C016: Amend Canon III.12 to Provide for the Transfer of Bishops to Churches in Communion – Concurred**

Provides for the transfer of Bishops to Churches, provinces, or equivalent jurisdictions in Full

Communion or Communion with this Church. Follows established procedure for similar transfer of Priests.

**C017: Amend Canon III.7 to Provide for the Transfer of Deacons to Churches in Communion – Concurred**

Provides for the transfer of Deacons to Churches, provinces, or equivalent jurisdictions in Full Communion or Communion with this Church. Follows the established procedure for similar transfer of priests.

**C018: Amend Title II, Canon 3 to Retain a Printed Form of the Book of Common Prayer – Took No Further Action**

Requires the Book of Common Prayer to be available in both printed book and electronic form.

**Of General Interest**

**A021: Create a Care of Creation Loan Program for Episcopal Dioceses**

Executive Council will allocate “\$3 million in unrestricted TEC endowment funds as a loan portfolio to establish and fund a Care of Creation loan program for dioceses to use to help fund capital projects to assist TEC dioceses, institutions, and congregations in moving their operations towards carbon net zero compliance by 2030 (2022-A087).”

**A043: Amend Constitution Article VII regarding Clergy in Local Ecumenical Partnerships (First Reading)**

Allows for formation of ministries between Episcopal dioceses and their parallels in other Christian denominations in order to provide shared pastoral leadership. (First Reading: this constitutional change will be revisited at the next General Convention before possible implementation at the following General Convention.)

**A047: Amend Title I Regarding Local Ecumenical Partnerships**

Specifies which denominations may enter these partnerships and that approval of the Ecclesiastical Authority of the diocese is required for these partnerships.

**A113: Affirm Flexibility of Idiom for Authorized Liturgies**

Directs the Standing Commission on Liturgy and Music to prepare a contemporary-language version of Rite I prayers not currently available in the contemporary idiom.

**A116: Marriage Rites for Inclusion in the Book of Common Prayer (First Reading)**

The first reading of revisions to the Book of Common Prayer to include marriage rites for same-sex couples.

**A160: Revise Catechism in the Book of Common Prayer**

Revises the answer to “What is Holy Matrimony?” to strike language referring to “the woman and the man” and replace it with “two people.”

**Changes to the Constitution and Canons of the Episcopal Church**

**Title IV: Ecclesiastical Discipline**

**A024: Limit on Confidential Settlement Agreements**

Specifies that “no Accord or civil settlement agreement may prevent or restrict the disclosure of factual information related to any alleged Offense” under Title IV, Clergy Discipline. However,

Accords or civil settlement agreements “may preclude the disclosure of the identity of an alleged Injured Person, or of an amount paid to settle a claim or obtain a release of civil liability.”

**A025: Amending Canon IV.13.4**

In Title IV, Clergy Discipline, when any Accord is reached that ends the proceedings before the Hearing Panel issues an Order, the Accord must be consented to by the Hearing Panel. Requiring this consent is new to the Canon.

**A052: Amend Canon IV.2, Canon IV.4.1.d, and Canon IV.8 to add Restorative Covenant as a possible outcome of Conciliation**

Allows for a new outcome for Title IV cases called Restorative Covenant. Restorative Covenants may come about after a facilitated conversation sought by the Bishop Diocesan, resolve all of the issues in a pending matter, and conclude the matter.

**A053: Amend Canons IV.2, IV.8.1, and IV.8.5 regarding the Role of Intake Officers**

Defines who may not serve as an Intake Officer: any Bishop or any member of the Standing Committee of the Diocese where the matter is pending. Also states that every Diocese must have at least one Intake Officer who has no direct employment or compensation relationship with the Diocese where the matter is pending.

Requires a pastoral response from the Bishop Diocesan when the report involves an allegation of Sexual Misconduct after a professional pastoral care assessment.

**A054: Amend Canons IV.2, IV.11, IV.12, and IV.13 regarding the Church Attorney**

Removes specific language about the powers and duties of the Church Attorney in matters of clergy discipline.

**A055: Amend Canons IV.2, IV.11.1, and IV.17.2.e regarding Investigators**

Defines the role of Investigator and shifts appointment and oversight of Investigators from the Bishop Diocesan and Disciplinary Board to Reference Panels and Church Attorneys. \*\*This requires a change to Virginia Diocesan Canon 27 Section 5.\*\*

**A056: Amend Canon IV.5.4 on the Election of Members of the Court of Review**

Adjusts numbering within the canon.

**A057: Amend Canon IV.17.6 Regarding Suspension of a Bishop**

Outlines the restrictions on ministry of Bishops for disciplinary reasons and establishes the Standing Committee as Ecclesiastical Authority during the Bishop's absence.

**A058: Amend Canons IV.6.8, IV.6.10, and IV.11.3 on Pastoral Response Without Disciplinary Action**

Clarifies language about pastoral responses in disciplinary matters.

**A105: Amend Canon IV.5.4.g**

Removes language about appointment of Panels when a matter is referred to the Court of Review.

**A106: Amend Canon IV.15.5.a**

Refines standards and conditions of appeal to the Court of Review to include a requirement for upholding orders against Respondents who fail to appear before the Hearing Panel.

**A107: Amend Canon IV.19.12**

Requirements for withdrawal of Counsel representing respondents in Title IV matters.

**A139: Amend Canon IV.6.4 - Intake Timeline**

Requires Intake Officers to complete and distribute copies of the intake report to the appropriate parties within 45 days.

**A140: Amend Canon IV.6.8 - Reference Panel**

Requires Reference Panel to meet within 45 days after receiving the intake report and determine how to refer the report.

**A141: Amend Canon IV.6.9 - Monthly Reports**

Requires resolution of Title IV matters within 15 months of the initial Intake Report date. Provides for some exceptions.

**A142: Amend Canon IV.6.7 - Copy of Notice**

Adds requirement for Intake Officer to provide copy of the notice to the Complainant and any other person who provided information concerning the alleged offense to the Intake Officer.

**A143: Amend IV.17.3..b and IV.17.5 - Disciplinary Board for Bishops**

Restructures required makeup of the Conference Panel in cases of discipline for Bishops to include two bishops instead of three, in addition to one Priest or Deacon and one lay person.

**D025: Amend Canon IV.6 regarding intake officers**

Replaces gendered language with gender-neutral language and specifies that Intake Officers may undertake initial inquiries as they deem necessary to make a determination outlined in Canons IV.6.5 and IV.6.7.

**D040: Amend Canon IV.13.13 to Provide for Notice of Dismissal**

Requires a copy of the Hearing Panel Order be made available to the Church and the Church media.

**D052: Amend Canon IV.10.3**

Provides directions for Reference Panels in Title IV matters.

**D053: Amend Title IV to Require Timely Appointments to Church-wide Disciplinary Boards**

Requires vacancies on the Court of Review to be filled within 60 days.

**D064: Amend Canon IV.14.12.a and .b; Canon III.7.10; Canon III.9.12; III.12.7.c; and Canon III.12.9.c Regarding Consistency of Reporting Across Canons**

Brings consistency to reporting across canonical requirements and requires notice of actions to designated entities be sent within 30 days.

**Other Constitutional and Canonical Changes**

**A051: Amend Canon I.2.4.a Data Collection for the Church**

Assigns responsibility to “make provision for the analysis of appropriate data about this Church’s mission, its opportunities, and challenges” to the Presiding Bishop.

**A060: Amend Canon I.1.2.n.1.vi: Standing Commission on Structure, Governance,**

## **Constitution, and Canons**

Broadens language to include “other governing bodies for which The Episcopal Church may be legally responsible” in section regarding responsibilities of the Standing Commission on Structure, Governance, Constitution, and Canons

### **A061: Amend the following Canons I.12.3, III.6.6.c, III.8.6.d, III.8.6.7.c, III.10.5.d, III.11.3.b, and III.11.3.c based on 2022-A039**

Requires a majority of the whole Standing Committee to sign testimonials required for ordination and required to be given by a Standing Committee under any Canons. Also allows for electronic signatures.

### **A063: Amend Canon 1.2.2: Term of Office of Presiding Bishop**

Adjusts starting date for a new Presiding Bishop from the first day in November, to “begin on the 91st day after the adjournment of the Convention.” This allows for flexibility of General Convention meeting dates.

### **A064: Capturing Clergy Records**

Clarifies language regarding clergy status in section about the duties of the Recorder of General Convention

### **A065: Amend Canon III.1.3**

Substitutes gender neutral language for gendered language in section regarding Candidates for ordination.

### **A066: Amend Canon V.1. to create a Custodian for the Constitution and Canons of the Episcopal Church**

Creates a new position for Custodian for the Constitution and Canons of the Episcopal Church, who will work with other church leadership to certify any changes made in the Constitution, Canons, and Joint Rules of Order at General Convention.

### **A071: Amend the Constitution and Canons Relating to Mergers of Dioceses [Of Admission of New Diocese – Second Reading]**

Provides new specifics for merging of two or more dioceses.

### **A072: Amend Article X of the Constitution of The Episcopal Church [of The Book of Common Prayer – Second Reading]**

A second reading for a new Article X, redefining The Book of Common Prayer and outlining procedures for making changes to the BCP.

### **A224: Amend Article X with Clarifying Amendments (Post 2024-A072) [First Reading]**

Passed after 2024-A072, this Amendment clarifies the definition of the BCP in A072 and specifies that any Book of Common Prayer memorialized by the General Convention is authorized for use at any service in all the Dioceses and other jurisdictions of the church (referring to the 1979 Book of Common Prayer which was memorialized at GC79 in 2018).

### **A093: Add provisions of 2018-B012 to Canons**

Provides for marriage for same-sex couples in dioceses where bishops exercising ecclesiastical authority hold theological positions that do not embrace marriage for same-sex couples.

### **A103: Amend Canon III.11.8**

Increases time for objections to the election process for a bishop to be filed from 45 days to 60 days and allows the Court of Review to use an investigator of its choosing.

### **A108: Proposal of Changes to Title I, Canon 17**

Defines Member and Communicant categories; also details the process of membership transfer.

### **A233: Amend Article I, Section 7. [Second Reading]**

Allows for rescheduling of the General Convention when necessary.

### **B008: Amend Canon II.3.6.a and II.4 to Clarify Authorization of Liturgies**

Further defines the “trial use period” and the process of authorizing different categories of liturgies for the Church.

## **Interim Canon for Discipleship**

### **Goals for the Interim Year:**

- Engage in asset mapping of thriving ministries of discipleship throughout the Episcopal Diocese of Virginia.
- Create networks for fellowship, mutual support, and professional development for formation leaders, especially part-time and volunteer leadership.
- Foster sustainable networks between children’s/youth ministries, Episcopal Church Schools, Shrine Mont Camps, and campus ministries.
- Restart diocesan youth retreats.
- Work closely with Canon Hill on the ways that discipleship and racial justice are inextricably linked, with the goal of amplifying both ministries.
- Collaborate with Bishops and leadership team to envision the role of the Canon for Discipleship to recruit the permanent Canon in 2025.

Since joining the diocesan staff in June of 2024, I have been engaged in the work of deep listening with ministry leaders throughout the diocese. I have been blessed by the opportunity to work alongside lay and ordained formation leaders, Shrine Mont leadership, the Ministry Architects consulting team, leaders of Creation Care and Racial Justice ministries, as well as members of the diocesan staff. It has been a joyful and inspiring time of deep learning and building relationships.

### **Formation Ministry Overview**

In focus groups convened in March of 2023, many diocesan leaders expressed a longing for more intentional networking, professional development, and diocesan support for formation ministries serving the deepening of discipleship at every age. In my time in the diocese, I have connected with campus ministries, children’s/youth/family ministries, Shrine Mont camps, and Episcopal Church Schools. The strong and urgent desire to restart diocesan youth retreats shaped the early focus on these age groups. Conversations with clergy engaged in innovative formation and discipleship ministries with adults is also ongoing.

Our consultants, Ministry Architects (MA), are currently engaged with campus ministries, Shrine Mont Camps, and the Lilly Foundation grant for the ministry of Pathways to Prayer and Practice



serving young children and their families. The partnership with MA has revealed that diocesan formation and discipleship ministries would greatly benefit from a centralized hub for networking among all these entities. Ministry leaders throughout the diocese have identified and responded to populations yearning for deeper spiritual learning, engagement, and transformation. A goal for 2025 is to plan a formation and discipleship summit for lay and clergy leaders engaged in formation for all stages of the life cycle to share fellowship, effective practices, professional development, and opportunities for collaboration. Such a summit would also provide an opportunity for the whole diocese, beyond those who attend Annual Convention, to listen deeply to Bishop Stevenson's vision for the diocese, and to learn how diocesan staff can support their ministries at the local level.

Initial conversations with lay and clergy formation leaders, Virginia Theological Seminary's Department of Lifelong learning, and diocesan staff suggest that such a summit could provide an opportunity to further explore how sustainable networks among formation professionals could be built and enlarged in the diocese.

At this time, multiple children's and youth ministry leaders are collaborating to plan diocesan youth retreats/gatherings, including a middle school retreat in March of 2025 (location and dates TBD), a high school retreat at Shrine Mont October 31 – November 2, 2025, and new 3rd, 4th, and 5th grade fellowship days on a Saturday, potentially in February of 2025. As these events are finalized, more information will be shared on the diocesan website and in the e-communique.

### **Calling a New Canon for Discipleship in 2025:**

A significant goal for the interim year is to build relationships and collect data about how the position of Canon for Discipleship can be structured to best serve the diocese. As ministry leaders within the diocese have shared their creativity, their longings, and their diverse and exemplary gifts, the potential roles and responsibilities of the permanent Canon are emerging. I have been in conversation with Bishop Harris, Bishop Stevenson, and the entire senior leadership team about where the permanent canon can most effectively direct their energies and gifts, and the intention is to create a position description in early 2025 with the goal of hiring the permanent canon by summer of 2025.

SUBMITTED BY HEIDI J. KIM, INTERIM CANON FOR DISCIPLESHIP

## **Ministry for Racial Justice and Healing**

The Ministry for Racial Justice and Healing envisions a Diocese filled with *Christians speaking truth to power and working for a world free from the evils of white supremacy, racism and colonialism*. The Ministry for Racial Justice and Healing purposes itself to *actively engage the Diocese of Virginia in creating sustainable programs to dismantle racism, white supremacy, and the legacy of colonialism through education and advocacy with social, governmental, and ecclesiastical systems*.

This report is submitted by the Reverend Dr. J. Lee Hill, Jr., Canon for Racial Justice and Healing with the support of the Ministry for Racial Justice and Healing, named below.

In 2024 the Ministry for Racial Justice and Healing began developing, writing, and presenting its antiracism curriculum, entitled Engaging God's People in the Work of Racial Justice and began exploring launching this two-day curriculum in two regions. The 8-session curriculum addresses and examines systemic racism and its impact in the church and world, but also what the church can do to repair what sin has broken. In the midst of preparing to launch that curriculum we determined that what was needed in our Diocese was an offering that would serve as an introduction and began conversation with the Diocese of Southern Virginia to develop a collaborative initiative. Those initial conversations have now led to the formation of an introductory one-day offering, that introduces participants to racial justice ideas and concepts within the context of our liturgy—using prayers, readings, scriptures, song and eucharist to shape the overall flow the curriculum. We are excited

about this new development, and eager to share the one-day training as precursor to Engaging God's People in the Work of Racial Justice with parishes and regions throughout the Diocese.

During the summer of 2024, two book studies were launched, *Being Indigenous* in Jim Crow Virginia by Laura Feller and *Becoming Human* by Luke Powery. Both book studies were very successful and offered a helpful framing of the impact of systemic racism upon Native American and Indigenous Peoples in Fellers' work, and how we can become more open to proclamatory speech within our congregations around the issues of race and in justice in the journey toward Beloved Community.

This year new Sacred Ground circles were not launched—however, support was given to support local congregations and regions who successfully launched several offerings to support facilitators and those interested in learning more about Sacred Ground. In addition to offering Sacred Ground in early 2025, *Healing for Internalized Oppression*, an offering developed by African Descent Ministries (Canon Ron Byrd), is being explored in collaboration with the Southern Diocese of Virginia.

We are excited to share that we will host a Virginia Pilgrimage experience March 21-24, 2025. The experience is designed, like the Pilgrimage to Memphis, Birmingham, Selma and Montgomery (scheduled again for the Fall of 2025) to be an experience for persons who have completed Sacred Ground or some other comparable racial justice and anti-racism program and to deepen understanding of the complex realities around race in this country. These "capstone experiences" invite pilgrims to worship, think deeply, and reflect on our shared racial history and consider concrete steps that can be taken in their local communities to realize Beloved Community.

The Ministry for Racial Justice and Healing is continuing to advance in its work and mission, along with Native American/Indigenous Ministries, Triangle of Hope and the Truth and Reparations Task Force. Interest in Native American/Indigenous Ministries was advanced this year. Several members participated in Winter Talk and Triangle of Hope's youth, leaders and Bishop Stevenson are building relationships with members of the Mattaponi and the Upper Mattaponi tribes during the summer, and our support of Indigenous Peoples Day in Richmond and in the state legislature. While Triangle of Hope faced significant challenges, our relationship and collaborative ministries with the Diocese of Kumasi (Ghana), and Liverpool (England) remain strong and are thriving. The Truth and Reparations Task Force worked to develop a video-based offering to launch the educational phase of our work throughout the Diocese with the support of Canon Easton Davis. Members attended the Truth and Reparation Summit at Virginia Theological Seminary to grow in their understanding of reparations and reparatory justice efforts. We remain grateful for the leadership of Jabriel Hassan and Colleen Schiefelbein+ who serve as Co-Chairs of the Truth and Reparations Task Force, Jean Mary Taylor and Kirk Richardson who serve as Co-Chairs of the Native American/Indigenous Ministries, and Janettarose Green+, Rock Higgins+, Susie Harding+ and Jabriel Hassan who serve as Triangle of Hope leads for Virginia.

Among those serving in the Ministry for Racial Justice and Healing we remain grateful for those renewing their commitment to serve...

Ms. Carolyn Lanier, Chair, St. Philip's, Richmond  
The Rev. Justin McIntosh, St. Paul's, Ivy  
Dr. Christine Cameron, St. Anne's, Reston  
The Rev. Marlene Forrest, St. Philips' Richmond  
The Rev. Deacon Christine Garcia, Christ Ascension, Richmond  
The Rev. Michael Guy, Grace, Casanova and St. Luke's, Remington  
The Rev. Deacon David Curtis, All Saints, Richmond  
The Rev. Joe Hensley of St. George's, Fredericksburg  
Dr. Jayne Osgood, Christ Church, Alexandria

Dr. Mary Palmer, Grace Episcopal Church, Kilmarnock  
Mr. Jonathan Perry of Little Fork, Rixeyville  
Rev. Dr. J. Lee Hill, Jr., Canon for Racial Justice and Healing

SUBMITTED BY THE REVEREND DR. J. LEE HILL, JR., CANON FOR RACIAL JUSTICE AND HEALING

## North Fairfax Region

The churches in the North Fairfax Region are the Church of the Epiphany, Oak Hill; Church of the Holy Comforter, Vienna; Church of the Holy Cross, Dunn Loring; St. Anne's, Reston; St. Dunstan's, McLean; St. Francis', Great Falls; St. John's, McLean; St. Thomas', McLean; and St. Timothy's, Herndon. The Very Rev. Jessica Holthus serves as Dean for the Region.

North Fairfax Region Council has remained faithfully engaged throughout 2024. We continue to have hybrid meetings to allow for the greatest participation. We open each meeting with bible study and reflection around the diocesan call to "Love Jesus. Embody justice. Be disciples."

**December 2023 Meeting:** Drew Ensz, campus minister for ARISE Ministry, George Mason University was our guest. ARISE is a nondenominational ministry on GMU campus that is expanding to the Northern Virginia Community College system. ARISE is supported by the community and local churches. Food insecurity is a huge issue for students, and they are trying to expand to having outside groups make meals and engage in fellowship as well as donating funds. We allocated funds toward our regional youth mission trip (\$3000) to southwest Virginia (Moving Mountains Mission, M3); ARISE ministries (\$2000), and Latino Ministries at St. Timothy's (\$2000). Our nominating committee presented a full slate of candidates, including a youth delegate, who were unanimously elected by the Council.

**March 2024 Meeting:** Cheryl Elder from Holy Cross's Tanzania Porridge Program was our guest. Holy Cross took over the Tanzania Porridge program from a UK missionary who wished to retire in 2014. The program is designed to provide a nutritious meal for 315 students at the St. Augustine English Medium Primary School. We elected a new youth alternate.

**May 2024 Meeting:** Rev. Mario Melendez and vestry member Ms. Vilma Lemus shared in English and Spanish the current state of Latino Ministries @ St. Timothy's and their goals and desires moving forward. We also learned about the English Larcum Conference/Covenant: Lutheran, Episcopalians, Roman Catholics and United Methodists working towards church unity, an ecumenical movement. Our Youth Representative reported the great success of the Regional Youth bowling event that was attended by 22 youth and the upcoming end of year pool party. Reston Pride will be June 1, and everyone is welcome to join St. Anne's booth.

**October 2024 Meeting:** Heidi Kim, Interim Canon for Discipleship from the Diocese was our guest and shared with us the work she is doing listening and making connections throughout the diocese. We talked about discipleship and what it means to "fish for people," and "drop our nets and follow him." We heard reports from the M3 mission trip and Reston Pride -- both great successes! We formed a nominating committee to prepare a slate of officers for 2025 to present at our December meeting.

**North Fairfax 2024 Youth Moving Mountains Mission Trip (M3):** Ten youth missionaries and their adult chaperones spent 6 days in Scott County, Virginia, working out of the base of Grace House on the Mountain. The participants grew close as a group, inspired by the rich culture and history of Appalachia and the kindness of those they meet daily. Their main task was to build a deck and ramp to help a woman with terminal cancer and her two young adult children. Our group was welcomed with open arms by this family and got the chance to connect with many people in the community.

When not on a job site, the youth worked together to make delicious dinners for each other and spent time in worship, reflection and fun. This year the youth took turns leading morning prayer, compline and prayer before meals. Their increasing comfort with and appreciation for the BCP was evident when they attended a Wednesday Eucharist that was led straight from the BCP! By the end of the week, these youth were Compline officiant pros. We look forward to many more years of serving God in this area of Virginia!

Some of the activities of North Fairfax Region parishes since the 2023 Convention are outlined below:

**Church of the Epiphany, Oak Hill:** We continue to focus and deepen our missional engagement in the areas of food and housing insecurity by increasing community partnerships & engagements. We partner weekly with a local food pantry. Each month we pack weekend meal bags for local elementary students through the Food4Thought program. We participate 6x a year in the Facets Hot Meals program. In December we will host a hypothermia shelter in coordination with Facets and the Fairfax County Hypothermia Prevention program. In 2024, we changed our preschool ministry model. The preschool now operating out of Epiphany is privately-owned and our engagement has increased with the families and students.

**Church of the Holy Comforter, Vienna:** Holy Comforter continues to further its refugee ministry, supporting families from Afghanistan and Venezuela, and reaching out to new families. A team of ~25 people are actively supporting 20 refugees. Our newest family is a widow and her five children. Overall, we are supporting housing (co-signing rental applications and finding apartments), education and tutoring, medical needs, employment, transportation, and asylum applications. Two of our families have now become financially independent. We are seeking to support new families from Haiti and Afghanistan through immigration programs. We have finally seen excellent progress on our efforts to solarize our campus. A large solar canopy has been built in our lower parking lot and all permits have been granted for the remaining electrical work. We will achieve 110-120 percent of our electrical usage needs through this effort. Vitality in the parish is thankfully strong with formation for all ages, worship, outreach, creation care, music ministry, and parish thrift shop all showing high levels of engagement.

**St. Anne's, Reston:** St. Anne's has utilized the Gather-Transform-Send model, which proclaims the purpose of every faith community is to gather up God's people, offer opportunities for transformation, then be sent back out into our everyday context to be the Body of Christ. This year we focused on "send," exploring our congregations' spiritual gifts and the larger community's deep needs, so we can discover how God is inviting us to engage in ministry. Our top two spiritual gifts are Mission and Service. This affirmed our Food Pantry ministry where we are intentionally cultivating a "within and among" ministry of community connection and collaboration. We serve over 100 households monthly providing non-perishables, choices of produce, meat, fresh baked items, diapers/wipes, and personal items. Distribution day is more than us giving and others taking; we gather for multilingual prayers, fellowship, and serving together. We're excited to discover how else God is calling us to live out this Jesus Movement of walking in love.

**St. Dunstan's, McLean:** St. Dunstan's Episcopal Church has been hard at work this past year. Longtime Rector, the Rev. Stephen Shepherd, retired in December 2023. The Rev. Chris Miller was called as Priest-Locum-Tenens in January 2024 and then as Priest-In-Charge with intent to convert to rector in September 2024. Music and Outreach remain two passions at St. Dunstan's. Our music program is back in full swing, and we offered concerts throughout the year including a large outreach concert in September 2024. After 37 years of hosting an external preschool, St. Dunstan's is now discerning what the best mission-aligned use of our wonderful property will be moving forward. There is lots of excitement and gratitude at St. Dunstan's!

**St. Francis, Great Falls:** In June of 2024, St. Francis celebrated our 60-year anniversary and in August, we celebrated the faithful ministry of retiring rector David Lucey. The following week we welcomed a new Priest-in-Charge in Weston Mathews. We are thankful for David's ministry and excited for our mutual ministry with Weston. Right now, we are experiencing growth in the student population of the St. Francis Creche School, average Sunday attendance is increasing, and we are approaching stewardship in a new way this fall through a complementary "Friends of St. Francis" campaign to our traditional campaign. We have launched a new website and are reviewing the ways we communicate for evangelism and welcome. Two new concerts have been added for Advent and Eastertide and we are looking forward to a new contemplative worship series in Advent. We are exploring ways to grow stronger as a faith-based performing arts space in 2025.

**St. Thomas, McLean:** This last year has largely been about evangelism and outreach. We've welcomed fifteen new worshipers to our congregation since early 2023, both retired seniors and those in their 20s and 30s. Last fall, we held a free Fall Festival that welcomed more than 300 of our neighbors to St. Thomas for fall fun and a chance to get to know us. This year, we'll host our 2nd Annual Fall Festival and our 16th Annual Pumpkin Patch. We've begun working with two new local outreach partners that support women and children. Our newest evangelism effort is Pints with Doubting Thomas – a twice a month exploration of big faith questions held in a local pub which is open to explorers and parishioners. A group of St. Thomas pilgrims have just returned from a two-week pilgrimage to England, Scotland, Northern Ireland and the Republic of Ireland. We visited sites that were crucial to the spread of Christianity between 400 and 1100 and got to know the stories of the women and men who helped Christianity to spread.

**St. Timothy's, Herndon:** In April 2024, St. Timothy's welcomed the Reverend Mario Melendez to the fold as our Associate Rector. Padre Mario serves across the breadth of parish life, with particular responsibility for our Spanish-speaking members and service. Also on the Latino Ministry front, we were blessed to receive a Becoming Beloved Community grant from the national Episcopal Church. This grant will help defray the cost of scholarships to Shrine Mont, aid in paying our new associate rector salary, as well as providing needed monies for other ventures in that growing ministry. In other "masthead" news, the Diocese of Virginia recognized St. Timothy's naming of the Reverend Brad Rundlett (Rector from 1994-2015) as Rector Emeritus. Brad remains a beloved member of the community, who did so much to build up God's kingdom in Herndon and beyond. Finally, we welcomed Ms. Ellie Singer, a middler from Virginia Theological Seminary, as our Seminarian for the upcoming year.

SUBMITTED BY: CHRIS CAMERON, PRESIDENT, NORTH FAIRFAX REGION

## North Richmond Region

Our Region is currently made up of ten congregations:

- All Souls Church, Mechanicsville – The Rev. Katherine Dougherty (Vicar)
- Calvary Church, Hanover – The Rev. Anthony D. Gaboton Jr. (Vicar, effective Nov. 15)
- Church of Our Saviour, Montpelier—The Rev. Emily Krudys (Vicar)
- Church of the Creator, Mechanicsville—The Rev. Bill Burk (Rector)
- Church of the Epiphany, Henrico— The Rev Kristin Wickersham (Priest in Charge)
- Emmanuel Church, Brook Hill, Henrico— The Rev. Kevin Newell (Rector)
- Immanuel Church, Old Church, Mechanicsville— The Rev. John Hogg, (Rector)

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- St. James the Less Church, Ashland—The Rev. Rock Higgins (Rector)
- St. Paul's Church, Hanover— The Very Rev. “Ben” Shelton (Priest in Charge, Dean)
- The Fork Church, Doswell—The Rev. K. Nicholas Forti (Rector)

We're still transitioning back to “normal” post-pandemic. As part of that transition, we hope to schedule a regional meeting early in 2025 with the Rev. Shirley Smith Graham to explore opportunities toward church vitality. We welcome the coming of the Rev. Anthony Gaboton as the new vicar for Calvary, Hanover. We celebrated the new ministry of the Rev. Kevin Newell as Rector at Emmanuel, Brook Hill, where he had been serving as Priest in Charge.

We are also formulating a “mini-Mustard Seed Grants” program to provide small awards to churches in the Region for projects that may not other funding streams. This is a way of giving back by sharing our joint resources.

Our Dean the Very Rev. Katherine Daugherty will be taking a sabbatical, with the Rev. Emily Krudys filling in for her while she is away.

Some other specific highlights below:

### All Souls - Hanover

Throughout this year, the people of All Souls Episcopal Church - Hanover have been holding Visioning Events. We celebrated our 20th Anniversary in 2023, so it seemed wise to take this year to talk about *Why does All Souls Episcopal Church need to exist in Hanover County at this moment in time?* We coupled our conversations with fun and food. Our goal has been to discern for ourselves how God is calling us into the next 5 years. We have gained helpful insights and clarity in regard to our identity, values, and passions.

In addition to our Visioning Events, we've had another wonderful year in Our Community Garden. Though the weather was a bit challenging, our Community Garden produced approximately 2,000 pounds of vegetables which were donated to those struggling with food insecurities in our area. Volunteers from all over the Greater Richmond Area as well as our own church help in Our Community Garden, and we give thanks for their hard work.

### Calvary – Hanover

We are excited to announce Calvary has been blessed with a vicar!

He is The Rev. Anthony D. Gaboton Jr.

He will be coming to us from St. Paul's Episcopal Church Bailey's Crossroads.

His starting date is November 15, 2024.

### St. James the Less, Ashland

We celebrated the return of our Rector, the Rev. Rock Higgins from his sabbatical. He spent time in Costa Rica to study intensively the Spanish language, with some hope to extend our ministry into the Hispanic community in Ashland. He followed that up with coordinating the August Triangle of Hope events in the Diocese, and then left again to walk 400+ miles on the Camino de Santiago in Spain.

We also bid farewell (not goodbye!) to the Rev. Deacon Dawn MacNamara, who is moving on

to her next ministry call.

Our new pavilion has been used for summer 8:00 Sunday services, as well as parish and community events.

We continue to provide service in hybrid formats. Sunday and Wednesday services are live streamed and subsequently available on platforms like Facebook and YouTube. (Some services see more on-line participants than are there in person.)

SUBMITTED BY: DR. GEORGE SPAGNA, REGIONAL PRESIDENT

## Northern Piedmont Region

**Our Parishes:** The Northern Piedmont Region comprises the fourteen Episcopal Churches in the exurban and suburban area to the west of the DC Metro area including Loudoun County, northern Fauquier County, and western Prince William County. Our parishes report in-person attendance and participation returning to pre-pandemic levels and in some cases significantly higher than in 2019. A full listing of our congregations follows this report.

**Region Council Meetings:** This year we kept to our regular meeting schedule of 2nd Tuesdays in January, March, May, and September on zoom. Our next regular meeting will be on Tuesday November 12th to plan for 2024 and to reflect on this year's Annual Convention and to address necessary Region Council By-Law revisions for officer elections.

**Budget:** The Region Council Treasury balance is approximately \$17,000. In 2024 we granted \$5,000 for preschool scholarships to Leeds Episcopal Activity Preschool in rural Fauquier County. Several parishes continue to make regular contributions to the Region treasury, several contribute sporadically, and a few are completely non-participatory.

**Communication:** Our parishes continue to manage multiple communication platforms and would like to work with an IT/social media consultant familiar with our issues to help streamline our various streaming and communication processes. In 2025 we hope to work with diocesan staff to identify possibilities and resources.

**Mission:** The region council and individual members have followed up with additional information-gathering and discussion on addressing the critical issue of housing. Parishes have also continued to work individually and jointly on feeding ministries and to provide support for seniors, families, and children. Several parishes have also expanded ecumenical and non- denominational coordination with broader community social support efforts.

**Leadership Transitions:** As usual, clergy transitions continue to play a major role in the region.

This year the region welcomed the Rev Angela Lorena to Leeds Markham and the Rev Martin Geiger to Emmanuel Delaplane. The Rev Rob Banse now serves as Interim Rector at Grace in The Plains. The Rev Stephen Hagerty will join St. David's in Ashburn in December. The Church of Our Redeemer Aldie worship with a long-term supply priest. St. Andrews Ada (Marshall) continues with supply clergy. Our other parishes are led by settled rectors, some nearing retirement.

**Buildings & Properties:** Our congregations struggle to maintain and update buildings and properties that were designed in an era that did not require 21st century accessibility, convenience and comforts. Most of our parishes are now considering or have already undertaken long-term capital improvements to address long-deferred maintenance.

As a parish unencumbered by real estate, St. Gabriel's in Leesburg has identified possibilities for long-term leased space so that the English and Spanish-speaking members of the congregation can do



mission, ministry and worship under one roof.

**Parish Listings: Parish websites provide links to recorded or live-streamed Sunday services as indicated in bold below.**

Christ Church Lucketts - <https://christchurchlucketts.org/>

Church of Our Redeemer Aldie – <https://aldiechurch.org/>

Emmanuel Delaplane - <http://www.emmanuel-delaplane.org/>

Emmanuel Middleburg - <http://www.emmanuelmiddleburg.org/>

Grace The Plains - <https://www.gracetheplains.org/>

Leeds Markham - <http://www.leedschurch.org/> St. Andrew's Ada

St. Gabriel's Leesburg - <http://saintgabriels.net/>

St. David's Ashburn - <http://www.sdlife.org/>

St. James Leesburg - <http://stjamesleesburg.org/>

St. Matthew's Sterling - <http://www.stmatthewssterling.org/>

St. Paul's Haymarket - <http://www.stpaulsepiscopalhaymarket.org>

St. Peter's Purcellville - <https://stpetes.net/>

Trinity Upperville - <https://trinityupperville.org/>

SUBMITTED BY: BRUCE LeLACHEUR, COUNCIL PRESIDENT

## Northern Neck Region

The Northern Neck Region of the Episcopal Diocese of Virginia is composed of twelve church communities and the Rappahannock Westminster-Canterbury. The Very Reverend Rod Gordon is the Dean of the Northern Neck Region. The Reverend William Stafford-Whitaker of Wicomico Parish is the region representative to the Episcopal Diocese of Virginia Executive Committee, and the Reverend Kristin Farrington of Cople Parish serves on the Standing Committee.

Throughout this year, we have held our dear friends at St. Peter's in Oak Grove close in our hearts. Through the adversity of the fire in their beautiful Parish in December, this dedicated group has never missed a Sunday worship service, and

they continue their many outreach ministries in our community, including the St. Peter's Thrift Shop and community dinners. The Very Reverend Rod Gordon's leadership and great hope for the future are some of the tools that have navigated them through this storm. Jesus is with them through this, and their strong faith is an example for all of us. In June, Father Rod Gordon and this congregation gathered with Bishop Mark Stevenson and many friends to celebrate their 175th anniversary.

The Northern Neck Region held four Region meetings in 2024 (quarterly), and additional meetings were held by the Region Executive Committee, the Collaborative Ministry Task Force, and other sessions including the Shrine Mont teaming initiative with the Northern Neck Boys and Girls Club which recently resulted in our Region's contribution to a Shrine Mont retreat for the Northern Neck Boys and Girls Club staff.



The Northern Neck Region Collaborative Ministry Task Force continues to pursue its mission to nurture the robust continuation of the rich faith traditions of the Episcopal community in Virginia's rural Northern Neck. The three tiers of the task force include: Region Training Initiatives, Fostering the Timely Sharing of Information & Resources, and Pursuing Strategies that Support More Collaboration.

The Northern Neck Region held three Safe Church Training events via the hybrid training program to provide in-person training to 79 participants, using the Praesidium training modules and a facilitator to guide and assist attendees. Many thanks to the Very Reverend Rod Gordon, the Reverend Pilar Parnell, the Reverend Kristen Farrington, and Ellen Kirby for their leadership and support in providing this important training. In May, Region scholarships were awarded to youth campers attending Shrine Mont this past summer.

Our love, gratitude, and best wishes are extended to the Reverend Torrence Harmon, previously of North Farham and St. John's, on her retirement, and to the Reverend Pilar Parnell, previously of St. Stephen's, on her move to a new Parish in Upstate New York. We welcome (again) the Reverend Megan Limburg who has assumed the position of Priest-in-Charge for St. James Montross and St. Paul's Nomini Grove. We are grateful for the ministry of the Reverend Diane Carroll who served at St. Paul's and St. James during their search and is now at St. Stephen's Heathsville since October during their search for a new Priest. We are grateful for the Clergy team serving Trinity Lancaster and St. Mary's Whitechapel Churches during their transition and search, including the Reverend Kaki Swann, the Reverend Alan Hooker, the Reverend Canon Dr. Lynn Collins, the Reverend Jerry Sneary, and the Reverend Deacon Deborah Lockhart. We also lift our thanks for the ongoing work of the Reverend Sandi Mizirl at St. John's and North Farnham during their transition and search.

The Northern Neck Region congregations continued many successful outreach ministries this year, including Yard Sales (year-round), Thrift Shops, Support for Local School Children and Teachers, Monthly Food Pantries, Market Days, Community Dinners, and many more. Special events and fellowship opportunities are hosted at our churches throughout the year, including Vacation Bible School, Blessings of the Fleet, Oysters & Oldies, Oktoberfest, Celtic Walking, Strawberry Festival, Monthly "Friday Night Live" Entertainment, Celebration of St. Francis Month and Blessing of the Animals, Monthly FYI Northern Neck Lectures, "Ashes to Go" on Ash Wednesday, Homecomings, Bluegrass Sundays, and Lessons and Carols.

SUBMITTED BY: LINDA HUTT, NORTHERN NECK REGION PRESIDENT

## Northern Shenandoah Region

In November 2023, Nadine Pluchinsky was elected to represent the Northern Shenandoah region on the Executive Board when Rev. Webster Gibson's term ended the following month. During the year she has been working on the Program Committee of the Board, reviewing Bishop's Appeal Grants and Peter James Lee Small Church Revitalization Grants. Martha Griffin attended the January 31, 2024 online meeting of Region Presidents.

On February 24, 2024, the Region held a screening of the documentary "The Philadelphia Eleven" marking the 50th anniversary of the first women ordained as priests. Bishop Harris joined us for the event.

We were honored to host one of the five locations for this year's Chrism Mass and Reaffirmation of Vows. The service was held at St. Mary's, Berryville on March 26, 2024.

The Very Reverend Justin Ivatts attended a Regional Deans meeting at Shrine Mont with Bishop Stevenson.

At our May 2024 meeting, we voted to send a contribution to the Shrine Monts Camps to provide scholarship money for campers in need.

We have set a schedule to have Quarterly meetings and have decided to rotate the location of the meetings so that we can visit each member church of the Region.

We continue to review opportunities for emergent needs in our area and how best to respond to them, living out our Baptismal Covenant.

## Potomac Region

It was an exciting year for the Potomac Region. It began at last year's convention with the merger of Oliver Episcopal, Church of the Spirit, and St. Mark's Alexandria into St. Martin de Porres Episcopal Church. Soon after, St. Martin de Porres called their first Priest-in-Charge, Rev. Colleen Schiefelbein.

We also had the retirement of Rev. Lynn Ronaldi from Pohick, who was our Dean until her retirement but we are excited about our new Dean, The Very Rev. Laura Cochran.

All Saints Sharon Chapel has undergone extensive renovations to their church building and they are growing and looking great. Renovations to the 1957 building on Olivet Campus of St. Martin de Porres created an opportunity for one of our community partners, Koinonia, to expand into our space creating better opportunities for them and an even closer relationship to serve those in need in our region.

We elected Mary Bramley as our next Region President and look forward to her taking the helm and leading us to an exciting future.

## Province III

### The Synod for 2024

The Province III Synod was held May 5 -6 in Martinsburg, West Virginia with ninety attendees. Those arriving Sunday night enjoyed a viewing of The Philadelphia Eleven. On day two at the business meeting -

Election of officers was held with the following result:

President, The Rt. Rev. Kevin Brown, Delaware

Vice President, Nathan Brown, EDOW

Secretary, Steven Jones, Delaware

Treasurer, Canon Jason Kamrath, Maryland

Rev. Nina Vogel Salmon was elected as the ordained Representative to Executive Council, and she will assume her duties at the end of General Convention.

### Christian Formation & Youth Ministry

The Forma event at Claggett Conference Center was highlighted with 45 attendees. A video/slide show was also shared of the Province III Youth event for the middle and high school youth at the Caroline Furnace Camp and Retreat Center in Fort Valley, VA.

Treasurer's Report

Canon Judith Gregory shared that financially 2023 ended in good shape with overall expense 19% below budget, and for the first time, every Province III Diocese paid their apportionment. For 2024 the apportionment rate remains at .035%, and projected total income will remain the same. It was noted that the apportionment rate has not changed since 2019.

Campus Ministries

Rev. Ted Christopher spoke that the Young Adult and Campus Ministries are a resource for the entire Church, and a leadership conference will be held in June in Philadelphia. Grants are available through the Episcopal Church to assist with Young Adult and Campus Ministries.

Environmental Stewardship

Steven Jones reflected on why supporting local food matters, the collaboration with the Claggett Center, and the positive impact to Frederick County, Maryland farmers. It was noted the Province made a generous contribution to the Mid-Atlantic Black Farmers Caucus for their inaugural conference and the opportunity for future local food systems collaboration.

United Thank Offering

Mathy Milling Downing did an update including the impact at the provincial level as the Diocese of Easton received a \$30K grant awarded to Trinity Cathedral, Easton. She reiterated that all monies raised go directly to grants. It is anticipated that a grants workshop will be offered soon. The 2025 focus is for projects that welcome people with differences prompting isolation and projects that promote truth-telling, historic trauma, and promotion of healing.

Episcopal Church Women

Laura Manigault on behalf of Nancy Sands shared that the revival/celebration hosted by the Diocese of Southern Virginia in April was a great success, and that the 51st Triennial will be held at General Convention.

College for Congregational Development

Dr. Pamela Cochran, Province III Coordinator, reported on the College of Congregational Development at Loyola of Baltimore where she is a professor. It is a training program launched in Maryland to nurture and develop congregational development practitioners to support healthy and sustainable Churches. It was noted that Province III provided funds to subsidize the cost to Province participants from outside Maryland.

Dr. Cochran also shared an update of interfaith communications moving toward full communion with the United Methodist Church in 2027.

Address by the President of the House of Deputies

President Julia Ayala Harris gave an overview of expectations for General Convention in Louisville. She stressed the need for the Church to model love and not politics, and to be a counter-culture witness in this time of transition.

Tributes and a standing ovation were given to outgoing president, the Rev. Nathaniel Pierce for his ten years of service to Province III.

**The Province III Exhibit at the Diocese of Virginia's 229th Annual Convention**

For the first time, the Province exhibited at the Diocese of Virginia Convention. It was held at the Fredericksburg Convention in November 2023.

*The exhibit featured posters entitled:*

How Provinces Came to Be  
The Dioceses of the Province  
Council and Ordinances  
Ministries of the Province

*The Ministries of the Province are*

- Altar Guild
- Christian Formation and Youth
- Episcopal Church Women
- Opioid Recovery
- United Thank Offering
- Campus Ministries
- Ecumenical Affairs
- Environmental Stewardship
- Racial Justice, Reconciliation and Anti-Racism

The text of the final poster read:

*Vibrant and Creative*

*Provinces bear witness to our life in Christ:*

By being a community of dioceses;

By empowering a forum for the sharing of programs, resources, and our diverse ministries;

By being the communicating link among the 12 Dioceses and their people as well as local, diocesan, and national structures;

By building and strengthening a sense of community and fellowship in the Province;

By developing effective strategies for coordinating and enhancing the use of regional and national resources;

and

By fulfilling our canonical requirements through the grace of God and to God's glory.

- Dr. Pamela Cochran, Province III Coordinator

SUBMITTED BY: JANE ROTH, LAY SYNOD REPRESENTATIVE, SAINT JAMES, LEESBURG AND ELLYN L CRAWFORD, LAY SYNOD AND COUNCIL REPRESENTATIVE, SAINT GEORGE'S, ARLINGTON

## Shrine Mont Camp

### General summary

Shrine Mont Camp (SMC henceforth) ran a successful year of programming in 2024. This season we served 404 campers across a 6 week period with a total of 12 sessions of camp. We employed 76 individuals throughout the summer. SMC's program structure runs as a single camp (or 'one body'), with the different sessions offered to parents throughout a given summer (our many parts).

The Diocese's summer camp ministry says goodbye to the Director of 2 years James Williams, Camp Registrar Jennifer Cox who served for 1 year, as well as Nursing Coordinator Lynn Gray, who has served camp over 16 years.

### Highlights

- We are glad to make use of our new photo communication system (Pixieset); this is in response to parent surveys that labeled communication as a place of growth for camp. Parents are now able to see camper photos throughout a session.
- Camp bounded forward in encountering God's Creation in 2024. We placed an emphasis on outdoor recreation this summer, with 10 out of 12 sessions going camping!
- We have continued efforts to increase diversity and equitable access to our program. This season we established a mechanism for families to voluntarily disclose their racial/ethnic background, allowing for an accurate understanding of who camp can and does serve.
- Two of our newer sessions, All Saints and Lil's, doubled their attendances from 2023. Thank you to the parents who said yes to trying these new sessions on the mountain.
- We were able to both partner with Shrine Mont and raise the visibility of our scholarship funds for families by offering the 100 for 100th Scholarship. This gave each family 100\$ off their tuition for 2024, and will continue into the 2025 season to celebrate Shrine Mont's 100th Anniversary!
- Camp had another successful year in collaborating with our partnerships.
  - In particular, we were glad to have campers from our partnership Grandparents as Parents (GAP). GAP is based out of Emmanuel Episcopal in the Shenandoah Valley and is a grandparent/caregiver support group for families in the surrounding area.
  - Thanks also to the continued support of Santa Maria De Iglesia of Falls Church, the congregation that sent the most campers for the past two summers, as well as our partnership with Center Pole and the The Kelly Foundation - based out of Montana, The Kelly Foundation graciously help campers make the journey to Virginia to join in on the summer fun!
- In collaboration with the Bishop, camp established an Advisory Council. This group is Chaired by Bishop Ted Gulick and assisted by Vice Chair Mary 'Boo' Elmore.
- In the transition period after James Williams' departure on August 30th, Ministry Architects has been contracted to continue the ministry forward, as well as guide the selection process for a new Director. A selection committee has also been formed to assist in this process.
  - Part of their work was to conduct an independent assessment of the program, which was shared with the Diocese at large via email. This assessment spoke with 48 stakeholders of

the program to create their report.

### **Camp Surveys - sharing from last summer, looking toward 2025**

Since 2022, Shrine Mont Camp has contracted with Sacred Playgrounds to solicit direct feedback from our parents and campers about our program. Sacred Playgrounds works annually with 60+ faith-based camp organizations from across the United States to tell the story of how transformational camp ministry is in creating lifelong disciples of Christ. The results of 2023, summarized below, were used to influence camp programming in 2024.

Camp is conducting parent surveys for the summer of 2024, as well as having added camper surveys to our measurements, so as to have both parent and camper feedback in a given summer.

Summer 2023's Parent Survey had 85 parent responses representing 109 individual campers. There were many key takeaways:

- Camp in 2023 was impactful, fun, and transformation for campers: 98% of parents said their children had fun at camp, 95% of parents said there was a clear positive impact from camp on their child, and 97% of respondents said they would send their camp again in the future.
- The survey highlighted key growth spaces for our program, all of which was a priority for summer 2024. Communication was a focus area of growth named by parents, alongside engaging in the outdoors.
- 78% of campers identified as Episcopalian in 2023, with 38% of respondents saying it was their first time at camp.

The ministry hopes to continue soliciting feedback from its key stakeholders, and making use of the 2024 Survey Results to influence the planning and programming for summer 2025.

## **Shrine Mont**

Shrine Mont is a conference and retreat center serving the Episcopal Diocese of Virginia. At our heart is the Cathedral Shrine of the Transfiguration, the cathedral of the diocese with public services held at 11:00 on Sundays in the spring, summer and fall. During the course of our season, we welcome parish retreats, family reunions, a vast array of conferences and meetings, and the diocesan summer camp program.

Shrine Mont is located on 1,200 acres of forest in the historic resort town of Orkney Springs, VA fifteen miles west of I81 between Winchester and Harrisonburg. Part of our facility is a renovated nineteenth century resort that is on the National Register of Historic Places. Accommodations vary from hotel style rooms to cottages for families or small groups. Recreation activities include swimming, tennis, hiking, sports activities, volleyball, shuffleboard, Tennis, Pickleball, Bocce and campfires. Golf and other recreation activities are available at nearby Bryce Resort.

In a typical year, Shrine Mont will host over 15,000 guests and 700 campers and staff during our season, which starts at the end of April and ends in early November.

Shrine Mont is deeply appreciative of Charles Moncure's leadership on our Board of Directors these past six years and Scott Harvard for his service over the past three years. Their contributions have been very helpful as we prepare for Shrine Mont's centennial anniversary in 2025.

The 2024 season is going extremely well with a good mix of returning parishes and other groups combined with a number of new conferences and retreats.

One highlight of the year was our partnership with the Virginia Association of Teachers of English to hold our second reading camp for 22 rising third through sixth grade students from Page, Rockingham and Shenandoah counties and the city of Harrisonburg who struggle with reading and writing. These students were referred to camp by their reading specialists at school. Thanks to the generosity of numerous donors, camp was no charge for the families.

Other highlights of 2024 include:

- 85 retreats held by 84 diocesan parishes
- 8 diocesan conferences and events
- 23 non-diocesan parish retreats
- 16 non-diocesan conferences and meetings
- 470 diocesan campers and staff
- 21 Shrine Mont sponsored programs serving 330 people
- Over 500 overnight packages with the Shenandoah Valley Music Festival
- 6 high school groups including 2 church schools of the diocese
- 22 arts groups
- 3 weddings
- As of September 30, 387 donors have given \$448,342 to Shrine Mont

In 2025, Shrine Mont will celebrate our 100th Anniversary.

During the past 4 years the Shrine Mont board and staff have been asking for feedback from all stakeholders on how to celebrate our centennial and prepare for the future. Based on their feedback, Shrine Mont will host special events on site and join parishes in their communities to celebrate throughout the year. On Sunday March 2, 2025 during which the Transfiguration passage will be read, every parish will be invited to recognize Shrine Mont's 100th anniversary by praying a special collect and hosting other appropriate Shrine Mont activities.

To prepare for the future, Shrine Mont is planning for a major fundraising campaign to lay a foundation for capital improvements and financial stability. Shrine Mont has begun the process to discern our capital needs for the future with emphasis on attracting the next generation of guests while addressing the ongoing needs of our current guests.

We are working with our fundraising consultants at Kirby Smith Associates to develop a feasibility study testing our identified needs and stakeholder commitment for the future.

SUBMITTED BY: KEVIN MOOMAW, EXECUTIVE DIRECTOR

## **Southern Shenandoah Region**

### **Community Engagement and Support**

Our Region remains a tight-knit community committed to mutual support. We financially supported St. George's, Pine Grove, in removing a dangerous tree on their property. Similarly, we are working with St. Paul's in Shenandoah to help meet their needs. Grace Memorial, Port Republic, now has a long-term supply priest; Christ Church, Luray, and Emmanuel, Harrisonburg, have called new priests-in-charge.

We are particularly proud that our Region, in consultation with the Diocese, was awarded a grant from Episcopal Relief and Development for wildfire relief. In March, more than 100 wildfires burned

throughout the Shenandoah Valley. Episcopal Relief and Development provided an emergency \$8,000 grant, and we were able to give grants to five homeowners who lost everything and a volunteer firefighter who suffered a life-threatening traumatic brain injury.

### **Events and Activities**

In August, 85 folks from our Region gathered at Shrine Mont to worship and renew our baptismal vows. The Right Rev. Susan E. Goff celebrated and preached at that service and the offering supported food ministries in the Region.

### **Camp Curious**

The Region was excited to support Camp Curious at Shrine Mont, a summer reading camp for 3rd—6th grade students reading below grade level in Shenandoah, Page, and Rockingham counties, as well as Harrisonburg City. In addition to the reading program, this camp experience is designed for kids to explore nature and engage in creative activities. Campers can discover new interests, participate in outdoor adventures, and build community. A parishioner from Saint Andrew's ensured that toiletry kits were delivered for the campers and other Shrine Mont campers.

### **Pledges**

We are grateful for generous parish pledges that enable us to assist other congregations and support activities as necessary. We are able to send a youth delegate to convention and are grateful for that support.

We thank our clergy, region delegates, churches, and the Diocese for your continued support and commitment to our shared vision and objectives. We look forward to another year of growth, community engagement, and spiritual enrichment in the Southern Shenandoah Region.

### **Conclusion**

We are a small region. There are seven churches, two of which are mission parishes. We are spread out over 1700 miles of the beautiful Shenandoah Valley. As you plan your next mission trip to Appalachia, think about our slice of Appalachia. We can always use a helping hand, especially in our mission parishes.

SUBMITTED BY: MARCIA T. BROWNFIELD, PRESIDENT

## **Standing Committee**

The Standing Committee consists of twelve members who serve as the Bishop's council of advice. Each year, two clergy and two lay members are elected by the Annual Convention to serve three-year terms. The Standing Committee is involved in a number of areas including episcopal elections, church indebtedness, the ordination process, approval of regional deans, and other canonically required actions. In the absence of a bishop diocesan, or other bishop canonically authorized to act, The Standing Committee serves as the Ecclesiastical Authority for the diocese.

### **Approving Candidates for Ordination**

The formation process for ordained ministry (priesthood and diaconate) is a vital function of the diocese. In January 2024, The Standing Committee met with the Commission on Ministry in a collaborative retreat providing orientation and mutual understanding on the ordination process. In each month of 2024, The Standing Committee interviewed postulants for the diaconate and/or priesthood, approving progression towards ordination for sixteen people.



## **Approving Indebtedness Requests to Encumber or Sell Property**

The Standing Committee is a steward of real estate transactions of the diocese. The Standing Committee reviewed the status of five properties, and approved requests for their sale. Three churches presented requests for easement, lease, or loan for their properties. The Standing Committee evaluated the encumbrance ramifications and approved these requests.

## **Consenting to the Election of Bishops in The Episcopal Church**

The election of a bishop in any diocese of The Episcopal Church must be consented by a majority of all Standing Committees of the various dioceses. In 2024, The Standing Committee reviewed the proceedings and consented to the elections of bishops for the dioceses of California, West Texas, Massachusetts, and Olympia.

## **Serving as a Council of Advice for the Bishop**

Standing Committees are independent bodies, governed by canon law and chaired by elected member officers. For each regular meeting, Bishop Stevenson is invited to attend, providing news of efforts towards our diocesan mission to love Jesus, embody justice, and be disciples. Bishop Stevenson sought advice on organizational developments within the diocese and various emerging issues. The committee provided thoughtful insights through our diverse perspectives. The Standing Committee enjoys a solid working relationship with Bishop Stevenson which allows for forthright and productive conversations to build up the Body of Christ.

SUBMITTED BY: THE REVEREND KRISTIN WICKERSHAM, PRESIDENT

## **Triangle of Hope**

The relationship with the Dioceses of Liverpool (UK), Kumasi, Ghana, and Virginia continues. We held a board meeting in Liverpool in March, gathering from long term visioning and redirecting the initiative. In the years since its founding many more constituents have become involved and invested in the work of growth of forgiveness and reconciliation from the horrible mid-Atlantic trade of enslaved humans. The outstanding piece has been the Youth Pilgrimage with a successful trip in the summer of 2023. We looked forward to hosting in Virginia in the summer of 2024.

The plan, however, was not fulfilled. We have strived for equity in our work from the outset, and our Ghanaian siblings were not given visa interviews enabling their travel in 2024. Their interviews have a date that looks like it will enable a trip in 2025. This was a terrible disappointment for all of us, and we did not move forward with a joint trip without our siblings from Kumasi. Pray that we can overcome these hurdles for the coming summer.

Our pilgrims, after so much training, did gather in central Virginia for a "Grounding Experience." We did a few things normal to our joint pilgrimage, but added visits to the Mattaponi and Pamunkey Reservations to learn from more perspectives and have fun at Kings Dominion. After all the work in preparation, it was important for the pilgrims to be able to gather. We desperately missed our international partners and trust we will be gathered together this summer.

We plan to gather for our Board Meeting in the coming year, and move forward in trust and partnership for the years to come. We hope to expand the work to other areas like linked seminaries in the near future. Thank you for your continued encouragement, support, and prayers.

SUBMITTED BY: THE REV. ROCK HIGGINS, PILGRIMAGE LEAD

## Trustees of the Funds (TotF)

The Trustees of the Funds (ToTF) manages approximately \$135,000,000 for roughly 150 Episcopal parishes, organizations and the Diocese of Virginia. We offer a Balanced Fund that is designed for traditional church endowments, a Short Term Fund that offers a place for investors to put money that may be needed in 2-5 years, and an All-Equity Fund that allows investors to participate, 100%, in the equity markets.

ToTF provides investment services with deep expertise both on our board and from our Investment Advisor. We invest intentionally to align with Episcopal values. We do not charge a fee or earn a profit - after covering costs, all earnings flow to our Participants (investors). As our investment portfolios grow, all Participants benefit as our fixed costs are spread over more dollars. By investing with ToTF, parishes support many ministries of the Episcopal Church in the Commonwealth of Virginia.

In the past 12 months, ToTF:

- Said goodbye to Kim Henderson, who retired as Secretary-Treasurer, and hired Foster Billingsley as Kim's replacement
- Named Rev. Emily Krudys (Church of Our Savior, Montpelier) our new Chaplain. In March, Rev. Chris Miller withdrew from that position. We are grateful for his guidance and leadership, initially as an ex officio member from the Executive Board and more recently as our Chaplain
- Appointed the following individuals as Advisors to the board, whose knowledge and expertise will enhance the work of ToTF:
  - Elizabeth Cabell Jennings, St. James's, Richmond
  - Jack Farrington, St. George's, Fredericksburg
  - Stacy Cleveland, St. James, Leesburg
- Surveyed our Participants on ways that we could improve our services and offer new programs. Board members followed up on the survey with Participants
- Board members met numerous Participants and prospects (investors-to-be) in both in-person and Zoom meetings around the Diocese. We addressed current investment and operational topics
- Held a board workshop in Fredericksburg to study ToTF operations and develop a Continuity of Operations Plan
- Explored the structure, investment size and possibilities of an impact fund
- Held an in-person/Zoom Open Meeting at Historic Christ Church, Weems, on September 11th

Looking to 2025, we will continue our outreach to more Episcopal organizations that can benefit from ToTF investment management. We will work to develop new offerings, such as the impact fund and seminars that address financial issues facing our Participants.

## Truth and Reparations Task Force

The Truth and Reparations Task Force continues to work diligently towards our goal of creating a transformational reparations ministry in the Diocese of Virginia. However, we did not check o? tasks on the schedule as we envisioned this year. We are a Task Force with a spiritual, holy task, and life is not as predictable as we want it to be.

White supremacy and whiteness are woven into the fabric of our society. No matter the color of our skin, we are all infected by the sin of whiteness. We are building the team's capacity to see and hear whiteness in many forms. We have developed an educational program for the people of the Diocese to learn the truth of our past and how our past affects us today. We are eager to share our knowledge with every church community, region, and organization in the Diocese.

Racial justice is a lifelong endeavor. As we each learn more and more about racial justice, whiteness and reparations, we see there is so much more to learn. As the Task Force, we are working to balance our inclination to learn more with the urgent need to act. We will begin visiting parishes in the coming year to educate the Diocese about racial justice and reparations. We will be listening to your feedback and experiences. We will also be reaching out to the Black and Indigenous communities in our Diocese to listen to their needs and where our reparations funds might be most beneficial.

## Upper Tidewater Region

To the Diocese:

The following is the Annual Report, November 2023 - October 2024, of the Upper Tidewater Region (UTR). This report traces our activity through the course of the year, beginning in November, as the Diocesan Annual Convention is in November.

### 2023

#### November

Bishop Stevenson appointed The Reverend Scott Parnell, Ware Church, to Dean of the Region. Scott and Mary Williams Montague (President) began planning for 2024. The UTR had been inactive for several years, without lay representation, a full slate of officers, or a calendar of activities. We recognized we needed to help facilitate a "reconstitution" of the region, which consists of twelve pastoral-sized parishes (a few family-sized), among the earliest in the Diocese, and spread across a wide geographic area of southeast Virginia. An initial step was to request that each of the region's twelve parishes identify a lay representative to serve on the Regional Council. Mary also reached out to the region representative to the Executive Committee, Laura Bondurant, to include her in our work together.

#### February

The Upper Tidewater Region (UTR) held its first gathering in several years. d'Rue Hazel, Canon to the Ordinary, and Mark Eastham, Secretary to the Diocese, presented a workshop on congregational vitality at St. John's, West Point. Over forty people from our twelve parishes attended a four-hour workshop, including lunch and time for fellowship.

#### June

The lay delegates and the representative to the Executive Committee met for the first time, at Ware Church, for fellowship, lunch and discussion of the needs of our various parishes. Scott led the discussion. We also drafted a slate of officers and an audit committee. The group decided to hold two semi-annual in-person gatherings and one business meeting, via Zoom. The gatherings will focus on topics of concern and interest to the parishes of the region, and will be located at a different parish each time.

#### July

On July 8, Dean Parnell called the planned meeting for the procedural reconstitution of the Upper Tidewater Region (pursuant to VA Canon VIII. 4. b). UTR held its first annual business meeting,

via Zoom. Clergy, lay representatives and the representative to the Executive Committee convened to elect officers, pass a budget, and approve the audit report. Scott sent the approved budget to the Diocese.

### **August**

Dean Parnell resigned in anticipation of his imminent move out of the Diocese. Bishop Stevenson appointed The Rev. Becky McDaniel, Westover Church, Charles City County to Dean.

### **September**

The UTR elected The Rev. Theresa Brion, St. Paul's, West Point as our representative to the Executive Committee, beginning January 2025.

### **October**

The UTR will hold its second semi-annual gathering on Tuesday, October 15 at Westover Church, Charles City County. The Rev. Shirley Smith-Graham will lead us after lunch in a workshop on congregational vitality.

Planning is underway for 2025, with the first workshop to be in late February at St. Paul's, Miller's Tavern. Tom Howard, lay representative from St. Paul's, will help lead a discussion on the work of the Diocesan Truth and Reparations Committee.

In summary, in 2024, the UTR has not only successfully been reconstituted as a functioning regional entity, but by the closing date of this report will have sponsored two events for our parishes, led by experts in the topics, focused on education and generative discussion.

SUBMITTED BY: MARY WILLIAMS MONTAGUE, PRESIDENT, UPPER TIDEWATER REGION

## **Virginia Diocesan Center at Roslyn**

Roslyn is blessed that the activity of 2023 continued into 2024. By the end of this year, we will have hosted over three hundred groups and served over 31,000 meals. While most groups have been repeating ones, about a quarter came to Roslyn for the first time. Half of our visitors were with church-related groups and the rest with non-profit or government organizations, with a very small percentage coming from for-profit businesses. We gave a heartfelt welcome to all.

At the beginning of 2024, we completed renovations to Tucker Hall that included revamping the front entrance, refurbishing restrooms, and replacing a portion of the underground piping that supplies water to the building. Recently, the Creation Care Committee added to the revitalization of Tucker Hall by planting a garden on the side of the building. Thank you, Creation Care Committee!

We upgraded our technological infrastructure by expanding our Fios Internet line to accommodate the volume of traffic when larger groups are in residence as well as adding access points throughout the property. This has been extremely beneficial by increasing the speed and reliability of the system.

During the year, Roslyn was busy with several initiatives. The newly formed Visual Artists in the Diocese of VA held monthly gatherings at Roslyn. Led by Bishop Goff, artists came together to worship and work on beautiful art projects. We look forward to working with and supporting this group again in 2025.

We were also busy welcoming diocesan active and retired clergy to Roslyn for rest and relaxation at the clergy retreats. Next year's complimentary events will once again take place in January and April. Roslyn offers these retreats as one way of thanking those who do so much for our diocese.

We also upgraded and centralized our coffee service. In July, we started offering coffee from Rostov's Coffee and Tea, a locally owned and operated coffee roaster. Tammy Rostov is a member of the Roslyn Managers Corporation and made this possible. Our guests are incredibly happy with the new coffee service.

In the coming months we have a few projects that we will be focusing on. Prompted by the Creation Care Committee, we are currently researching the installation of electric vehicle charging stations on the grounds. This is becoming a need as more people drive electric vehicles. We are also looking into developing a comprehensive plan to replace the older trees at Roslyn that are beginning to show significant signs of decline.

Under the leadership of Bishop Stevenson, Patrick Getlein and Julian Bivins, the Roslyn Managers Corporation and the Memorial Trustees continue to support and guide us. We are so thankful for all that they do.

If you have not been to Roslyn, please come by and see what we are all about. If you are a regular, we look forward to seeing you again – soon! Many thanks for the support of all.

## **Virginia Episcopal Real Estate Partners (VEREP)**

2024 was an eventful year for Virginia Diocesan Homes as it undertook a number of actions to solidify its new identity and mission:

- New Name, Mission, and Logo
- Preplanning Grant for Christ Ascension, Richmond
- Landscape Analysis (or “dashboard”) studies for Iglesia de Santa Maria, Fairfax and Trinity Church, Arlington
- Promotional video and web redesign
- Grant application to Trinity Wall Street
- Participated in and sponsored educational seminars
- Advocated for greater attention to affordable housing needs
- Developed a list of resources and a roster of consultants to work with us

### **New Name and Mission**

The Executive Board approved a new name Virginia Episcopal Real Estate Partners (VEREP) and a restatement of focus from senior housing to Mission Real Estate Development. With this new charter VEREP will help churches build sustainable financial capacity and enhance their community impact through the development of missional uses for their church property. VEREP can help churches discern, plan and implement a way to realize its vision. The new logo can be seen above.

### **Preplanning Grant**

Under a memorandum of understanding with Christ Ascension in Richmond, VEREP was awarded a preplanning grant from Virginia Housing of just over \$32,000 to assist the church in considering future options for their property. The grant covers costs such as appraisal, surveys, title searches, and building assessment. Virginia Housing has funds available for such preplanning grants and is willing to fund VEREP as a 501(c)(3) organization to work with other churches.

### **Landscape Analysis Studies**

As a transition to its new mission statement and as a pilot project, VEREP's Board approved funding

three studies that we call landscape analyses (or dashboard) studies. These analyses collect general information on the church, suggest possibilities for redevelopment and propose next steps. VEREP has completed such an analysis for Iglesia de Santa Maria in Falls Church and for Trinity Church, Arlington.

### **Promotional Video and Web Redesign**

VEREP has produced a short promotional video to introduce VEREP's new mission to congregations that might be interested in working with us. An expanded website targeted for early 2025 will include brief highlights of churches that have undertaken mission real estate development projects and links to resources on the variety of ways that churches are undertaking and funding such projects.

### **Trinity Wall Street Grant Application**

VEREP has submitted a grant application to Trinity Wall Street for their current awards cycle. If awarded, this grant would have several components:

Working with Lincoln Institute for Land Policy and HDAdvisors, VEREP will develop a Congregational Survey Tool (central database) for the diocese that will document congregational buildings, land acreage, zoning and land use, community demographics, church vitality (membership and attendance) and geography.

VEREP will identify up to 10 parishes for discernment coaching to advance the mission real estate development process. VEREP has identified Cindy Barnes as a discernment coach for these efforts.

We would also offer 10 congregations (the same or different ones) a landscape analysis similar to our current pilot process, prepared by Rick Reinhard of Niagara Consulting Group.

Predevelopment studies and support similar to that provided to Christ Ascension for up to four churches.

Initial legal consultations for up to five congregations, including possibly advanced advisory support for churches ready to issue a Request for Proposal for a development partner.

### **Educational Efforts**

VEREP Board members attend workshops, conferences and seminars to increase their awareness of MRED projects, to network with other organizations and dioceses working in this arena, and to identify potential funding sources. This has included events sponsored by Trinity Wall Street, Virginia Housing, Virginians Organized for Interfaith Community Engagement, Virginia Interfaith Center for Public Policy, the federal department of Housing and Urban Development, Northern Virginia Alliance for Affordable Housing, and our own diocese.

VEREP also sponsors workshops on affordable housing and mission real estate development. With Virginia Interfaith Center for Public Policy, VEREP sponsored three October workshops throughout the Commonwealth on Congregations and Affordable Housing. Last September VEREP sponsored a seminar How Houses of Worship Can Faithfully Respond to the Housing Crisis. These workshops are posted on the VEREP website.

### **Advocacy**

We are also working with VICPP and other advocacy organizations on faith-based housing legislation which we expect to be re-introduced in the General Assembly's next session. We have supported such legislation in the 2024 legislative session with visits and letters to members of the

General Assembly.

VEREP also supported a resolution before the General Convention that established a national Task Force on Affordable Housing and the Unhoused.

### Resources and Consultants

VEREP has a roster of individuals and firms willing to work with churches at favorable rates in the arenas of discernment, real estate law, and redevelopment.

### Board of Trustees

Art Bowen	Grace, Goochland
J.P. Causey, Jr.	St. John's, West Point
The Rev. Kathleen Chipps	St. Andrew's, Burke
Janet Hansen	St. Michael's, Arlington
John Horn	St. Aidan's, Alexandria
Nina Janopaul, President	St. George's, Arlington
Laura Lafayette	Christ Church, Glen Allen
Carolyn Lanier	St. Philip's, Richmond
Bruce LeLacheur	Grace, The Plains
Katherine Panfil	St. George's, Arlington
The Rev. Will Peyton	St. Paul's Memorial, Charlottesville
Helen Plaisance	Trinity, Charlottesville
Lee Quinn	Christ Church, Alexandria
Jim Taylor	All Saints Sharon Chapel, Alexandria
Kat Turner	Church of the Resurrection, Alexandria





## **Properties Held in the Diocese of Virginia**

# Properties Held in the Diocese of Virginia

As of 12/31/2023

## Property Held in the Name of the Bishop of the Diocese

<i>Property</i>	<i>How/When Aquired</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	Purchase Oct. 22, 2002	\$20,000
Peter Paul Development Center 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
5290 Saratoga Ln Dale City, Prince William Co. church sanctuary	Transferred Dec. 2006	NA
9077 Atlee Road Mechanicsville, Hanover Co. Vicarage, All Souls'	Purchase June 13, 2003	\$230,000
Titus Property 14899 James Monroe Hwy Leesburg, Loudoun Co. Suburban Single Family dwelling; 1.02 ac.; Goresville; PIN 180-49-2116-000; This property is contiguous to Christ Church, Lucketts	Purchase Sept. 1998	\$123,000
2610 Omisol Rd. Woodbridge, Prince William Co. 2.8810 ac., church sanctuary	Purchase Oct. 1997	\$590,000

Properties Held

<i>Property</i>	<i>How/When Acquired</i>	<i>Cost/Value</i>
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
Deltaville Mission Site Rt. 33 Hardyville, Middlesex Co. 10.69 ac. & house	Purchase 1999	\$115,000
Grace Church Bremo Bluff, Fluvanna Co. 0.70386 ac./Parcel A-14A, Tax Map 58	Gift April 15, 2004	\$5,000
James Monroe Highway Goresville, Loudoun Co. 4.37 ac.	Purchase 1999	\$186,600
La Iglesia de Santa Maria 7000 Arlington Blvd. Falls Church, Arlington Co.	Purchase April 1, 2004	\$4.2 million
96 Shelton Shop Road Stafford Co. 10.06212 ac. & house / Tax Map 19/23 H	Purchase June 2001	\$345,000
St. Luke's Chapel Rte. 17 Essex Co. Abandoned Church	Unknown/Unknown	Unknown
Essex Co. Adjacent to St. Luke's Chapel 5.836 acres/ Plat Book 30, p. 21, Parcel II	Purchase/Jan. 27, 2005	\$21,414
St. Martin's Church St. Martin's Lane Henrico Co. 7.8 ac.	Gift of DMS Jan. 1964	None
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

Properties Held

<i>Property</i>	<i>How/When Aquired</i>	<i>Cost/Value</i>
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
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

Properties Held

<i>Property</i>	<i>How/When Aquired</i>	<i>Cost/Value</i>
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
3401 Chain Bridge Road Fairfax, VA Rectory	Transferred 2012	\$737,860
65 St. Stevens Ln Heathsville, VA Rectory, St. Stephen's Heathsville	Transferred 2012	\$190,800
6853 Northumberland Hwy Heathsville, VA Church, St. Stephen's Heathsville	Transferred 2012	\$583,300
Map 16-A(2)-2 Parish House & Cemetery St. Stephen's Heathsville	Transferred 2012	\$199,400

## Properties Held

### Property Held in the Name of the Trustees of the Diocese

<i>Property</i>	<i>How/When Aquired</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 Aquired</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

**Properties Held**

**Active Church Properties Titled to the Diocesan Missionary Society**

<i><b>Property</b></i>	<i><b>How/When Aquired</b></i>	<i><b>Cost/Value</b></i>
Church of the Messiah, Fredericksburg	June 9, 1989	\$200,000
Good Shepherd Church Rt. 29 South Hickory Hill, Albemarle Co. 11.2 ac	Purchased: July 1956 From Trustees of the Funds March 1956 From Church: April 1941	\$19,000 Unknown Unknown
Good Shepherd Church Rt. 7 & 604 Bluemont, Clarke Co.	Purchased March 1941	\$19,672
Grace Church Rt. 706 Red Hill, Albemarle Co. 1.0 ac.	Gift/1880	\$14,000
Hanover County, 13 ac site for All Souls, Atlee	Purchased/June 2006	\$1,269,426
St. George's Mission Rt. 624 Pine Grove, Page Co 2.5 ac.	From Trustees of Archdeaconry of the Blue Ridge/Jan. 1957	\$47,300
St. John-the-Baptist Rt. 637 & 682 Ivy, Albemarle Co. 4.9 ac.	Gift & purchase: 1924-1961 From church: March 1957	Unknown \$21,000
St. Mary's Church Buckmarsh St. Berryville, Clarke Co. One lot	Purchased/July 1945	\$36,080
St. Paul's Church 15th & F Street West Point, King William Co. Six lots	Purchased/April 1958	\$25,042
St. Paul's Church Rt. 602 Ingham, Page Co. .75 ac.	From church/March 1958	\$13,000
St. Peter's in the Woods Fairfax Station 7.16 ac	Purchased/March 1991	\$1,100,000

Properties Held

Property Held in the Name of the Trustees of the Funds

<i>Property</i>	<i>How/When Aquired</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 Aquired</i>	<i>Cost/Value</i>
Hastings Hunt (Cameron Parish) Fairfax Co. 2.5127 ac./Parcel G Section 6	Unknown/Unknown	\$3,770



## **Official Acts of the Bishops**

## 2024 Official Acts of the Bishops

### ***Postulants for Holy Orders toward ordination to vocational diaconate accepted:***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Bill Birkhofer	April 17, 2024	Piedmont, Madison
Edward Culley	June 18, 2024	Clarke Parish, Berryville

### ***Postulants for Holy Orders toward ordination to priesthood accepted:***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Jackson Davey	May 22, 2024	St. Paul's, Alexandria
Lindsey Hepler	June 17, 2024	Christ Church, Charlottesville
Bartolo Natoli	March 28, 2024	St. Stephen's, Richmond

### ***Candidates for Holy Orders toward ordination to vocational diaconate accepted:***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Mary Cushing	April 17, 2024	St. Michael's, Arlington
Florian Jones-Stamm	May 7, 2024	St. John's, Richmond

### ***Candidates for Holy Orders toward ordination to priesthood accepted:***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Rebecca Casey	May 2, 2024	Clarke Parish, Berryville
Reginal Hayes	May 15, 2024	Resurrection, Alexnadria
Kara Laughlin	August 7, 2024	St. James, Leesburg
Caroline Mitchell	May 2, 2024	Clarke Parish, Berryville
Jon Scarffe	December 21, 2023	St. Alban's, Annandale
Redmond Self	December 18, 2023	YPI/St. Andrew's, Arlington

### ***Ordinations to the Vocational Diaconate***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Mary Cushing	August 10, 2024	The Rt. Rev. Gayle E. Harris

### ***Ordinations to the Transitional Diaconate***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Rebecca Casey	July 13, 2024	The Rt. Rev. Edwin Gulick
Lachlan Hassman	March 16, 2024	The Rt. Rev. Gayle E. Harris
Reginal Hayes	July 13, 2024	The Rt. Rev. Edwin Gulick
Caroline Mitchell	July 13, 2024	The Rt. Rev. Edwin Gulick
Jon Scarffe	March 16, 2024	The Rt. Rev. Gayle E. Harris
Redmond Self	March 16, 2024	The Rt. Rev. Gayle E. Harris

### ***Ordinations to the Priesthood***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Emma Addison Wright Brice	January 6, 2024	The Rt. Rev. E. Mark Stevenson
Anthony Delgrand Gaboton, Jr.	January 6, 2024	The Rt. Rev. E. Mark Stevenson
Lachlan Hassman	September 30, 2024	The Rt. Rev. E. Mark Stevenson
Robert Stuart Arthur Laughton	January 6, 2024	The Rt. Rev. E. Mark Stevenson
Jon Scarffe	September 28, 2024	The Rt. Rev. E. Mark Stevenson
Redmond Self	September 28, 2024	The Rt. Rev. E. Mark Stevenson
R. Dale Smith	January 6, 2024	The Rt. Rev. E. Mark Stevenson
Ann Peyton Williams	January 6, 2024	The Rt. Rev. E. Mark Stevenson

### ***Ordinations to the Priesthood on Behalf of the Bishop of Virginia***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Diocese</i>
None		

***Ordinations to the Priesthood on behalf of another diocese***

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>	<i>On Behalf of</i>	<i>Diocese</i>
Joshua Padraig Cavanaugh	January 6, 2024	The Rt. Rev. E. Mark Stevenson	The Rt. Rev. Alan Gates	Massachusetts
Rebecca Brittainy Troutman	January 6, 2024	The Rt. Rev. E. Mark Stevenson	The Rt. Rev. Susan Haynes	Southern Virginia

***Postulancies Rescinded***

<i>Name</i>	<i>Date of Removal</i>	<i>Presenting Parish</i>
None		

***Received from churches in the Historic Succession***

<i>Name</i>	<i>Ordination Date</i>	<i>Location</i>
None		

***Letters Dimissory Given***

<i>Name</i>	<i>Date</i>
Fanny Belanger	April 16, 2024
Celal Jesher Kamran	February 1, 2024
Cyntha McKenna	August 5, 2024
Sarah Miller	August 1, 2024
Sarah Elizabeth Palmer	January 30, 2024
Pilar Parnell	September 1, 2024
Scott Parnell	October 1, 2024
Kimberly Reinholz	December 1, 2023
Sarah Winston "Winnie" Smith	April 14, 2024
Ann Willms	July 1, 2024
Leah Caitlin Wise	May 2, 2024

***Letters Dimissory Received***

<i>Name</i>	<i>Date</i>
Gregory Bezilla	May 20, 2024
Julie Diane Bryant	February 7, 2024
Jennie Miller Leahey	July 25, 2024
Angela Lerena	November 27, 2023
Brent A. Melton	September 18, 2024
Sarah Moses	July 3, 2024
David Rose	August 19, 2024
Randi Hicks Rowe	September 1, 2024

***Restriction on Ministry/ Pastoral Direction***

Bishop E. Mark Stevenson issued one (1) Restriction on Ministry and three (3) Pastoral Directions between November 2, 2023 and November 7, 2024.

Bishop Gayle Elizabeth Harris issued one (1) Pastoral Direction between November 2, 2023 and November 7, 2024.

***Priests Deposed***

<i>Name</i>	<i>Date</i>
Nicholas Lubelfeld	December 14, 2023

***Priests Released & Removed***

<i>Name</i>	<i>Date</i>
None	

***Priests Suspended***

<i>Name</i>	<i>Date</i>
None	

***Priests Reinstated***

<i>Name</i>	<i>Date</i>
Anne Turner	October 28, 2024

***Dissolution of a Pastoral Relationship***

<i>Name</i>	<i>Date</i>
None	

***Accords***

<i>Name</i>	<i>Date</i>
None	

***Bishop Consent for Reinstatement of Priests Released and Removed***

<i>Name</i>	<i>Date</i>
The Rev. Harry Stock, Diocese of West Virginia	August 23, 2024

***Bishop Election Consents***

Bishop E. Mark Stevenson responded to the request to vote in seven (7) elections of Bishops in The Episcopal Church between November 2, 2023 and November 7, 2024.

Bishop E. Mark Stevenson responded to the request to consent to six (6) resignations of Bishops in The Episcopal Church between November 2, 2023 and November 7, 2024.

<b>Lay Catechist:</b>	0
<b>Lay Eucharistic Minister licenses issued:</b>	213
<b>Lay Eucharistic Visitors licenses issued:</b>	40
<b>Lay Preacher licenses issued:</b>	4
<b>Worship Leader licenses issued:</b>	4
<b>Remarriage applications approved:</b>	36

***Clergy Serving under License***

<i>Name</i>	<i>Canonical Residence</i>
Gregory Bezilla	New Jersey
Elizabeth Bingham	Michigan
Hugh E. Brown III	New Jersey
Linda R. Calkins	Washington
Elizabeth Hall Carmody	Washington
Caroline Mae Carter	Atlanta
David P. Casey	Louisiana
Rodney Caulkins	Southern Virginia
Joshua Padraig "Paddy" Cavanaugh	Massachusetts
Marthat K. Clark	Washington
Sarah Anne Coakley	Oxford, UK
Lynn A. Collins	Long Island
Anne Fredericks Cooper	Liberia
R. David Cox	Southwestern Virginia
Martha M. Dooley	New Jersey
Hal Massouth Edmonson	Massachusetts
Robert D. Flanagan	New York
Denise Gray Cuinta	Southwestern Virginia
Michael B. Guy	Evangelical Lutheran (ELCA)
Neal Halvorson-Taylor	Evangelical Lutheran (ELCA)
Robert E. Hamilton	North Carolina
Julie Nan Harris	West Virginia
John Franklin Hartman	Bethlehem
Vicotoria Heard	Dallas
Lisa M. Hufford	Evangelical Lutheran (ELCA)
Thomas R. Hughes	Easton
Howard M. Humphrey, Jr.	Ohio
Corey Michael Irwin	Indianapolis
H. Vance Johnson	Washington
Johan Johnson	New York

***Clergy Serving under License***

*Name*

Richmond Jones  
 William Henry Joyner, Jr.  
 Hi-Jae Peter Kang  
 Linda Kapurch  
 Zaccheaus Katta  
 Briggett J. Keith  
 Nicole Lambelet  
 Jennie M. Leahey  
 Ryan Lesh  
 Margaret Ewing Lloyd  
 Jan Alfred Maas  
 Leigh P. Mackintosh  
 Sandra Lee Mizirl  
 Jared Moore  
 Richard Louis Nelson  
 John Tige" E. Newell  
 Peggy Newman  
 Shelby Ochs Owen  
 Susan Parlier  
 Susan D. Parsons  
 Francis Bradley Peyton IV  
 Susan B. Pinkerton  
 David F. Potter  
 Meredith Woods Potter  
 Thomas Morgan Prichard  
 Katherine Hancock Ragsdale  
 Andrea Wigodsky Rohrs  
 Stephen E. Rorke  
 Donna J. Scott  
 Claudia Dare Seiter  
 Carol Sims  
 Jerry Mack Sneary  
 John Gordon Talk IV  
 Robin T. Teasley  
 Rebecca Brittany Troutman  
 Cynthia Byers Walter  
 Mark Wastler  
 Elliott Waters  
 Winston Welton  
 Lisa Amspacher Work

*Canonical Residence*

Atlanta  
 North Carolina  
 Los Angeles  
 Maryland  
 Medak, Church of South India  
 Newark  
 Atlanta  
 Central Gulf Coast  
 New York  
 Massachusetts  
 New York  
 New York  
 Texas  
 Missouri  
 Northwest Texas  
 Southern Virginia  
 Southern Virginia  
 Southwestern Virginia  
 Upper South Carolina  
 California  
 Washington  
 Connecticut  
 Washington  
 Chicago  
 Pittsburgh  
 Newark  
 Southern Virginia  
 Rochester  
 Tennessee  
 Utah  
 Southern Virginia  
 West Texas  
 North Carolina  
 Southern Virginia  
 Southern Virginia  
 West Virginia  
 Maryland  
 Pennsylvania  
 Pennsylvania  
 Central Pennsylvania

***Canonically Resident Clergy who have died***

*Name*

Howard LaRue  
 Joseph Webb III  
 Philip G. Johnston  
 George Wyr  
 Charles B. Spigner  
 Gabor Strasser  
 Linda Estelle Murphy  
 Alwin Reiners, Jr.  
 Carla Thompson

*Date of Death*

January 11, 2024  
 January 21, 2024  
 February 27, 2024  
 May 13, 2024  
 May 27, 2024  
 June 12, 2024  
 July 16, 2024  
 July 17, 2024  
 August 29, 2024



# **Official Acts of the Standing Committee**

Official Acts of the Standing Committee

November 4, 2023 through October 10, 2024

Election of Committee Officers

President: The Rev. Kristin Wickersham  
Secretary: Ms. Helen Penrod

Date  
11/4/2023  
11/4/2023

Consent to the Election of the following Bishops:

Bishop Elect The Rev. Austin K. Rios, Diocese of California	1/4/2024
Bishop Suffragan position in the Diocese of West Texas	5/2/2024
Bishop Elect The Rev. Julia E. Whitworth, Diocese of Massachusetts	6/6/2024
Bishop Elect The Rev. Philip N. LaBelle, Diocese of Olympia	7/11/2024

Election of Collegiate Delegates

Marvin Stearns, University of Mary Washington	10/10/2024
Jordan Tan, (Lucy Chamberlin, alternate), James Madison University	10/10/2024
Gabriel Dole, George Mason University	10/10/2024
Peyton Rabb, University of Virginia	10/10/2024
Olivia Andres, Virginia Commonwealth University	10/10/2024

Consent for Candidacy for Ordination to the Sacred Order of Priests

Jon Scarffe	12/4/2023
Rebecca Casey	4/4/2024
Caroline Mitchell	4/4/2024
Reginald Hayes	5/2/2024
Kara Laughlin	8/1/2024
Joy Warburton	8/1/2024
Kris Rose	9/5/2024
Ted Renaud	10/10/2024

Consent for Candidacy for Ordination to the Sacred Order of Deacons, vocational

Florian Jones-Stamm	3/7/2024
Mary Cushing	3/7/2024
Judi Thomas	9/5/2024

Consent for Ordination to the Sacred Order of Deacons, vocational

Florian Jones-Stamm	6/6/2024
Mary Cushing	6/6/2024



### **Consent for Ordination to the Sacred Order of Deacons, transitional**

Redmond Self	11/4/2023
Lachlan Hassman	1/4/2024
Redmond Self	1/4/2024
Jon Scarffe	1/4/2024
Rebecca Deann Casey	6/6/2024
Caroline Greer Mitchell	6/6/2024
Reginald Lamont Hayes	6/6/2024

### **Consent for Ordination to the Sacred Order of Priests**

Emma Addison Wright Brice	11/4/2023
Anthony Gaboton, Jr.	11/4/2023
Robert Stuart Arthur Laughton	11/4/2023
Robbie Dale Smith	11/4/2023
Ann Peyton Williams	11/4/2023
Lachlan Hassman	7/11/2024
Redmond Self	8/1/2024
Jon Scarffe	8/1/2024

### **Consent for Encumbrance or Sale of Church Property**

Consent to sell the property at Church Hill Drive in Woodbridge	12/4/2023
Consent to sell the property at Cross Rd, Prince Wm County	12/4/2023
Consent to sell the property at Forest Lakes, Charlottesville	12/4/2023
Approved easement for St. Peter's, New Kent for Cox Communications	3/7/2024
Approved lease with New Cingular Wireless PCS, LLC, for St. James's, Richmond	7/11/2024
Consent to sell the property of St. Margaret's, Ruther Glen	8/19/2024
Consent to sell the property of Church of Our Saviour, Oatlands	9/5/2024
Approved Diocesan Missionary Society Loan for Calvary, Front Royal	10/10/2024

### **Consent to Appointments**

The Rev. Noelle York-Simmons as the Standing Committee member for the Truth and Reparations Task Force	2/1/2024
At-Large Members of The Executive Board	2/1/2024
The Rev. Deacon Fredrico Garzaas Archdeacon	3/7/2024
The Rev. Lauren Cochranas Dean of the Potomac Region	3/7/2024

### **Other Canonically Required Actions (Accords, depositions etc.)**

The Rev. Nicholas Lubelfeld – Abandonment of the Episcopal Church	12/4/2023
Invitation to the Rt. Rev. Mark Bourlakas, Bishop of Southwestern Virginia to serve as bishop in a Title IV case	7/16/2024



# **Report of Confirmations and Receptions**

## 2024 Report of Confirmations & Receptions

<i>Church</i>	<i>Location</i>	<i>Bishop</i>
Abingdon at Ware, Gloucester	White Marsh	Goff
All Saints	Richmond	Stevenson
Beckford Parish (Emmanuel, Woodstock & St. Andrew's, Mt. Jackson)		Gulick
Calvary	Front Royal	Stevenson
Calvary	Hanover	Harris
Cathedral Shrine of the Transfiguration	Orkney Springs	Goff
Christ Church	Alexandria	Shand
Christ Church	Charlottesville	Harris
Christ Church	Glen Allen	Goff
Christ Church	Saluda	Stevenson
Christ Church	Spotsylvania	Stevenson
Christ Church	Winchester	Gulick
Christ Church	Winchester	Stevenson
Christ Church at Grace, Goochland	Charlottesville	Harris
Christ Church at St. James's, Richmond	Glen Allen	Stevenson
Christ Church, Lucketts	Leesburg	Gulick
Clarke Parish (Grace & St. Mary's)	Berryville	Stevenson
Cristo Rey	Arlington	Shand
Emmanuel (Piedmont Parish)	Delaplane	Shand
Emmanuel (see Beckford Parish)	Woodstock	Gulick
Emmanuel, Brook Hill	Richmond	Goff
Epiphany	Henrico	Stevenson
Epiphany, Oak Hill	Herndon	Stevenson
Episcopal High School	Alexandria	Stevenson
Good Shepherd	Burke	Stevenson
Good Shepherd of the Hills, Boonesville	Free Union	Gulick
Goodwin House	Bailey's Crossroads	Goff
Grace	Alexandria	Shand
Grace	Goochland	Harris
Grace	Stanardsville	Stevenson
Grace & Holy Trinity	Richmond	Harris
Grace (Cismont)	Keswick	Harris
Grace (Cismont) at St. James, Louisa	Keswick	Stevenson
Holy Comforter	Richmond	Stevenson
Holy Comforter	Vienna	Shand
Holy Cross	Batesville	Harris
Holy Cross	Dunn Loring	Shand

Report of Confirmations and Receptions

<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
6/2/2024	0	3	1	1
11/12/2023	0	8	0	0
4/28/2024	0	0	0	0
10/13/2024	0	4	1	0
9/15/2024	0	3	0	0
8/25/2024	0	0	0	0
4/21/2024	0	17	3	0
5/5/2024	0	27	6	0
4/28/2024	0	14	1	0
3/10/2024	0	5	2	1
1/21/2024	0	7	3	9
4/25/2024	0	0	1	0
10/20/2024	1	11	3	0
6/9/2024	0	0	2	0
5/19/2024	0	1	0	0
6/2/2024	0	1	0	0
2/4/2024	0	4	1	0
10/27/2024	4	6	0	0
2/25/2024	0	2	0	0
4/28/2024	0	0	0	0
3/17/2024	0	3	0	0
2/18/2024	0	6	0	3
1/7/2024	1	5	3	3
4/17/2024	1	6	0	1
4/21/2024	0	6	4	1
12/8/2024	0	0	0	0
5/19/2024	0	2	0	1
3/30/2024	0	3	0	0
6/9/2024	0	3	2	0
1/28/2024	0	4	1	0
4/28/2024	0	16	0	0
11/12/2023	0	0	2	0
12/10/2023	0	2	0	0
4/14/2024	0	1	1	0
5/19/2024	0	6	1	0
12/3/2023	0	0	0	0
4/14/2024	0	2	1	0

# Report of Confirmations and Receptions

<i><b>Church</b></i>	<i><b>Location</b></i>	<i><b>Bishop</b></i>
Holy Cross Korean	Fairfax	Shand
Immanuel on the Hill	Alexandria	Shand
Kingston	Mathews	Jones
Leeds	Markham	Gulick
Little Fork	Rixeyville	Gulick
Meade Memorial	Alexandria	Harris
Messiah	Fredericksburg	Harris
N. Farnham	Warsaw	Harris
Our Redeemer	Aldie	Harris
Our Saviour	Charlottesville	Goff
Our Saviour	Montpelier	Stevenson
Pohick	Lorton	Harris
Resurrection at Meade Memorial	Alexandria	Harris
San Jose	Arlington	Shand
Santa Maria	Falls Church	Goff
St. Aidan's	Alexandria	Shand
St. Aidan's at St. Margaret's, Woodbridge	Alexandria	Goff
St. Andrew's	Richmond	Goff
St. Andrew's (see Beckford Parish)	Mt. Jackson	Gulick
St. Andrew's, Ada	Marshall	Gulick
St. Anne's at Holy Comforter, Vienna	Reston	Shand
St. Asaph's	Bowling Green	Ritonia
St. Barnabas	Annandale	Shand
St. Clement's	Alexandria	Smith
St. David's	Ashburn	Harris
St. David's	Aylett	Harris
St. Dunstan's	McLean	Gulick
St. Francis	Great Falls	Shand
St. Gabriel's-San Gabriel's	Leesburg	Harris
St. George's	Arlington	Shand
St. George's	Fredericksburg	Harris
St. James'	Leesburg	Shand
St. James'	Louisa	Stevenson
St. James, Mt. Vernon	Alexandria	Shand
St. James's	Richmond	Stevenson
St. John the Baptist	Ivy	Harris
St. John's	Centreville	Shand
St. John's	McLean	Harris

**Report of Confirmations and Receptions**

<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
2/18/2024	0	0	1	0
4/28/2024	1	7	1	2
9/22/2024	0	7	0	1
2/4/2024	0	3	0	0
10/13/2024	1	0	0	0
9/8/2024	0	2	1	0
1/7/2024	0	4	0	0
6/2/2024	0	2	0	2
12/10/2023	0	0	1	0
2/18/2024	0	15	6	2
11/19/2023	0	2	2	0
6/16/2024	0	5	5	3
9/8/2024	0	2	1	0
10/27/2024	0	1	0	0
12/10/2023	0	15	0	0
10/20/2024	1	3	2	0
11/19/2023	0	3	0	0
1/28/2024	1	3	2	0
4/28/2024	0	0	0	0
2/4/2024	0	0	0	0
5/12/2024	0	1	0	0
12/17/2023	1	6	2	0
2/4/2024	1	6	1	2
11/19/2023	0	0	0	0
6/16/2024	1	18	2	0
2/25/2024	0	0	0	0
3/17/2024	0	4	1	1
3/10/2024	0	9	0	2
9/22/2024	0	6	12	0
1/21/2024	0	10	4	0
3/10/2024	0	2	2	1
10/13/2024	0	12	3	3
12/10/2023	0	4	0	0
1/14/2024	0	2	0	3
5/19/2024	7	8	0	0
2/4/2024	0	0	0	2
5/12/2024	0	0	0	0
4/21/2024	0	12	0	0

# Report of Confirmations and Receptions

<i><b>Church</b></i>	<i><b>Location</b></i>	<i><b>Bishop</b></i>
St. John's	Warsaw	Harris
St. John's	West Point	Harris
St. John's at St. James's, Richmond	Richmond	Stevenson
St. Luke's	Remington	Harris
St. Luke's, Simeon	Charlottesville	Goff
St. Luke's, Wellington	Alexandria	Stevenson
St. Margaret's	Woodbridge	Goff
St. Martin de Porres	Alexandria	Stevenson
St. Mary's	Arlington	Shand
St. Mary's	Arlington	Shand
St. Mary's	Berryville	Harris
St. Mary's	Colonial Beach	Harris
St. Mary's	Goochland	Stevenson
St. Mary's	White Chapel	Harris
St. Matthew's at All Saints, Richmond	Richmond	Stevenson
St. Paul's	Alexandria	Shand
St. Paul's	Bailey's Crossroads	Shand
St. Paul's	Haymarket	Shand
St. Paul's	Ivy	Harris
St. Paul's	Millers Tavern	Harris
St. Paul's	Richmond	Stevenson
St. Peter's	Arlington	Gulick
St. Peter's	New Kent	Stevenson
St. Peter's	Port Royal	Harris
St. Peter's	Purcellville	Gulick
St. Peter's in the Woods	Fairfax Station	Shand
St. Peter's, Oak Grove	Colonial Beach	Stevenson
St. Philip's	Richmond	Harris
St. Stephen's	Heathsville	Stevenson
St. Stephen's	Richmond	Stevenson
St. Stephen's & St. Agnes School	Alexandria	Stevenson
St. Stephens & the Good Shepherd	Elkton	Gulick
St. Thomas	Orange	Harris
The Falls Church	Falls Church	Stevenson
Trinity	Charlottesville	Harris
Trinity	Fredericksburg	Harris
Trinity	Lancaster	Harris
Trinity	Manassas	Stevenson



**Report of Confirmations and Receptions**

<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
6/2/2024	0	0	0	0
12/17/2023	0	3	1	1
5/19/2024	0	1	0	0
11/19/2023	0	0	0	0
11/3/2024	0	0	2	3
3/30/2024	3	32	10	3
11/19/2023	0	5	1	2
9/22/2024	1	2	0	0
1/28/2024	1	16	3	0
4/21/2024	3	2	3	0
10/27/2024	0	0	0	0
1/28/2024	0	1	3	0
5/12/2024	0	20	0	0
3/17/2024	0	1	0	0
12/12/2023	0	6	0	0
4/7/2024	1	28	0	3
2/4/2024	0	0	0	0
5/5/2024	0	11	8	0
10/13/2024	0	10	2	0
2/18/2024	0	0	0	0
9/15/2024	0	5	1	0
5/19/2024	1	4	2	1
9/15/2024	0	14	2	0
5/12/2024	0	5	1	0
11/12/2023	1	4	6	0
2/11/2024	0	8	0	3
6/2/2024	1	5	1	3
1/14/2024	0	5	1	0
12/3/2023	0	6	0	0
5/5/2024	0	46	7	4
4/17/2024	0	13	0	0
10/13/2024	0	1	0	0
10/6/2024	2	0	0	0
9/29/2024	0	16	3	1
1/21/2024	0	1	0	0
9/29/2024	0	0	2	0
3/17/2024	0	2	0	0
4/7/2024	0	1	2	0

Report of Confirmations and Receptions

<i>Church</i>	<i>Location</i>	<i>Bishop</i>
Trinity	Upperville	Gulick
Varina	Richmond	Goff
Vauters	Loretto	Stevenson
Ware	Gloucester	Goff
Westover	Charles City	Goff
Wicomico Parish	Wicomico	Stevenson
Woodberry Forest School	Woodberry Forest	Shand

Visitation Totals

<i>Bishop</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
Mark Stevenson	15	261	47	31
Gayle Harris	3	130	46	9
James (Bud) Shand	12	165	31	18
Dabney Smith	0	0	0	0
Susan Goff	2	71	17	9
Ted Gulick	4	44	14	2
David Jones	0	7	0	1
Ann Ritonias	1	6	2	0
<b>TOTALS:</b>	<b>37</b>	<b>684</b>	<b>157</b>	<b>70</b>

Report of Confirmations and Receptions

<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
5/26/2024	1	27	4	0
4/21/2024	0	1	0	0
1/14/2024	0	4	0	0
6/2/2024	0	7	4	0
12/17/2023	1	0	0	0
9/8/2024	0	6	0	2
2/18/2024	0	13	0	0
<b>TOTALS:</b>	<b>37</b>	<b>684</b>	<b>157</b>	<b>70</b>



# **Diocese of Virginia Financial Report**

**THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA**

**FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION**

*As of and for the Year Ended December 31, 2023  
(With Comparative Totals for December 31, 2022)*

*And Report of Independent Auditor*



**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
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## Report of Independent Auditor

To the Executive Board  
The Protestant Episcopal Church in the Diocese of Virginia  
Richmond, Virginia

### Opinion

We have audited the accompanying financial statements of The Protestant Episcopal Church in the Diocese of Virginia (the "Diocese") (a nonprofit organization), which comprise the statement of financial position as of December 31, 2023, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese as of December 31, 2023, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in *the Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of The Protestant Episcopal Church in the Diocese of Virginia and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.



In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Diocese's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

#### **Report on Comparative Information**

We have previously audited the Diocese's 2022 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated January 22, 2024. In our opinion, the comparative information presented herein as of and for the year ended December 31, 2022 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 16 through 24 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements as of December 31, 2023 and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements taken as a whole.

*Cherry Bekaert LLP*

Richmond, Virginia  
April 18, 2025

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2023  
(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2022)

	2023	2022
<b>ASSETS</b>		
Current Assets:		
Cash and cash equivalents	\$ -	\$ 831,784
Investments - STAMP	827,562	787,774
Accounts receivable	1,278,941	1,073,369
Contributions receivable	112,333	52,217
Prepaid expenses and other current assets	43,010	43,010
Real estate held for sale	1,091,000	1,091,000
Total Current Assets	3,352,846	3,879,154
Investments - Trustees of the Funds	28,997,948	25,445,883
Property and equipment - net	308,334	83,560
Other Assets:		
Real estate	55,271,457	55,271,457
Beneficial interest in trusts	238,905	218,837
Total Other Assets	55,510,362	55,490,294
Assets Held as Agent:		
Investments held for others	1,606,055	1,226,491
Less investment held for others	(1,606,055)	(1,226,491)
<b>Total Assets</b>	<b>\$ 88,169,490</b>	<b>\$ 84,898,891</b>
<b>LIABILITIES</b>		
Current Liabilities:		
Accounts payable and other liabilities	\$ 341,472	\$ 245,596
Total Liabilities	341,472	245,596
<b>NET ASSETS</b>		
Without Donor Restrictions:		
Undesignated	12,763,406	11,417,319
Board designated	58,077,603	58,247,179
Total Without Donor Restrictions	70,841,009	69,664,498
With Donor Restrictions	16,987,009	14,988,797
Total Net Assets	87,828,018	84,653,295
<b>Total Liabilities and Net Assets</b>	<b>\$ 88,169,490</b>	<b>\$ 84,898,891</b>

The accompanying notes to the financial statements are an integral part of these statements.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**STATEMENT OF ACTIVITIES**

YEAR ENDED DECEMBER 31, 2023  
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

	2023			2022
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Operating Revenue	\$ 350,063	\$ -	\$ 350,063	\$ 316,994
Support and Other Revenue:				
Gain from sale of real estate	-	-	-	427,469
Contributions from churches	4,238,385	-	4,238,385	4,153,604
Individual contributions and gifts	71,672	-	71,672	88,779
Health insurance reimbursement	113,272	-	113,272	110,394
Investment return, net	2,432,846	2,205,342	4,638,188	(5,151,780)
Change in beneficial interest in trust	-	20,068	20,068	(53,258)
Other income	266,758	122,021	388,779	863,292
	7,122,933	2,347,431	9,470,364	438,500
Net assets released from restrictions	349,219	(349,219)	-	-
Total Support and Other Revenue	7,472,152	1,998,212	9,470,364	438,500
Total Revenue and Support	7,822,215	1,998,212	9,820,427	755,494
Expenses and Other Deductions:				
Program Services Expenses:				
Support of Our Greater Church Community	727,064	-	727,064	759,057
Ministry Areas in the Diocese	2,341,879	-	2,341,879	2,455,083
Governance and commission support	813,915	-	813,915	923,395
Communications and Technology Across the Diocese	402,961	-	402,961	380,120
Camps and conferences	543,532	-	543,532	499,229
Total Program Services Expenses	4,829,351	-	4,829,351	5,016,884
Supporting Services Expenses:				
General administration	1,800,988	-	1,800,988	1,560,314
Fundraising	15,365	-	15,365	51,202
Total Supporting Services Expenses	1,816,353	-	1,816,353	1,611,516
Total Expenses and Other Deductions	6,645,704	-	6,645,704	6,628,400
Excess (deficiency) of revenue and support over expenses and other deductions	1,176,511	1,998,212	3,174,723	(5,872,906)
Change in net assets	1,176,511	1,998,212	3,174,723	(5,872,906)
Net assets, beginning of year	69,664,498	14,988,797	84,653,295	90,526,201
Net assets, end of year	\$ 70,841,009	\$ 16,987,009	\$ 87,828,018	\$ 84,653,295

The accompanying notes to the financial statements are an integral part of these statements.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA  
STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED DECEMBER 31, 2023  
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

	2023										2022	
	Program Services					Supporting Services						
	Support of Our Greater Church Community	Ministry Areas in the Diocese	Governance and Commission Support	Communications and Technology Across the Diocese	Camps and Conferences	Total Program Services	General Administration	Fund Raising	Supporting Services	Total	Total	Total
Salaries and wages	\$ -	\$ 1,001,201	\$ 467,750	\$ 346,344	\$ 157,032	\$ 1,972,327	\$ 824,629	\$ 14,400	\$ 839,029	\$ 2,811,356	\$ 2,823,328	\$ 2,823,328
Room and board	-	-	-	-	306,198	306,198	-	-	-	306,198	253,882	253,882
Travel	77,121	47,531	17,825	20,191	10,445	172,913	21,031	965	21,996	194,909	186,676	186,676
Grants	-	243,561	-	-	-	243,561	-	-	-	243,561	268,246	268,246
Scholarships	-	-	-	-	-	-	-	-	-	-	4,106	4,106
Committees	-	37,254	1,741	-	-	38,995	3,470	-	-	38,995	59,816	59,816
Ministries	-	47,826	30,942	-	-	78,768	3,470	-	-	82,238	115,654	115,654
Other	645,943	960	125,217	3,701	18,125	797,946	3,086	-	3,086	801,032	850,396	850,396
Insurance	-	-	-	-	-	-	160,699	-	-	160,699	100,956	100,956
Aid for mission churches	-	433,380	-	-	-	433,380	-	-	-	433,380	511,381	511,381
Aid to churches	-	25,285	-	-	-	25,285	-	-	-	25,285	20,896	20,896
Aid to other organizations	-	57,000	-	-	-	57,000	-	-	-	57,000	47,000	47,000
College ministries support	-	326,283	-	-	-	326,283	-	-	-	326,283	313,945	313,945
Support services	-	63	-	-	-	63	-	-	-	63	4,754	4,754
Auto expense and reserve	-	-	-	-	-	-	27,990	-	-	27,990	58,035	58,035
Telephone	-	-	-	-	10,789	10,789	20,736	-	-	20,736	26,247	26,247
Office supplies	-	12,727	1,311	-	-	14,038	45,373	-	-	59,411	124,017	124,017
Building expenses	-	22,391	-	-	20,668	34,706	284,723	-	-	307,124	372,042	372,042
Professional fees	-	600	169,329	4,265	-	174,224	139,406	-	-	313,630	372,042	372,042
Miscellaneous	727,064	85,607	-	28,450	20,275	134,512	217,947	-	1,764,465	6,593,816	6,593,230	6,593,230
Depreciation	-	-	-	-	-	-	51,888	-	-	51,888	35,170	35,170
Total Expenses	\$ 727,064	\$ 2,341,879	\$ 813,915	\$ 402,861	\$ 543,532	\$ 4,829,351	\$ 1,800,988	\$ 15,365	\$ 1,816,353	\$ 6,645,704	\$ 6,628,400	\$ 6,628,400

The accompanying notes to the financial statements are an integral part of these statements.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**STATEMENT OF CASH FLOWS**

YEAR ENDED DECEMBER 31, 2023

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

	<u>2023</u>	<u>2022</u>
<b>Cash flows from operating activities:</b>		
Change in net assets	\$ 3,174,723	\$ (5,872,906)
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	51,888	35,170
Gain from sale of real estate	-	(427,469)
Unrealized (gain) loss on investments - net	(3,362,975)	6,311,484
(Decrease) increase in beneficial interest in trusts	(20,068)	53,258
Change in:		
Accounts receivable	(205,572)	(496,675)
Contributions receivable	(60,116)	2,094
Accounts payable and other liabilities	95,876	(82,286)
Net cash flows from operating activities	<u>(326,244)</u>	<u>(477,330)</u>
<b>Cash flows from investing activities:</b>		
Purchase of investments, including reinvested income	(456,193)	(411,416)
Proceeds from sale of investments	227,315	3,600
Proceeds from sale of real estate	-	599,918
Purchase of property and equipment	(276,662)	-
Net cash flows from investing activities	<u>(505,540)</u>	<u>192,102</u>
<b>Cash flows from financing activities:</b>		
Principal payments on notes payable	-	(983,032)
Net cash flows from financing activities	<u>-</u>	<u>(983,032)</u>
Net change in cash and cash equivalents	(831,784)	(1,268,260)
Cash and cash equivalents, beginning of year	831,784	2,100,044
Cash and cash equivalents, end of year	<u>\$ -</u>	<u>\$ 831,784</u>
<b>Supplemental disclosure of cash flow information:</b>		
Cash paid for interest	<u>\$ -</u>	<u>\$ 13,762</u>

The accompanying notes to the financial statements are an integral part of these statements.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

DECEMBER 31, 2023  
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

**Note 1—Organization and nature of activities**

The Protestant Episcopal Church in the Diocese of Virginia ("Diocese") is a community of members and clergy in counties throughout central, northern, and northwestern Virginia. Established in 1785, the Diocese serves the world through its congregations, schools, diocesan centers, and diocesan homes.

**Note 2—Summary of significant accounting policies**

*Reporting Entity and Related Organizations* – These statements present the financial position, changes in net assets, and cash flows for funds under control of the Annual Council of the Diocese. The statements do not present such information on individual church, parish, or regional organizations or separately organized and controlled entities in the Diocese, such as Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. ("Trustees of the Funds" or "TOTF"), Memorial Trustees under the will of Annie Rose Walker and Roslyn Managers Corporation ("Memorial Trustees"), Diocesan Missionary Society of Virginia ("DMS"), Church Schools of the Diocese of Virginia ("CSDV"), The Episcopal Church Women, Virginia Diocesan Homes, and Shrine Mont, Inc. ("Shrine Mont").

*Basis of Presentation* – The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP"). The Diocese financial statements have been prepared to focus on the organization as a whole. Resources are classified into two net asset categories based on the existence or absence of donor-imposed restrictions. Accordingly, the net assets of the Diocese and changes therein are classified and reported as follows:

*Net Assets Without Donor Restrictions* – Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Diocese. These net assets may be used at the discretion of the Diocese management and the Board of Directors. The Diocese has chosen to provide further classification information about net assets without donor restrictions on the statements of financial position. The subclassifications are as follows:

*Undesignated* – Represents the cumulative net assets without donor restrictions excluding those net assets designated for specific activities.

*Board-Designated* – Comprised of funds set aside by the Board of Directors to be used for specific activities within general guidelines established by the Diocese.

*Net Assets With Donor Restrictions* – Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Diocese or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

*Use of Estimates* – The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Such estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

*Cash and Cash Equivalents* – For purposes of reporting cash flows, the Diocese considers demand deposits and investments with a purchased maturity of less than three months to be cash and cash equivalents.

## THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2023

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

### Note 2—Summary of significant accounting policies (continued)

*Investments* – Investments are recorded at their net asset value (“NAV”), or its equivalent. Investment income is recorded when interest is earned, and dividends are declared. Gain or loss on investment sales is recorded on the trade-date based upon specific identification. Unrealized gains and losses on investments are recorded based on the change between cost basis and NAV of investments at year-end compared to the change in the prior year.

*Accounts Receivable* – Accounts receivable represent amounts due to the Diocese related to program revenues of which the Company has an unconditional right to receive. In accordance with ASC Topic 326, *Financial Instruments – Credit Losses*, the Diocese makes ongoing estimates about the collectability of accounts receivable and records an allowance for estimated losses expected from the inability of its customers to make required payments. The Company establishes expected credit losses by evaluating historical levels of credit losses, current economic conditions that may affect a customer’s ability to pay, and creditworthiness of significant customers. These inputs are used to determine a range of expected credit losses, and an allowance is recorded within the range. Accounts receivables are written off when there is no reasonable expectation of recovery. In management’s opinion, no allowance for credit losses is needed at December 31, 2023.

*Property and Equipment* – Property and equipment are stated at cost. Major additions are capitalized. Repairs and renewals are expensed. Depreciation is computed using the straight-line method over a useful life of between five and seven years.

*Real Estate and Real Estate Held for Sale* – The Diocese holds real estate, recorded at cost, as a part of mission development projects in various regions. The intent is to transfer the properties to the particular parishes when they are authorized to appoint their own trustees. The real estate acquired through the property litigation has been recorded at the property’s fair value at the time of acquisition. It will be carried at the acquisition date fair value until it is either disposed of or the value is deemed to be permanently impaired.

Property titled to trustees of individual congregations is not recorded by the Diocese. Under the Canon law of the Episcopal Church, this property is held in trust, in the names of the individual churches, for the benefit of the Episcopal Church and the Diocese.

*Income Tax Status* – The Diocese is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code; accordingly, the accompanying financial statements do not reflect a provision or liability for federal and state income taxes. The Diocese has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2023.

*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, 2023 the Diocese had \$122,517 in deposits that exceeded these insured limits.

*Contributions* – Contributions are recognized when cash, other assets, or an unconditional promise to give is received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return or right of release, are not recognized until the conditions on which they depend have been substantially met. Contributions of assets other than cash are recorded at their estimated fair value.

Donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statement of activities.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
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DECEMBER 31, 2023  
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

**Note 2—Summary of significant accounting policies (continued)**

*Functional Expenses* – The costs of providing the various programs and other activities of the Diocese have been summarized on a functional basis in the statement of functional expenses. Direct, identifiable expenses are charged to programs and supporting services. Expenses related to more than one function are allocated to the various programs and supporting services based on time and effort.

*Reclassifications* – Certain prior year amounts have been reclassified to conform with current year presentation. These reclassifications had no effect on total net assets or changes in total net assets as of and for the year ended December 31, 2023.

*Adopted Accounting Pronouncements* – In June 2016, Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2016-13, *Financial Instruments – Credit Losses (Topic 326)* and subsequently related amendments (ASU 2018-19, ASU 2019-04, ASU 2019-05, ASU 2019-10, ASU 2019-11, and ASU 2022-02). This guidance replaces the existing incurred loss impairment guidance and establishes a single allowance framework for financial assets carried at amortized cost based on expected credit losses. The estimate of expected credit losses requires the incorporation of historical information, current conditions, and reasonable and supportable forecasts. The Diocese has evaluated the impact of ASU 2016-03, *Financial Instruments – Credit Losses (Topic 326)*, on its financial statements for the year ended December 31, 2023. The Diocese has concluded that the adoption of ASU 2016-03 did not have a material impact on its financial statements.

**Note 3—Liquidity and availability**

Financial assets available for general expenditures within one year at December 31, 2023:

Financial assets at year-end:	
Investments	\$ 29,825,510
Accounts receivable	1,278,941
Contributions receivable	<u>112,333</u>
Total financial assets at year-end	31,216,784

Less amounts not available to be used for general expenditures within one year:

Net assets with donor restrictions	<u>16,987,009</u>
Financial assets available to be used within one year	<u>\$ 14,229,775</u>

The Diocese has board-designated assets limited to use which are available for general expenditures within one year in the normal course of operations. Accordingly, these assets have been included in the quantitative information above for financial assets available to be used within one year. The Diocese has other assets limited to use for donor-restricted purposes and endowed investments. These assets are limited in use, which is more fully described in Notes 12 and 13 and are not available within one year.

As part of the Diocese's liquidity management plan, cash in excess of daily requirements are invested in the investment accounts and are available to withdraw as needed. The Diocese considers general expenditures to include program expenses, management and administrative expenses, and any commitments or liabilities to be paid in the subsequent year.



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**Note 4—Investments**

Investments are reported at fair value. Investments consist of the following at December 31, 2023:

	<u>Fair Value</u>	<u>Cost</u>
Investments - STAMP	\$ 827,562	\$ 867,419
Investments - Trustees of the Funds	28,997,948	16,909,502
	<u>\$ 29,825,510</u>	<u>\$ 17,776,921</u>

The Diocese also has amounts invested with the TOTF through a unitized investment pool for Diocesan organizations and parishes within the Diocese of Virginia. The funds are held as part of a diversified managed endowment model portfolio. Investment earnings net of fees are allocated to the participants based on units.

Investment income included the following for December 31, 2023:

STAMP income	\$ 25,446
STAMP unrealized gain	14,344
Trustees of the Funds income, net	1,249,767
Trustees of the Funds unrealized gain	3,348,631
	<u>\$ 4,638,188</u>

**Note 5—Investments carried at net asset value or its equivalent**

All amounts held by TOTF are held in two accounts, TOTF and STAMP, with no restrictive redemption provisions and no unfunded commitment requirements. TOTF is managed with the overall investment objective of preserving a steady and consistent spending stream for the support of fund participants. The asset structure reflects TOTF's needs for liquidity, preservation, purchasing power, long-term growth of principal, and risk tolerance of the TOTF. TOTF investments are comprised of three parts: a bond fund, an equity fund, and a short-term fund. Each one has specific objectives and policy guidelines.

The table below sets forth a summary of investments that are valued using NAV at December 31, 2023. 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>	\$ 28,997,948	n/a	n/a	Daily	None
STAMP <sup>(b)</sup>	\$ 827,562	n/a	n/a	Daily	None

<sup>(a)</sup> This class includes funds of hedge funds across multiple strategies. Sub-strategies include but are not limited to long/short term debt, absolute return, and even driven.

<sup>(b)</sup> 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.

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**Note 6—Property and equipment**

Major classes of property and equipment consisted of the following at December 31, 2023:

Equipment	\$	446,162
Vehicles		<u>274,189</u>
		720,351
Less accumulated depreciation		<u>(412,017)</u>
	\$	<u><u>308,334</u></u>

**Note 7—Beneficial interest in trusts**

The Diocese is an income beneficiary of a perpetual trust. This trust makes distributions to the Diocese based on the Diocese's percentage interest as stated in the trust documents. The fair value of the interest in the trusts is \$238,905 at December 31, 2023, which has been recorded as an asset and is adjusted each year to reflect the change in value. The Diocese has also been named as a beneficiary in a charitable lead trust. No financial information is currently available to value this interest. Annual receipts on this trust are included in gift income.

**Note 8—Related party transactions**

The Diocese provides administrative and accounting services to several related organizations. TOTF and DMS reimburse the Diocese for a portion of the salary and benefits of the accounting staff under a "common paymaster" arrangement. Under this arrangement, any person employed by several related organizations is compensated by one organization, which is reimbursed by the other organizations. During 2023, salary costs incurred and subsequently reimbursed were \$144,947 and \$38,797 for TOTF and DMS, respectively. As of December 31, 2023, the Diocese also had related party receivables with Memorial Trustees and DMS in the amount of \$22,103, and \$11,385, respectively, and related party payable with TOTF of \$42,294, both of which are included on the statement of financial position.

TOTF, a nonstock, nonprofit corporation, was established in 1892 to receive, hold, and invest gifts and bequests of real and personal property for the Diocese, including the Mayo Memorial House, which is used as the general offices of the Diocese. The Diocese receives free use of the Mayo Memorial House. The value of this non-exchange transaction is not reflected in the financial statements.

The Diocese runs camps and conferences as a part of their summer programs. These activities are held at Shrine Mont, which is a separate Diocesan retreat facility. During 2023, the Diocese paid \$306,198 for room and board to Shrine Mont as a part of these programs.

**Note 9—Pension plan**

The Diocese has a defined contribution pension plan for all lay employees working at least 20 hours per week in accordance with the requirements of the Canons of the Episcopal Church. Plan contribution expense for 2023 was \$96,607. 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 2023 was \$219,154.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
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*DECEMBER 31, 2023*  
*(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)*

**Note 10—Commitments and contingencies**

The Diocese has guaranteed a \$6,000,000, 20-year tax-exempt bond issuance by Memorial Trustees. The bonds were originally issued in September 2001 and subsequently re-issued in 2012 at \$4,025,000. The outstanding balance on the bonds at December 31, 2023 was \$2,139,620. No liability has been accrued with respect to the guarantee.

The Diocese has outstanding commitments at year-end of approximately \$86,429 with respect to the Annual Convention for 2024. This convention typically takes place in the first week of November each year.

**Note 11—Board-designated net assets**

Net assets without donor restriction includes designated funds by the Diocese for the following purposes at December 31, 2023:

Diocesan programs	\$ 58,077,603
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These amounts include an operating reserve that was established by the Diocese to provide for liquid funds in the event of short-term cash flow needs for unanticipated events that would necessitate the use of reserves to continue the operations and mission of the organization.

**Note 12—Restricted net assets**

The Diocese had restrictions on net assets as follows at December 31, 2023:

Purpose restricted:	
Development funds	\$ 2,379,013
Diocesan programs	3,340,239
Bishop's programs	4,105,473
Beneficial interest in perpetual trusts	238,905
Time restricted for endowments, some of which is perpetual in nature:	
Bishop's programs	6,923,379
Total restricted net assets	<u>\$ 16,987,009</u>

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes or other events specified by the donors as follows for the year at December 31, 2023:

Satisfaction of purpose restriction	<u>\$ 349,219</u>
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**Note 13—Endowment funds**

The Diocese's endowment consists of 29 individual funds. These funds are all donor-restricted endowment funds and were established for a variety of purposes. Its endowment includes both donor-restricted funds and funds designated by the board to function as endowments. As required by U.S. GAAP, net assets associated with these endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

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**Note 13—Endowment funds (continued)**

The management of donor-restricted endowment funds is governed by state law under the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") as adopted by the Virginia state legislature in 2008. The law gives guidance for investment and spending practices, giving consideration for donor intent and the organization's overall resources and charitable purpose. As a result of this interpretation, the Diocese classifies as net assets with donor restrictions: (a) the original value of gifts donated to the perpetual endowment, (b) the original value of subsequent gifts to the perpetual endowment, and (c) accumulations to the perpetual endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. Donor-restricted amounts not retained in perpetuity are subject to appropriation for expenditure by us in a manner consistent with the standard of prudence prescribed by UPMIFA. The Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds: (1) the duration and preservation of the various funds, (2) the purposes of the donor-restricted endowment funds, (3) general economic conditions, (4) the possible effect of inflation and deflation, (5) the expected total return from income and the appreciation of investments, (6) other resources of the Diocese, and (7) the Diocese's investment policies.

*Investment Return Objectives, Risk Parameters and Strategies* – The Diocese is guided by the investment and spending policies of the Trustees of the Funds for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. To support distributions and preserve purchasing power, the Trustees of the Funds' objective is to maximize investment return within reasonable and prudent levels of risk. While it is understood the Diocese has the right to withdraw its investments at any time according to the then current withdrawal policy of the Trustees of the Funds, it is the express intent of the Trustees of the Funds to invest the fund for the long term and accept that level of portfolio risk consistent with achieving long-term growth and preservation of capital.

*Spending Policy* – In pursuit of this objective, the Trustees of the Funds have set an annual distribution rate policy range of 4% to 5%. The annual distribution, calculated using the current distribution rate, is based on a rolling 20-quarter market value average of the fund. The Trustees of the Funds authorize the annual distribution to be issued after the third quarter of each calendar year. The distribution rate will be reviewed annually for appropriateness in prevailing economic conditions. The Diocese may request a different payout percentage, subject to approval by the Trustees of the Funds. To serve these management objectives, the investment objective of the Diocese is to attain a real total return of at least 5% per annum over the long term.

*Funds with Deficiencies* – From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or the UPMIFA require the Diocese to retain as a fund of perpetual duration. At December 31, 2023, two underwater endowment funds with original gift values of \$183,598, fair values of \$166,382, and deficiencies of \$17,216 were reported in net assets with donor restrictions. These deficiencies resulted from unfavorable market fluctuations.

Endowment net asset composition by type of fund as of December 31, 2023:

	Without Donor Restrictions	With Donor Restrictions	Total
Donor-restricted endowment funds:			
Original donor-restricted amounts and amounts required to be maintained in perpetuity by donor	\$ -	\$ 2,272,734	\$ 2,272,734
Accumulated investments gains	-	4,650,645	4,650,645
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 6,923,379</u>	<u>\$ 6,923,379</u>

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DECEMBER 31, 2023

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

**Note 13—Endowment funds (continued)**

Changes in endowment net assets for the fiscal year ended December 31, 2023:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, beginning of year	\$ -	\$ 6,187,884	\$ 6,187,884
Investment gain, net	-	735,495	735,495
Endowment net assets, end of year	\$ -	\$ 6,923,379	\$ 6,923,379

**Note 14—Fair value measurements**

Accounting standards establish a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

*Level 1* – Inputs to the valuation methodology are quoted prices for identical assets or liabilities in active markets that the Diocese has the ability to access.

*Level 2* – Inputs to the valuation methodology are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date, and fair value can be determined through the use of models or other valuation methodologies.

*Level 3* – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset 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 valuation methodology used for assets measured at fair value is listed below. There have been no changes in the methodology used during 2023.

*Beneficial Interest in Trusts* – Valued using the fair value of the underlying assets of the trust as an estimate for the present value of the expected future cash flows.

The preceding method described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Diocese believes its valuation methods are appropriate and consistent with those of other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**NOTES TO THE FINANCIAL STATEMENTS**

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(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

**Note 14—Fair value measurements (continued)**

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2023:

	Assets at Fair Value as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Beneficial interest in trusts	\$ -	\$ -	\$ 238,905	\$ 238,905
Investments measured at NAV <sup>(a)</sup>	-	-	-	29,825,510
Total assets at fair value	\$ -	\$ -	\$ 238,905	\$ 30,064,415

(a) In accordance with Subtopic 820-10, certain investments that are measured at fair value using the NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

*Level 3 Gains and Losses* – The table below sets forth a summary of changes in the fair value of the beneficial interest in trust for 2023.

Balance, beginning of year	\$ 218,837
Change in fair value	20,068
Balance, end of year	\$ 238,905

**Note 15—Comparative totals**

The summarized amounts shown for 2022 in the accompanying financial statements are included to provide a basis for comparison with 2023 and are not intended to present all information necessary for a fair presentation of the summarized 2022 statements in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Diocese's financial statements for 2022, from which the summarized information was derived.

**Note 16—Subsequent events**

In preparing these financial statements, the Diocese has evaluated events and transactions for potential recognition or disclosure through April 18, 2025, the date the financial statements were available to be issued.

The Diocese sold a property in Goochland, Virginia in March 2024 for approximately \$579,000.

**SUPPLEMENTARY INFORMATION**

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON OF SUPPORT,**  
**AND REVENUES AND EXPENSES**

YEAR ENDED DECEMBER 31, 2023  
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

	2023		2022		Budget Variance	
	Budget	Actual	Actual		Favorable (Unfavorable)	
				Amount	Percent	
<b>Support and Revenue:</b>						
Contributions from churches	\$ 4,277,960	\$ 4,238,385	\$ 4,153,604	\$ (39,575)	-0.93%	
Other gifts, grants, and promises to give	280,000	71,672	88,779	(208,328)	-74.40%	
Investment income (loss)	-	143,982	(182,669)	143,982	100.00%	
Income from Virginia Episcopalian	-	(153)	(60)	(153)	100.00%	
Health insurance administration	111,000	113,272	110,394	2,272	2.05%	
Miscellaneous income	-	38,591	81,718	38,591	100.00%	
	4,668,960	4,605,749	4,251,766	(63,211)	-1.35%	
Net assets released from restrictions	948,000	349,219	803,391	(598,781)	-63.16%	
Reserve release	44,740	-	-	(44,740)	-100.00%	
<b>Total Support and Revenue</b>	<b>5,661,700</b>	<b>4,954,968</b>	<b>5,055,157</b>	<b>(706,732)</b>	<b>-12.48%</b>	
<b>Expenses:</b>						
Ministry Areas:						
General Church Support	626,900	635,900	634,788	(9,000)	-1.44%	
Christian Formation:						
Committee on Christian Formation	406,800	316,283	318,845	90,517	22.25%	
Youth ministry development	5,000	-	57	5,000	100.00%	
Clergy and diocesan conferences	25,000	10,611	61,902	14,389	57.56%	
Education for ministry program	2,750	1,750	-	1,000	36.36%	
	439,550	328,644	380,804	110,906	25.23%	
Strengthening Our Churches:						
Aid to mission churches	420,200	362,374	394,592	57,826	13.76%	
Aid to mountain missions	74,000	65,554	72,478	8,446	11.41%	
Special ministries and other committees	4,200	5,908	50,017	(1,708)	-40.67%	
Other areas for strengthening our churches	153,800	43,323	36,760	110,477	71.83%	
	652,200	477,159	553,847	175,041	26.84%	
Mission and Outreach:						
Committee on Mission and Outreach	30,320	-	-	30,320	100.00%	
Other mission and outreach areas	72,000	67,000	57,000	5,000	6.94%	
	102,320	67,000	57,000	35,320	34.52%	
Ministry:						
Commission on Ministry	97,350	89,047	61,350	8,303	8.53%	
Human Dignity and Justice:						
Areas for Human Need and Justice	124,250	10,175	22,191	114,075	91.81%	
<b>Total Ministry Areas</b>	<b>2,042,570</b>	<b>1,607,925</b>	<b>1,709,980</b>	<b>434,645</b>	<b>21.28%</b>	



**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON OF SUPPORT,**  
**AND REVENUES AND EXPENSES (CONTINUED)**

YEAR ENDED DECEMBER 31, 2023  
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)

	2023		2022		Budget Variance	
	Budget	Actual	Actual		Favorable (Unfavorable)	
				Amount	Percent	
<b>Expenses (continued):</b>						
Governance and Committee Support:						
Standing Committee	\$ 5,900	\$ 1,741	\$ 215	\$ 4,159	70.49%	
Executive Board, Deans, and Presidents	2,900	-	533	\$ 2,900	100.00%	
Other committee support	34,850	14,043	8,887	20,807	59.70%	
	43,650	15,784	9,635	27,866	63.84%	
Communications & Technology:						
Virginia Episcopalian and eCommunique	20,000	-	-	20,000	100.00%	
Other communications expenses	12,460	40,068	14,105	(27,608)	-221.57%	
	32,460	40,068	14,105	(7,608)	-23.44%	
Bishops, Staff, and Support:						
The Episcopate:						
Bishops	607,000	485,885	540,518	121,115	19.95%	
Episcopal office staff	153,000	319,765	255,756	(166,765)	-109.00%	
Other expenses of the Office of the Bishop	25,000	30,977	10,742	(5,977)	-23.91%	
Bishops and Episcopal office travel	65,400	77,111	32,418	(11,711)	-17.91%	
	850,400	913,738	839,434	(63,338)	-7.45%	
Staff:						
Professional staff	2,017,000	1,742,898	1,772,584	274,102	13.59%	
Staff travel	51,840	41,450	14,906	10,390	20.04%	
Other staff expenses	7,500	32,146	32,217	(24,646)	-328.61%	
	2,076,340	1,816,494	1,819,707	259,846	12.51%	
Support:						
Automobile expenses	20,000	65,103	80,282	(45,103)	-225.52%	
Office supplies, equipment, and services	55,080	233,196	202,087	(178,116)	-323.38%	
Building related expenses	80,000	255,262	184,608	(175,262)	-219.08%	
Professional fees	40,000	131,523	100,376	(91,523)	-228.81%	
Other expenses	5,000	16,760	20,963	(11,760)	-235.20%	
	200,080	701,844	588,316	(501,764)	-250.78%	
Total Bishops, Staff, and Support	3,126,820	3,432,076	3,247,457	(305,256)	-9.76%	
Expended assets released from restrictions:						
Aid to individuals and organizations	-	349,219	803,391	(349,219)	100.00%	
<b>Total Expenses</b>	<b>5,245,500</b>	<b>5,445,072</b>	<b>5,784,568</b>	<b>(199,572)</b>	<b>-3.80%</b>	

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON OF SUPPORT,**  
**AND REVENUES AND EXPENSES (CONTINUED)**

*YEAR ENDED DECEMBER 31, 2023*  
*(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2022)*

	2023		2022	Budget Variance Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent
Excess (deficiency) of support and revenue over expenses	\$ 416,200	\$ (490,104)	\$ (729,411)	\$ (906,304)	-217.76%
Transfer of Funds:					
Reserve accounts	(70,000)	(210,714)	(1,133,537)	(280,714)	401.02%
Shrine Mont Camp program support	(272,500)	(125,000)	(125,000)	(147,500)	54.13%
Other	(73,700)	445,137	450,131	371,437	100.00%
	(416,200)	109,423	(808,406)	(56,777)	13.64%
Total Changes in Net Assets After Transfers	\$ -	\$ (380,681)	\$ (1,537,817)	\$ (963,081)	100.00%

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULES OF DESIGNATED FUNDS**

DECEMBER 31, 2023 AND 2022

	2023	2022
Annual Council Fund	\$ (452,065)	\$ (245,364)
Atlee Mission Fund	(385,771)	(359,864)
Auto Reserve	(234,015)	(111,247)
Biggar/Power Fund	600	600
Blakemore Trust Proceeds	92,307	92,515
Bishops & Staff Reserve	47,575	47,575
Bishop's DMS Grant	130,464	130,464
Bishop Goff Reace and Reconciliation Fund	8,099	7,999
Bishop Goff retirement gift	34,640	32,985
Bishop's House	(258,110)	(187,304)
Bishop's house rent	(117,127)	(82,427)
Bovender Estate - Retreats	150,000	150,000
Building Repairs Reserve	299,860	75,645
CCM-Reserve for Special Needs	37,887	36,670
CCM-Reserve for Transitions	55,000	50,000
Commission on Ministry Reserve	34,849	34,849
Committee on Aging	6,234	6,234
Committee on Race Relations	3,000	3,000
Communications Reserve	25,191	25,191
Congo	630	630
Congregational Development & Revitalization	16,312	16,312
Council Scholarship Fund	360	360
COVID-19 support	(7,188)	(7,188)
DaySpring	(113,257)	(17,876)
DaySpring Real Estate Fund	38,896,225	38,896,224
Deacons Reserve	38,105	39,253
Des - St. Andrew's Charlottesville	(32,486)	(19,447)
Designated Gift - S S Johnston	299	500
Des - Trinity Highland Springs	17,200	21,942
Diaconal Formation Institute	(6,253)	(6,253)
Diocesan Cemetery Fund	9,771	9,771
Diocesan Historic Property Fund	1,160	1,160
Diocesan Intern Program	5,000	5,000
Diocesan Program Office	21,110	21,110
Diocese of Madagascar	100	100
Diocese of Renk - Sudan	14,836	14,836
Diocese of Tanzania	113,957	113,957
DOV Shout IT Facilities Fund	53,816	43,558
East End Initiative	(65,328)	(65,328)
Ecumenical and Interfaith Committee	960	960
Education for Ministry	965	965
EPIC Moms	19	19
Episcopal Transition Reserve	(229,020)	(229,825)
Subtotal (carried forward)	38,215,911	38,548,261

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULES OF DESIGNATED FUNDS (CONTINUED)**

DECEMBER 31, 2023 AND 2022

	2023	2022
Subtotal (brought forward)	\$ 38,215,911	\$ 38,548,261
General Convention	51,870	31,870
Haiti	11,583	10,356
Interim Ministry Development	1,080	1,080
John G Hayes Jr Income Fd	(5,212)	(5,017)
John G Hayes Missionary Fund	1,126	1,126
La Iglesia de Santa Maria	(32,362)	(32,362)
Lambeth Convention	37,480	35,480
Latino Ministry	(2,415)	(2,415)
LGBTQ Retreat	1,152	1,152
Liberia	1,577	1,577
Mental Health Committee Reserve	20	20
Micro-Economic Development	72,750	72,750
Mission Development	90,750	90,750
Mission Maintenance & Repair Reserve	64,748	56,924
Mountain Mission Reserve	59,995	55,863
Native American Ministry	1,422	1,222
Office Equipment Reserve	(5,629)	(5,629)
Omisol Road - Reserve	112,746	68,746
Opiod Task Force	327	327
Prevention of Misconduct Reserve	4,000	4,000
Property & Opr Exp - St Pauls Haymarket	(18,242)	(17,588)
Property Exp - Church Hill Dr. Woodbridge	523,594	467,830
Property Exp - Pickett Rd/Braddock Rd, Fairfax (Apostles)	3,394	2,065
Property Fund	28,307	28,380
Property Maintenance Fund	(29,269)	(21,405)
Puerto Rico	1,793	1,793
Queen Esther Girls Secondary School Fund	(2,574)	(2,574)
R10A Reparations Fund	946	500
Real Estate Value Fund	19,159,896	19,159,896
Region 2 Mission (Deltaville)	116,116	110,270
Reserve-2015 Unrestricted Reserve	516,018	568,707
Risk Management Program	45,943	45,943
Rockingham Property Fund (Reg 14)	12,811	12,811
Santa Maria Stewardship (DuPont Grant)	701	701
Shelton Shop Rd Property	221,495	211,666
SSJ Fund for Youth and Young Adult Formation	12,506	12,506
SSJ Portrait Fund	(11,500)	(11,500)
St. Clare's (W Henrico) Mission	(126,417)	(126,417)
St. Francis Mission Fd (Goochland)	(179,357)	(179,357)
ST Investments	444,086	422,735
Subtotal (carried forward)	59,403,166	59,623,043

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULES OF DESIGNATED FUNDS (CONTINUED)**

*DECEMBER 31, 2023 AND 2022*

	<b>2023</b>	<b>2022</b>
Subtotal (brought forward)	\$ 59,403,166	\$ 59,623,043
St. Margarets Ruthr Glenn	135	135
St. Phoebe's School	(30,252)	(29,818)
Stewardship Committee Reserve	467	467
Stewardship of Creation Grant Fund	5,228	5,228
Triangle of Hope	(7,265)	18,554
Trinity, Beaverdam	25,904	23,554
Trustees of the Funds	3,340,480	2,416,472
Virginia Diocesan Library	(41,248)	(28,812)
YASC - A Cameron	(380)	(380)
YASC - Duncan Campbell	1,310	1,310
YASC - A Jacobs	25	25
YASC - A Russell	973	973
YASC - C Belous	980	980
YASC - A. Davis	1,000	1,000
Young Priests Initiative	9,888	9,888
Youth Ministry	100,970	100,970
Race and Reconciliation	(632)	-
Racial Justice Pilgrimage	12,385	-
St. Peter's Restoration	12,951	-
<b>Total Designated Funds</b>	<b>\$ 62,836,085</b>	<b>\$ 62,143,589</b>

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULES OF DEVELOPMENT FUNDS**

*DECEMBER 31, 2023 AND 2022*

	<u>2023</u>	<u>2022</u>
Bishop Jones' Evangelism Fund	\$ 2,615	\$ 2,615
Bishop Lee Fund for Small Church Vitality	174,082	179,952
B Maxwell Art Camp Scholarship Fund	5,185	4,272
Camp Equipment	13,155	13,155
Camp Program TOF Investments	1,699,907	1,537,703
Camp Scholarship Annual Fund	294,375	256,228
FCF - Unrestricted	67,849	67,849
Mustard Seed Grant Fund	(8,393)	329
Pledges Receivable - SM Shout It! Campaign	29,240	29,240
Shrine Mont Shout It! Campaign	63,119	63,119
St. Georges Camp	19,848	19,848
Youth Mission Vouchers 2007	(600)	(600)
Youth Mission Vouchers 2008	(1,000)	(1,000)
Youth Mission Vouchers 2009	(1,500)	(1,500)
Youth Mission Vouchers 2010	17,206	17,606
Youth Mission Vouchers 2011	1,205	1,205
DVA Grant Fund	1,125	1,125
DFHN	1,595	1,595
<b>Total Development Funds</b>	<b>\$ 2,379,013</b>	<b>\$ 2,192,741</b>

See Report of Independent Auditor on Supplementary Information.

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULES OF OTHER FUNDS**

DECEMBER 31, 2023 AND 2022

	2023	2022
A.H. & C.J. Robinson Fund	\$ 574,465	\$ 526,938
Albert Baker Fund	136,750	136,750
Allison Gibson Fund	649	649
Ball Fund	165,354	165,354
Bishop Goff's Discretionary Fund	39,143	37,138
Bishop Goodwin Memorial Scholarship Fd	15,123	15,123
Bishop Gulick's Discretionary Fund	8,717	15,169
Bishop Ihloff Discretionary Fund	8,292	8,292
Bishop's Investment Fd	1,200	1,200
Bishop Jennifer Brooke-Davidson	6,518	6,518
Bishop Johnston's Discretionary Fund	9,685	(2,473)
Bishop Jones' Discretionary Fund	38,303	36,618
Bishop Jones Evangelism Grant Fund	6,678	6,678
Bishop Jones' Sabbatical Fund	3,226	3,226
Bishop Mason Memorial Fund	2,632	2,632
Bishops Combined Discretionary Fund	339	21,737
Bishop's Emergency Needs Fund	79,923	79,913
Bishop's Theological Education Fund	5,558	6,008
Bishop P.J.L. Disc Fd	(24,336)	(24,336)
Bishop R. F. Gibson Memorial Fund	1,518	1,518
Bishop R. F. Gibson Property Foundation	10,856	10,856
Bishop Stevenson Disc.	17,839	5,656
Bishop Stevenson Vestments	(13,230)	(10,622)
Bp Gray Disc Fd	(3,000)	(3,000)
Bruce Fund	56,844	56,844
Canon Wingo Discretionary Fund	2,784	2,784
Columbia Walker Memorial Missions Fund	51,735	51,735
David Lewis Memorial Fund	5,619	5,619
Disabled Clergy Fund	709,671	717,011
Diocesan Fund for Human Need	30,882	27,883
Diocesan Fund for World Mission	36,913	30,402
Dickinson Memorial Fund	(50,000)	(50,000)
Dooley Fund	450,221	324,270
duPont Diocesan Enrichment Fund	(3,368)	(772)
duPont Small Church Clergy Development	17,050	17,050
E Holcombe Palmer Fund	3,301	3,301
ECW Gift - Bishop Goff	339	339
Ellen Goldsborough Fund	(29,438)	(21,438)
Episcopal Fund	(15,000)	(15,000)
Fear Not Fund	615	615
Fifth Century Fund	50,000	50,000
Forest Fund	55,257	55,257
Subtotal (carried forward)	2,465,627	2,303,442

**THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA**  
**SCHEDULES OF OTHER FUNDS (CONTINUED)**

DECEMBER 31, 2023 AND 2022

	2023	2022
	\$	\$
Subtotal (brought forward)	2,465,627	2,303,442
Francis Edmonia Newman Fund	177,818	129,290
Freda W Kipps Income Fund	38,863	38,863
Gillliatt Campus Ministry Fund	10,559	10,559
Hugh McGuire Taylor Fund	36,839	36,839
Ida B Gale Fund	37,554	37,554
Julia A Ward Income Fund	802	802
John and Ethel Davis Fund	1,302	1,302
John Lyons Fund	6,207	6,207
Katherine G Cook Scholarship	2,162	2,162
Lucille McGriff Fund	851	851
M Thorpe Disc Fd	1,955	1,955
Mary Amanda Stewart Fund	10,823	10,823
MEZ Grant	2,609	2,609
Moncure Memorial Fund	18,371	18,371
Pearl Leone Hecht Fund	186	186
Philip A. Arthur Memorial Fund	576	576
Scott Fdn Grant 2010	2,982	2,982
Smoot Bequest Income Fund	(76,078)	(76,078)
Smoot Bequest to Dio Fund	55,592	55,592
SM Scholarship Fund	4,710	4,710
South African Bishops Fund	9,699	9,699
ST Investments - Restricted	304,210	289,584
St. John's Waldrop Fund	33,176	33,176
St. John's Greensprings Fund	(63,806)	(1,202)
UTO Fund	587	587
Bishop Porter Disc Fund	12,172	12,172
J. Lee Hill Discretionary	4,061	3,755
Charles Norse Fund	7,821	5,225
Unrestricted Bequests	10,000	10,000
V Beveridge Trust	3,459	3,459
d'Rue Hazel disc. fund	1,496	-
Rev. Dr. Sarah Kye Price Disc. Fund	730	-
Bishop Harris Disc Fund	9,245	-
Stock Dividends	12	-
<b>Subtotal</b>	<b>3,133,172</b>	<b>2,956,052</b>
Funds invested with the Trustees of the Funds	23,134,313	20,584,414
Beneficial interest in trusts	238,905	218,837
<b>Total Other Funds</b>	<b>\$ 26,506,390</b>	<b>\$ 23,759,303</b>



# Trustees of the Funds Financial Report

**TRUSTEES OF THE FUNDS OF THE  
PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Richmond, Virginia**

**FINANCIAL STATEMENTS**

**DECEMBER 31, 2023 AND 2022**

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## INDEPENDENT AUDITOR'S REPORT

To the Board of Directors  
Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc.  
Richmond, Virginia

### Opinion

We have audited the financial statements of Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia, Inc. (the Corporation) (a nonprofit organization), which comprise the statements of financial position as of December 31, 2023 and 2022, the related schedules of investments, statements of activities from operations, changes in net assets, and cash flows for the years then ended, and the related notes to the financial statements (collectively, the financial statements).

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Corporation as of December 31, 2023 and 2022, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Corporation and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Corporation's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

#### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Corporation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

*Gournt, Hyde & Barbour, P.C.*

Winchester, Virginia  
September 9, 2024

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Statements of Financial Position**  
December 31, 2023 and 2022

<b>Assets</b>	<b>2023</b>	<b>2022</b>
<b>Current Assets</b>		
Cash and cash equivalents	\$ 2,055,965	\$ 3,051,511
Accrued investment income	106,855	60,183
Insurance claim receivable	- -	25,000
Other receivables	<u>22,022</u>	<u>5,186</u>
Total current assets	<u>2,184,842</u>	<u>3,141,880</u>
<b>Marketable Securities,</b>		
investments in securities, at fair value	<u>135,861,471</u>	<u>123,109,172</u>
<b>Property and Equipment,</b>		
land and building, net	<u>1,262,647</u>	<u>688,547</u>
<b>Other Assets</b>		
Note receivable	- -	100,000
Due from the Diocese of Virginia	6,894	- -
Beneficial interest in trust	<u>2,245,775</u>	<u>2,035,516</u>
	<u>2,252,669</u>	<u>2,135,516</u>
Total assets	<u>\$ 141,561,629</u>	<u>\$ 129,075,115</u>

See Notes to Financial Statements.

TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.

Statements of Financial Position  
December 31, 2023 and 2022

Liabilities and Net Assets	2023	2022
<b>Current Liabilities</b>		
Investment fees payable	\$ 45,049	\$ 7,990
Accrued expenses	687	11,799
Due to the Diocese of Virginia	- -	105,910
Total current liabilities	45,736	125,699
<b>Long-Term Liabilities</b> , annuity payable	6,597	6,597
Total liabilities	52,333	132,296
<b>Net Assets</b>		
Balanced fund		
Parish Funds (2023 - 487 Parish funds with 53,974.6547 units at \$1,428.82 and undistributed loss of \$76,509); (2022 - 497 Parish funds with 54,538.3036 units at \$1,289.44 and undistributed loss of \$192,510)	77,120,112	70,324,017
Diocesan Funds (2023 - 58 Diocesan funds with 12,289.4246 units at \$1,428.82 and undistributed loss of \$17,420); (2022 - 59 Diocesan funds with 12,516.7786 units at \$1,289.44 and undistributed loss of \$44,182)	17,559,385	16,139,668
Trustee Funds (2023 - 94 Trustee funds with 21,072.8273 units at \$1,428.82 and undistributed loss of \$29,871); (2022 - 92 Trustee funds with 20,443.3483 units at \$1,289.44 and undistributed loss of \$72,161)	30,109,295	26,360,527
	124,788,792	112,824,212
Short Term fund		
Parish Funds (2023 - 49 Parish funds with market value of \$4,078,799); (2022 - 56 Parish funds with market value of \$5,343,542)	4,078,799	5,343,542
Trustee Funds (2023 - 10 Trustee funds with market value of \$6,453,915); (2022 - 10 Trustee funds with market value of \$6,018,773)	6,453,915	6,018,773
	10,532,714	11,362,315
All Equity Fund		
Trustee Funds	362,647	341,739
Parish Funds	2,021,900	905,435
	2,384,547	1,247,174
Other Trustee Funds	3,114,696	2,820,571
Mayo Memorial Fund	688,547	688,547
Total net assets	141,509,296	128,942,819
Total liabilities and net assets	\$ 141,561,629	\$ 129,075,115

See Notes to Financial Statements.

TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.

Schedule of Investments  
December 31, 2023

	Number of Shares	Fair Value
<b>Bonds - 10.41%</b>		
Corporate obligations	6,950,000	\$ 6,583,200
Government and agency obligations		
Fed Home Loan Mtg Corp	3,057,807	788,144
Fed National Mtg Assn	13,361,976	3,771,469
Government National Mtg Assn	1,785,000	574,078
United States Treasury Bonds	1,865,000	1,294,419
United States Treasury Notes	1,190,000	1,145,331
<b>Mutual Funds - 71.41%</b>		
Baird Funds Ultra Short Bond Inst	416,544	4,198,759
Vanguard Short Term Bond Index Inst	525,935	5,311,938
Blackrock Funds Event Driven Equity Inst	139,974	1,398,341
FPA Funds Crescent Supra Inst	34,390	1,329,177
Vanguard FTSE Social Index Adm	521,088	16,971,821
Vanguard Total Bond Mkt Index Inst	1,391,930	13,515,644
Vanguard FTSE All-World Ex-US Index I	69,492	7,690,664
Vanguard Total Stock Mkt Index Inst	298,313	34,598,379
Brown Capital Management Intl Sm Co Investor	3,982	89,666
Parnassus Investments Mkd Cap Investor	8,559	320,268
Vanguard FTSE Social Index Inst	29,621	1,340,364
Vanguard Bal Index Admiral	262	11,696
John Hancock Funds Seaport Long Short I	121,580	1,373,851
Loomis Sayles Strategic	146,125	1,360,428
Artisan Sustainable Emer Ind	209,209	3,433,125
Artisan Sustainable Emer Adm	7,181	117,834
GQC Partners Emerging MA Ind	242,538	3,841,797
GQC Partners Emerging MA Adm	7,425	117,605
<b>Exchange Traded Funds - 0.29%</b>		
Vanguard ESG Intl Stk ETF	7,005	387,236
<b>Hedge Funds - 5.24%</b>		
Drake Capital Offshore Partners, L.P.		7,093,274
Forester Diversified		20,894

See Notes to Financial Statements.



TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.

Schedule of Investments  
December 31, 2023

	<u>Number of Shares</u>	<u>Fair Value</u>
<b>Real estate and natural resource funds - 4.36%</b>		
Commonfund Capital Natural Res Partners VIII		\$ 504,980
Mangham Assoc Resources Fund I		1,979
Property Holdings IV LLC REIT		1,002,053
Park Street Capital Natural Resources Fund		612,762
Oaktree Real Estate Income Fund		3,796,554
<b>Private equity funds - 0.38%</b>		
MIT Private Equity Fund II		20,673
MIT Private Equity Fund IV		47,390
Warburg Pincus GG 14		304,281
Warburg Pincus GG 14 (E&P)		27,829
Warburg Pincus GG 14 Callisto		117,827
<b>Global equity funds - 7.91%</b>		
Silchester Northern Trust		<u>10,745,741</u>
		<u>\$ 135,861,471</u>

See Notes to Financial Statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Schedule of Investments**

December 31, 2022

	<u>Number of Shares</u>	<u>Fair Value</u>
<b>Bonds - 8.48%</b>		
Corporate obligations	5,788,000	\$ 5,349,856
Government and agency obligations		
Fed Home Loan Mtg Corp	110,177	276,509
Fed National Mtg Assn	821,954	2,232,623
FHLMC UMBS 15Y Fixed	40,000	31,948
FHLMC UMBS 30Y Fixed	215,000	168,116
FNMA Pass-Thru I	870,000	485,190
Government National Mtg Assn	1,400,000	277,527
United States Treasury Bonds	1,385,000	950,275
United States Treasury Notes	710,000	663,434
<b>Mutual Funds - 68.2%</b>		
Baird Funds Ultra Short Bond Inst	470,491	4,700,202
Schwab Funds Treas Obligations Money Ultra	943,386	943,386
Vanguard Short Term Bond Index Inst	579,327	5,717,955
Blackrock Funds Event Driven Equity Inst	183,773	1,777,089
FPA Funds Crescent Supra Inst	55,183	1,840,354
Natixis Funds LS Strategic Alpha Y	203,771	1,858,390
Vanguard FTSE Social Index Inst	21,635	751,799
Vanguard Total Bond Mkt Index Inst	1,117,124	10,590,337
Vanguard Inflation Protected Sec Admrl	180,648	4,182,000
Vanguard FTSE All-World Ex-US Index I	107,180	10,614,030
Vanguard Total Stock Mkt Index Inst	292,201	27,209,767
Brown Capital Management Intl Sm Co Investor	2,012	37,736
Parnassus Investments Mid Cap Investor	4,845	164,137
Vanguard FTSE Social Index Admiral	465,285	11,641,422
Vanguard Bal Index Admiral	251	9,948
John Hancock Funds Seaport Long Short I	177,504	1,927,698
<b>Exchange traded funds - 0.24%</b>		
Vanguard ESG Intl Stk ETF	5,985	294,402
<b>Hedge Funds - 10.24%</b>		
Drake Capital Offshore Partners, L.P.		6,396,961
Forester Diversified		203,969
Fundsmith		6,006,330

See Notes to Financial Statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Schedule of Investments**

December 31, 2022

	<u>Number of Shares</u>	<u>Fair Value</u>
<b>Real estate and natural resource funds - 5.53%</b>		
Commonfund Capital Natural Res Partners VIII		574,462
Mangham Assoc Resources Fund I		3,468
Metropolitan Real Estate Partners IV		2,477
Metropolitan Real Estate Partners 2008 Distressed		5,071
Property Holdings IV LLC REIT		1,353,044
Park Street Capital Natural Resources Fund		829,070
Seaport Global Property Securities Fund		4,039,641
<b>Private equity funds - 0.05%</b>		
MIT Private Equity Fund II		19,372
MIT Private Equity Fund IV		46,035
<b>Global equity funds - 7.26%</b>		
Silchester Northern Trust		<u>8,933,142</u>
		<u>\$ 123,109,172</u>

See Notes to Financial Statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Statements of Activities from Operations**  
For the Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
<b>Investment Income</b>		
Interest	\$ 519,161	\$ 261,374
Dividends	2,216,462	1,908,340
Other investment income	- -	86,331
	<u>2,735,623</u>	<u>2,256,045</u>
<b>Expenses</b>		
Investment management and consultant fees	322,295	235,820
General and administrative	309,248	297,324
Uninsured loss	- -	387,868
	<u>631,543</u>	<u>921,012</u>
<b>Net Investment Income</b>	<u>2,104,080</u>	<u>1,335,033</u>
<b>Other Income (Loss)</b>		
(Loss) on Trustee-owned assets	- -	(21,958)
Contributions received	574,605	- -
Change in beneficial interest in trust	210,260	(568,486)
	<u>784,865</u>	<u>(590,444)</u>
<b>Grants to Diocese of Virginia</b>	<u>- -</u>	<u>(63,327)</u>
<b>Realized Gains on Investments</b>	<u>350,300</u>	<u>6,838,175</u>
<b>Unrealized Appreciation (Depreciation) on Investments</b>	<u>16,090,824</u>	<u>(29,863,254)</u>
Change in Net Assets Resulting from Operations	<u>\$ 19,330,069</u>	<u>\$ (22,343,817)</u>

See Notes to Financial Statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Statements of Changes in Net Assets**  
For the Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
<b>Change in Net Assets from Operations</b>		
Net investment income	\$ 2,104,080	\$ 1,335,033
Beneficial interest in trust	210,260	(568,486)
(Loss) on Trustee-owned assets	--	(21,958)
Grants to the Diocese of Virginia	--	(63,327)
Contributions received	574,605	--
Net realized gains on investments sold	350,300	6,838,175
Net unrealized gain (loss) on investments	<u>16,090,824</u>	<u>(29,863,254)</u>
	<u>19,330,069</u>	<u>(22,343,817)</u>
<b>Change in Net Assets from Fund Transactions</b>		
Investment of funds	2,384,615	12,492,245
Income distributions reinvested	3,302,094	2,748,509
Withdrawals during the year	(6,870,874)	(4,135,962)
Distributions to fund investors - including reinvestments	(5,479,427)	(5,148,603)
Distribution of note receivable	<u>(100,000)</u>	<u>--</u>
	<u>(6,763,592)</u>	<u>5,956,189</u>
<b>Change in Net Assets</b>	12,566,477	(16,387,628)
<b>Net Assets - beginning of year</b>	<u>128,942,819</u>	<u>145,330,447</u>
<b>Net Assets - end of year</b>		
(including undistributed investment income)	<u>\$ 141,509,296</u>	<u>\$ 128,942,819</u>

See Notes to Financial Statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Statements of Cash Flows**

For the Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
<b>Cash Flows from Operating Activities</b>		
Change in net assets from operations	\$ 19,330,069	\$ (22,343,817)
Adjustments to reconcile change in net assets from operations to net cash provided by (used in) operating activities		
Gain on sale of investments	(350,300)	(6,838,175)
Purchase of investments	(31,862,114)	(20,436,701)
Proceeds from sale of investments	35,550,940	12,795,936
Unrealized losses on investments	(16,090,824)	29,863,254
Change in beneficial interest in trust	(210,260)	568,486
Contributions of property	(574,100)	-
Decrease (increase) in:		
Accrued investment income	(46,672)	(20,648)
Insurance claim receivable	25,000	(25,000)
Other receivables	(16,836)	66,111
Due from Diocese of Virginia	(6,894)	-
Increase (decrease) in:		
Due to Diocese of Virginia	(105,910)	52,539
Accrued expenses	(11,112)	11,799
Investment fees payable	37,059	(5,159)
Net cash provided by (used in) operating activities	<u>5,668,046</u>	<u>(6,311,375)</u>
<b>Cash Flows from Financing Activities</b>		
Investment and income distribution reinvestments	5,686,709	15,240,754
Withdrawals and distributions	(12,350,301)	(9,284,565)
Net cash (used in) provided by financing activities	<u>(6,663,592)</u>	<u>5,956,189</u>
Net change in cash and cash equivalents	(995,546)	(355,186)
<b>Cash and Cash Equivalents</b>		
Beginning of year	<u>3,051,511</u>	<u>3,406,697</u>
End of year	<u>\$ 2,055,965</u>	<u>\$ 3,051,511</u>
<b>Supplemental Disclosure of Noncash Financing Activities</b>		
Distribution of note receivable	<u>\$ 100,000</u>	<u>\$ -</u>

See Notes to Financial Statements.

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF VIRGINIA, INC.**

**Notes of Financial Statements**

**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.

**Balanced Fund**

This unitized fund was established many decades ago, with the objective of providing a conservative investment option for endowment funds and other long-term accounts. It has been invested in a variety of equity, fixed income, real asset, and hedge products. The Corporation manages this fund with the intention of earning a return of 4.5% plus inflation annually. Many churches and organizations rely on the Balanced Fund payouts to cover annual expenses, so the fund focuses on consistent and reliable results. The Investment Policy Statement sets the following weighting ranges:

- 40-60% Global Equity
- 0-20% Flexible Capital
- 10-30% Fixed Income
- 0-15% Real Assets
- 0-25% Private Equity
- 0-5% Liquid Capital

**Short-Term Fund**

Created to provide an option for participants who wanted to earn more on their funds than in savings account or certificate of deposit. This fund is designed for those who do not expect to withdraw funds for 2 or more years, but who do not want to participate in the equity markets. The balance is invested in fixed income funds to maintain an average duration between 1 to 2 years.

- 0-20% Zero to six months
- 30-50% Six months to eighteen months
- 40-60% Eighteen months and over

The Corporation will not manage the Short-Term Fund for an annual payout. All funds will remain fully invested over time. Participants will withdraw funds as they choose.

### Notes of Financial Statements

#### All Equity Fund

The All-Equity Fund invests in portfolio of stock index, exchange traded, and actively managed funds, with the goal of maximizing long-term return with minimal costs. This fund was created in response to churches and organizations that are not as concerned with consistent annual results and want to fully participate in the equity markets. Monies in this fund will be invested in equity funds, with initial allocations:

- 60-80% Domestic Public Equity
- 10-30% Non-US Developed Equity
- 0-20% Emerging Market Equity

The Corporation will not manage the All-Equity Fund for an annual payout. All funds will remain fully invested over time. Participants will withdraw funds as they choose.

#### 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 Commonwealth of Virginia.

*Diocesan Funds* account for investment funds primarily held in the name of the Trustees of the Funds for various beneficiaries.

*Trustee Funds* account for investment funds controlled by the separate Diocesan organizations.

*The Mayo Memorial Fund* accounts for the cost of the Mayo House, which serves as the general offices of the Diocese.

##### Land and Building

The land and building comprising the Mayo House are considered investments by the Corporation. The properties are not depreciated and are stated at cost. Other land and buildings held by the Corporation were contributed to them and were recorded at the estimated fair value on the date of recognition. The use of these assets have been restricted by the donors for specific purposes and are not used in the Corporation's operations. All property-related expenses are paid by the affiliates occupying the building.

##### Cash and Cash Equivalents

The Corporation includes all investments with a maturity of three months or less when purchased as cash and cash equivalents on the accompanying statements of financial position.



### Notes of Financial Statements

#### Investment Units (Balanced Fund)

The equity of each fund is pooled net assets represented by investment units. New money entering the pool is accepted at the unit value of net assets as of the last day of the previous month in which the deposit is made. The number of new units bought is determined by dividing the new money by the unit value. Withdrawals from the pool are determined in the same unit value manner based on similar unit value.

#### Distribution to Unitholders (Balanced Fund)

The income allotted to each fund is computed monthly based on the number of units owned during the month. An income distribution is made at least annually. Distributions of \$68.51 and \$64.38 per unit, aggregating to \$5,479,427 and \$5,148,603, were paid to unitholders in 2023 and 2022, respectively.

#### Income Taxes

The Corporation is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and the tax statutes of the Commonwealth of Virginia; accordingly, the accompanying financial statements do not reflect a provision or liability for federal or state income taxes. The Corporation has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2023.

#### 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.

#### Subsequent Events

Management has evaluated subsequent events through September 9, 2024, which is the date the financial statements were available to be issued.

#### Note 3. Note Receivable

The note receivable is a \$100,000 note from the Diocesan Missionary Society of Virginia. The note is due in semiannual installments of \$1,250 (interest only) at 2.5% with principal due on November 21, 2024. During 2023, the Corporation determined that the note receivable was no longer an asset of the Trustees of the Funds and removed the asset from the statement of financial position as a distribution.

## Notes of Financial Statements

**Note 4. Land and Building**

Land and buildings consist of the following at December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Mayo Memorial Fund:		
Land	\$ 10,000	\$ 10,000
Building	<u>678,547</u>	<u>678,547</u>
	<u>688,547</u>	<u>688,547</u>
Other Trustee Funds:		
Land	\$ 136,000	\$ - -
Building	<u>438,100</u>	<u>- -</u>
	<u>574,100</u>	<u>- -</u>
	<u>\$ 1,262,647</u>	<u>\$ 688,547</u>

**Note 5. Beneficial Interest in Trust**

The Corporation is a beneficiary of a perpetual trust administered by an independent trustee. This trust makes distributions to the Corporation based on the Corporation's percentage interest as stated in the trust document. The Corporation's beneficial interest in the trust is reported at the fair value of the trusts' assets in the statements of financial position, with trust distributions and changes in fair value recognized in the statements of activities. The fair value of the interest in the trust is \$2,245,775 and \$2,035,516 at December 31, 2023 and 2022, respectively.

**Note 6. Fair Value Measurement**

Accounting standards establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements). The levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Corporation has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liabilities;
- inputs that are delivered principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

### Notes of Financial Statements

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used during 2023 or 2022.

*Debt securities* – Mortgage-backed securities, U.S. Treasury securities, and corporate bonds are primarily valued using a market approach based on bond pricing models using standard inputs such as benchmark yields, broker/dealer quotes, and reported observable trades for identical or comparable instruments.

*Mutual funds and exchange traded funds* - Mutual funds and exchange traded funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Corporation are open-end mutual funds that are registered with the Securities and Exchange Commission (SEC). These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Corporation are deemed to be actively traded.

*Hedge funds, private equity funds, and real estate and natural resource funds* - The Corporation uses NAV per share, or its equivalent, such as member units or an ownership interest in partners' capital, as a practical expedient to estimate the fair values of certain investments in hedge funds, private equity funds, funds of funds, and limited partnerships, which do not have readily determinable fair values. Investments that are measured at fair value using NAV per share as a practical expedient are not classified in the fair value hierarchy.

*Beneficial interest in trust* - The fair value of the beneficial interest in the perpetual trust is determined by the Corporation based on the fair values of trust investments as reported by the trustee. These are considered to be Level 2 measurements.

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 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.

### Notes of Financial Statements

The following table sets forth by level, within the fair value hierarchy, the Corporation's assets at fair value as of December 31:

	Fair Value Measurements at December 31, 2023				
	Level 1	Level 2	Level 3	NAV	Total
<b>Investments</b>					
Debt securities:					
Mortgage-backed securities	\$ 5,133,691	\$ --	\$ --	\$ --	\$ 5,133,691
U.S. Treasury securities	2,439,750	--	--	--	2,439,750
Corporate bonds	--	6,583,200	--	--	6,583,200
Mutual funds:					
Global equity funds	16,619,868	--	--	--	16,619,868
Fixed income funds	24,398,465	--	--	--	24,398,465
Domestic equity funds	56,003,024	--	--	--	56,003,024
Global equity funds measured at net asset value	--	--	--	10,745,741	10,745,741
Exchange traded funds:					
Global equity	387,236	--	--	--	387,236
Hedge funds					
Hedge fund investments measured at net asset value	--	--	--	13,550,496	13,550,496
	<u>104,982,034</u>	<u>6,583,200</u>	<u>--</u>	<u>24,296,237</u>	<u>135,861,471</u>
<b>Beneficial Interest in Trust</b>	--	--	2,245,775	--	2,245,775
	<u>\$ 104,982,034</u>	<u>\$ 6,583,200</u>	<u>\$ 2,245,775</u>	<u>\$ 24,296,237</u>	<u>\$ 138,107,246</u>
	Fair Value Measurements at December 31, 2022				
	Level 1	Level 2	Level 3	NAV	Total
<b>Debt and equity securities:</b>					
Mortgage-backed securities	\$ 3,471,913	\$ --	\$ --	\$ --	\$ 3,471,913
U.S. Treasury securities	1,613,709	--	--	--	1,613,709
Corporate bonds	--	5,349,856	--	--	5,349,856
Mutual funds:					
Global equity funds	12,492,120	--	--	--	12,492,120
Fixed income funds	28,002,218	--	--	--	28,002,218
Domestic equity funds	43,471,912	--	--	--	43,471,912
Global equity funds measured at net asset value	--	--	--	8,933,142	8,933,142
Exchange traded funds:					
Global equity	294,402	--	--	--	294,402
Hedge funds:					
Hedge fund investments measured at net asset value	--	--	--	19,479,900	19,479,900
	<u>89,346,274</u>	<u>5,349,856</u>	<u>--</u>	<u>28,413,042</u>	<u>123,109,172</u>
<b>Beneficial Interest in Trust</b>	--	--	2,035,516	--	2,035,516
	<u>\$ 89,346,274</u>	<u>\$ 5,349,856</u>	<u>\$ 2,035,516</u>	<u>\$ 28,413,042</u>	<u>\$ 125,144,688</u>

Notes of Financial Statements

Note 7. Investments Carried at Net Asset Value or its Equivalent

The following information is presented regarding the nature of the investments in certain entities measured at fair value using NAV per share or its equivalent as a practical expedient 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.

December 31, 2023	Fair Value	Unfunded Commitments	Lock-in Period	Redemption Frequency	Redemption Notice Period
<b>Hedge funds</b>					
Equity long/short funds <sup>(a)</sup>	\$ 7,093,274	\$ --	6/30/2017	Semi-annually	90 days
	20,894	--	2/28/2021	Annually	95 days
Real estate and natural resource funds <sup>(b)</sup>	504,980	21,875	8/19/2003	n/a	n/a
	1,979	7,658	1/3/2023	n/a	n/a
	1,002,053	18,650	9/16/2017	n/a	n/a
	612,762	30,375	1/31/2027	n/a	n/a
	3,796,554	--	4/3/2025	Quarterly	90-180 days
Private equity funds <sup>(c)</sup>	20,673	9,782	12/31/2018	n/a	n/a
	47,390	50,304	3/17/2023	n/a	n/a
	449,937	1,065,000	1/11/2035	n/a	n/a
	<u>13,550,496</u>	<u>1,203,644</u>			
<b>Global equity fund <sup>(d)</sup></b>	<u>10,745,741</u>	<u>--</u>	n/a	Monthly	10 business days
	<u>\$24,296,237</u>	<u>\$ 1,203,644</u>			
December 31, 2022	Fair Value	Unfunded Commitments	Lock-in Period	Redemption Frequency	Redemption Notice Period
<b>Hedge funds</b>					
Equity long/short funds <sup>(a)</sup>	\$ 6,396,961	\$ --	6/30/2017	Semi-annually	90 days
	203,969	--	2/28/2021	Annually	95 days
	6,006,330	--	n/a	Monthly	7 days
Real estate and natural resource funds <sup>(b)</sup>	574,462	21,875	8/19/2003	n/a	n/a
	3,468	7,658	1/3/2023	n/a	n/a
	2,477	33,000	7/31/2019	n/a	n/a
	5,071	80,200	12/31/2015	n/a	n/a
	1,353,044	18,650	9/16/2017	n/a	n/a
	829,070	30,375	1/31/2027	n/a	n/a
	4,039,641	--	n/a	Monthly	15 business days
Private equity funds <sup>(c)</sup>	19,372	9,782	12/31/2018	n/a	n/a
	46,035	60,341	3/17/2023	n/a	n/a
	<u>19,479,900</u>	<u>261,881</u>			
<b>Global equity fund <sup>(d)</sup></b>	<u>8,933,142</u>	<u>--</u>	n/a	Monthly	10 business days
	<u>\$28,413,042</u>	<u>\$ 261,881</u>			

(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.

**Notes of Financial Statements**

- (b) This class includes multiple funds invested in real estate and natural resources management. The funds include real estate acquisitions, ground up development projects, distressed debt portfolios, timberland and oil and gas resources.
- (c) This class includes multiple funds invested in diversified portfolios of private equity funds consisting of venture capital funds, private capital, and international private equity funds.
- (d) This class includes global equity funds consisting of foreign common and preferred stock and short-term investments.

**Note 8. Unit Information and Financial Highlights**

Selected data for a unit outstanding of the Balanced Fund throughout 2023 and 2022, on average, follows:

	<u>2023</u>	<u>2022</u>
Interest income	\$ 5.89	\$ 2.98
Dividend income	<u>20.41</u>	<u>19.89</u>
Total investment income	26.30	22.87
Total expenses	<u>(7.23)</u>	<u>(9.99)</u>
Investment income - net	19.07	12.88
Income distributions	<u>(68.51)</u>	<u>(64.38)</u>
	(49.44)	(51.50)
Net realized gain (loss) and unrealized gain (loss)	<u>188.82</u>	<u>(277.49)</u>
Change in net asset value	139.38	(328.99)
Net asset value - beginning of year	<u>1,289.44</u>	<u>1,618.43</u>
Net asset value - end of year	<u>\$ 1,428.82</u>	<u>\$ 1,289.44</u>
Total return	10.25%	(22.63%)
Supplemental Data:		
Unitized Net Assets (Balanced Fund)		
Net assets, end of year	\$ 124,788,792	\$ 112,824,212
Ratio to average net assets:		
Expenses	0.53%	0.71%
Net investment income	1.40%	0.92%

## Notes of Financial Statements

	<u>2023</u>	<u>2022</u>
Non-Unitized Net Assets (Non-Balanced Fund)		
Net assets, end of year	\$ 16,720,504	\$ 16,118,607
Investment return	\$ 947,690	\$ (432,445)
Income earned on Trustee-owned assets	\$ -	\$ (21,958)
Beneficial interest in trust	\$ 210,260	\$ (568,486)
Grants	\$ -	\$ 63,327
Ratio to average net assets:		
Expenses	0.00%	0.31%
Investment return	5.77%	(2.83%)
Income earned on Trustee-owned assets	0.00%	(0.14%)
Beneficial interest in trust	1.28%	(3.72%)
Grants	0.00%	0.41%

The Corporation utilizes investment managers that either invoice the Company directly or net their stated expenses with investment income. The above analysis is consistent in its presentation and outlines the direct cost of operations. Total cost of operations includes both the direct expenses above and indirect expenses netted against investment income. Total cost of operations and percent of assets under management for the years ended December 31, 2023 and 2022 consist of the following:

	<u>2023</u>		<u>2022</u>	
Investment management and consultant fees				
Investment manager fees - direct	\$ 181,038		\$ 101,056	
Investment manager fees - indirect	409,971		388,605	
Investment consultant - direct	<u>141,257</u>		<u>134,764</u>	
	732,266	0.54%	624,425	0.51%
General and administrative expenses				
Audit, insurance, staff and other administrative - direct	\$ 233,689		\$ 247,098	
Master custodian - direct	<u>30,234</u>		<u>28,927</u>	
	263,923	0.19%	276,025	0.25%
Uninsured loss - direct	-	0.00%	387,868	0.32%
Total cost of operations - direct	586,218	0.43%	899,713	0.75%
Total cost of operations - indirect	<u>409,971</u>	0.30%	<u>388,605</u>	0.32%
Total cost of operations	<u>\$ 996,189</u>	0.73%	<u>\$ 1,288,318</u>	1.07%

### Notes of Financial Statements

Total cost of operations and percent of assets under management of the Balanced Fund, Short Term Fund, and All Equity Fund for the years ended December 31, 2023 and 2022 consist of the following:

<u>December 31, 2023</u>	<u>Balanced Fund</u>	<u>Short Term Fund</u>	<u>All Equity Fund</u>
Investment management and consultant fees			
Investment manager fees - direct	\$ 167,092	\$ 11,372	\$ 2,574
Investment manager fees - indirect	390,689	10,982	8,300
Investment consultant - direct	<u>128,007</u>	<u>10,804</u>	<u>2,446</u>
	685,788 0.55%	33,158 0.31%	13,320 0.56%
General and administrative expenses			
Audit, insurance, staff and other administrative - direct	\$ 234,993	\$ 19,835	\$ 4,490
Master custodian - direct	<u>27,398</u>	<u>2,312</u>	<u>524</u>
	262,391 0.21%	22,147 0.21%	5,014 0.21%
Total cost of operations - direct	557,490 0.45%	44,323 0.42%	10,034 0.42%
Total cost of operations - indirect	<u>390,689 0.31%</u>	<u>10,982 0.10%</u>	<u>8,300 0.35%</u>
Total cost of operations	<u>\$ 948,179 0.76%</u>	<u>\$ 55,305 0.53%</u>	<u>\$ 18,334 0.77%</u>
<u>December 31, 2022</u>	<u>Balanced Fund</u>	<u>Short Term Fund</u>	<u>All Equity Fund</u>
Investment management and consultant fees			
Investment manager fees - direct	\$ 90,897	\$ 9,154	\$ 1,005
Investment manager fees - indirect	349,540	35,201	3,864
Investment consultant - direct	<u>121,217</u>	<u>12,207</u>	<u>1,340</u>
	561,654 0.50%	56,562 0.50%	6,209 0.50%
General and administrative expenses			
Audit, insurance, staff and other administrative - direct	\$ 222,258	\$ 22,383	\$ 2,457
Master custodian - direct	<u>26,019</u>	<u>2,620</u>	<u>288</u>
	248,277 0.22%	25,003 0.22%	2,745 0.22%
Uninsured loss - direct	341,204 0.30%	34,362 0.30%	3,772 0.30%
Total cost of operations - direct	801,595 0.71%	80,726 0.71%	8,862 0.71%
Total cost of operations - indirect	<u>349,540 0.31%</u>	<u>35,201 0.31%</u>	<u>3,864 0.31%</u>
Total cost of operations	<u>\$ 1,151,135 1.02%</u>	<u>\$ 115,927 1.02%</u>	<u>\$ 12,726 1.02%</u>

#### 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.



### Notes of Financial Statements

Salary and benefits costs incurred and subsequently reimbursed by the Corporation were \$132,523 and \$127,273 as of and for the years ended December 31, 2023 and 2022, respectively. As of December 31, 2023 and 2022, the Corporation had amounts due from (to) the Diocese in the amount of \$6,894 and (\$105,910), respectively.

Starting in 2019, the Trustees approved a resolution to grant annually the income earned on certain assets owned by the Corporation to the Diocese of Virginia to be used consistent with the terms of the trust agreements of those assets. The Corporation granted \$0 and \$63,327 to the Diocese of Virginia for the years ended December 31, 2023 and 2022 respectively.

As described in Note 3, the Corporation had a note receivable of \$100,000 outstanding from the Diocesan Missionary Society of Virginia, which was distributed during 2023.

#### Note 10. Concentration of Risk

The Corporation's credit risk consists principally of cash and securities. Cash positions are part of the managed investment portfolios and are not Federal Deposit Insurance Corporation ("FDIC") insured accounts. The investment portfolio is divided among many securities and several money managers. This policy mitigates the Corporation's exposure to concentrations of credit risk.

#### Note 11. Uninsured Loss

During the year ended December 31, 2022, certain withdrawal requests and one third party payment totaling \$412,868 were diverted to fraudulent accounts by unknown third parties. The Corporation's insurance policy provided \$25,000 in coverage for the loss, which has been accrued as the insurance claim receivable on the accompanying statement of financial position as of December 31, 2022, and the Corporation recognized a loss related to the uninsured loss of \$387,868 in the accompanying statement of activities for the year then ended. In response to the incident, the Corporation enhanced network security, implemented two factor authentication for fund withdrawals and increased its insurance coverage for cybersecurity incidents.



# **Diocesan Missionary Society Financial Report**

Diocesan Missionary Society of Virginia  
Financial Statements and  
Supplementary Information  
December 31, 2023 and 2022



WELLS COLEMAN

5004 Monument Avenue • Richmond, VA 23230

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**OFFICERS**

Joseph S. Paxton  
President

The Rev. Dina Widlake  
Vice President

Joy Buzzard  
Secretary

Andrew Reisinger  
Treasurer

The Rt. Rev. E. Mark Stevenson.  
Ex-Officio

Stas Jones, Assistant Secretary

**Trustees**

Bradley Gable

Tracy G. Melton

Russell Lockey

The Rev. Andrew T.P. Merrow

The Rev. Cass Bailey

Rick Steenrod

Glenn Ayers

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## INDEPENDENT AUDITOR'S REPORT

The Board of Trustees  
Diocesan Missionary Society of Virginia  
Richmond, Virginia

### Opinion

We have audited the accompanying financial statements of Diocesan Missionary Society of Virginia (a Virginia not-for-profit organization), which comprise the statements of financial position as of December 31, 2023 and 2022, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Diocesan Missionary Society of Virginia as of December 31, 2023 and 2022, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of Diocesan Missionary Society of Virginia and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Diocesan Missionary Society of Virginia's ability to continue as a going concern within one year after the date the financial statements are available to be issued.

- Continued -

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**Auditor's Responsibility for the Audits of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Diocesan Missionary Society of Virginia's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Diocesan Missionary Society of Virginia's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control related matters that we identified during the audits.

**Supplementary Information**

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of loans receivable, real estate, notes payable, and net assets with donor restrictions - perpetual in nature on pages 18-21 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



June 14, 2024



DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF FINANCIAL POSITION

December 31, 2023 and 2022

ASSETS

	<u>2023</u>	<u>2022</u>
<b>Current Assets</b>		
Cash and cash equivalents	\$ 2,012,484	\$ 2,110,091
Investments	5,603,515	5,236,062
Loans receivable, current portion	1,362,274	1,108,076
Accrued interest receivable	<u>20,177</u>	<u>18,501</u>
<b>Total current assets</b>	<u>8,998,450</u>	<u>8,472,730</u>
<b>Property and Equipment</b>		
Properties used by active congregations	1,395,094	1,495,094
Properties used by Episcopal campus ministries	2,371,949	2,371,949
Unimproved real estate	<u>1,414,845</u>	<u>1,414,845</u>
<b>Total property and equipment</b>	5,181,888	5,281,888
Less accumulated depreciation	<u>(353,731)</u>	<u>(289,494)</u>
<b>Net property and equipment</b>	<u>4,828,157</u>	<u>4,992,394</u>
<b>Other Assets</b>		
Loans receivable - collateralized	938,933	1,307,653
Loans receivable - uncollateralized	<u>917,985</u>	<u>790,355</u>
<b>Total other assets</b>	<u>1,856,918</u>	<u>2,098,008</u>
<b>Total Assets</b>	<u>\$ 15,683,525</u>	<u>\$ 15,563,132</u>

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2023</u>	<u>2022</u>
<b>Current Liabilities</b>		
Accounts payable	\$ 101,084	\$ 51,257
Notes payable, current portion	<u>205,000</u>	<u>138,000</u>
<b>Total current liabilities</b>	<b>306,084</b>	<b>189,257</b>
<b>Long-Term Liabilities</b>		
Notes payable	<u>236,389</u>	<u>439,389</u>
<b>Total liabilities</b>	<b><u>542,473</u></b>	<b><u>628,646</u></b>
<b>Net Assets</b>		
Without donor restrictions		
Undesignated	12,641,266	12,594,397
Designated by Board	<u>-</u>	<u>-</u>
<b>Total without donor restrictions</b>	<b><u>12,641,266</u></b>	<b><u>12,594,397</u></b>
With donor restrictions		
Purpose restrictions	313,324	153,627
Perpetual in nature	<u>2,186,462</u>	<u>2,186,462</u>
<b>Total with donor restrictions</b>	<b><u>2,499,786</u></b>	<b><u>2,340,089</u></b>
<b>Total net assets</b>	<b><u>15,141,052</u></b>	<b><u>14,934,486</u></b>
<b>Total Liabilities and Net Assets</b>	<b><u>\$ 15,683,525</u></b>	<b><u>\$ 15,563,132</u></b>

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENT OF ACTIVITIES**

For the year ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions		Total
		Purpose Restrictions	Perpetual in Nature	
<b>Support and Revenue</b>				
Interest income on loans	\$ 127,552	\$ -	\$ -	\$ 127,552
Investment income	200,734	53,497	-	254,231
Realized losses on investments	-	(22,276)	-	(22,276)
Net assets released from restrictions	53,497	(53,497)	-	-
<b>Total support and revenue</b>	<b>381,783</b>	<b>(22,276)</b>	<b>-</b>	<b>359,507</b>
<b>Expenses</b>				
Program	283,239	-	-	283,239
Management and general	60,500	-	-	60,500
<b>Total expenses</b>	<b>343,739</b>	<b>-</b>	<b>-</b>	<b>343,739</b>
<b>Other Income</b>				
Unrealized gains on investments	8,825	181,973	-	190,798
<b>Change in Net Assets</b>	<b>46,869</b>	<b>159,697</b>	<b>-</b>	<b>206,566</b>
<b>Net Assets, beginning</b>	<b>12,594,397</b>	<b>153,627</b>	<b>2,186,462</b>	<b>14,934,486</b>
<b>Net Assets, ending</b>	<b>\$ 12,641,266</b>	<b>\$ 313,324</b>	<b>\$ 2,186,462</b>	<b>\$ 15,141,052</b>

See accompanying notes to financial statements.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENT OF ACTIVITIES**

**For the year ended December 31, 2022**

	Without Donor Restrictions	With Donor Restrictions		Total
		Purpose Restrictions	Perpetual in Nature	
<b>Support and Revenue</b>				
Interest income on loans	\$ 152,760	\$ -	\$ -	\$ 152,760
Investment income	13,653	43,562	-	57,215
Realized losses on investments	-	(12,270)	-	(12,270)
Gain on sale of property	94,300	-	-	94,300
Other income	6	-	-	6
Net assets released from restrictions	<u>43,562</u>	<u>(43,562)</u>	-	-
<b>Total support and revenue</b>	<u>304,281</u>	<u>(12,270)</u>	-	<u>292,011</u>
<b>Expenses</b>				
Program	183,802	-	-	183,802
Management and general	<u>59,500</u>	-	-	<u>59,500</u>
<b>Total expenses</b>	<u>243,302</u>	-	-	<u>243,302</u>
<b>Other Income (Expense)</b>				
Unrealized losses on investments	-	<u>(380,290)</u>	-	<u>(380,290)</u>
<b>Change in Net Assets</b>	60,979	(392,560)	-	(331,581)
<b>Net Assets, beginning</b>	<u>12,533,418</u>	<u>546,187</u>	<u>2,186,462</u>	<u>15,266,067</u>
<b>Net Assets, ending</b>	<u>\$ 12,594,397</u>	<u>\$ 153,627</u>	<u>\$ 2,186,462</u>	<u>\$ 14,934,486</u>

See accompanying notes to financial statements.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENT OF FUNCTIONAL EXPENSES**

**For the year ended December 31, 2023**

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 95,590	\$ -	\$ 95,590
Loan program - interest expense	12,145	-	12,145
Depreciation expense	64,237	-	64,237
Other program services	106,327	-	106,327
Administration fees	-	45,000	45,000
Professional fees	4,940	15,500	20,440
	<u>\$ 283,239</u>	<u>\$ 60,500</u>	<u>\$ 343,739</u>

See accompanying notes to financial statements.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENT OF FUNCTIONAL EXPENSES**

**For the year ended December 31, 2022**

	<u>Program</u>	<u>Management and General</u>	<u>Total</u>
Income distribution to Diocese of Virginia	\$ 45,762	\$ -	\$ 45,762
Loan program - interest expense	18,495	-	18,495
Bishop grant	38,591	-	38,591
Depreciation expense	64,732	-	64,732
Other program services	13,683	-	13,683
Administration fees	-	45,000	45,000
Professional fees	<u>2,539</u>	<u>14,500</u>	<u>17,039</u>
	<u>\$ 183,802</u>	<u>\$ 59,500</u>	<u>\$ 243,302</u>

See accompanying notes to financial statements.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**

**STATEMENTS OF CASH FLOWS**

For the years ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
<b>Cash Flows from Operating Activities</b>		
Change in net assets	\$ 206,566	\$ (331,581)
Adjustments to reconcile change in net assets to net cash and cash equivalents provided by operating activities		
Depreciation	64,237	64,732
Unrealized (gain) loss on investments	(190,798)	380,290
Realized (gain) loss on investments	22,276	12,270
Gain on sale of property	-	(94,300)
(Increase) decrease in operating assets		
Accrued interest receivable	(1,676)	5,276
Loans made	(150,000)	(87,172)
Collections on loans receivable	136,892	1,270,228
Increase (decrease) in operating liabilities		
Accounts payable	49,827	(72,042)
Repayment of security deposit	<u>-</u>	<u>(35,000)</u>
<b>Net cash and cash equivalents provided by operating activities</b>	<u>137,324</u>	<u>1,112,701</u>
<b>Cash Flows from Investing Activities</b>		
Purchase of property and equipment	-	(10,393)
Purchase of investments	(198,931)	(58,839)
Proceeds from sale of property	<u>100,000</u>	<u>240,000</u>
<b>Net cash and cash equivalents provided (used) by investing activities</b>	<u>(98,931)</u>	<u>170,768</u>
<b>Cash Flows from Financing Activities</b>		
Payback of loans	<u>(136,000)</u>	<u>-</u>
<b>Net cash and cash equivalents used by financing activities</b>	<u>(136,000)</u>	<u>-</u>
<b>Increase (decrease) in cash and cash equivalents</b>	(97,607)	1,283,469
<b>Cash and Cash Equivalents, beginning</b>	<u>2,110,091</u>	<u>826,622</u>
<b>Cash and Cash Equivalents, ending</b>	<u>\$ 2,012,484</u>	<u>\$ 2,110,091</u>
<b>Supplemental Disclosure of Cash Flow Information</b>		
Cash paid for interest	\$ 12,145	\$ 18,495

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS

December 31, 2023 and 2022

1. Organization and Nature of Activities

The purpose of the Diocesan Missionary Society of Virginia ("Society") is to assist in missionary work within the Episcopal Diocese of Virginia ("Diocese"). This is accomplished by seeking gifts, loans, and property in order to make loans available for the extension of the mission of the Diocese. The Society also owns property used by others in the missionary work of the Diocese.

2. Summary of Significant Accounting Policies

*Cash and Cash Equivalents:* For purposes of reporting cash flows, the Society considers demand deposits and investments with a maturity at purchase of less than three months to be cash equivalents.

*Investments:* Investments are presented at fair value. Investments received as gifts are recorded at fair value as of the date of gift. Investment income, including realized and unrealized gains and losses, is recorded in the statements of activities and allocated between net assets according to the underlying nature of the net asset fund to which it was earned.

*Loans Receivable:* The Society provides financing to churches and other entities within the Diocese. The loans bear interest at 3.75% - 4.75% and are due within five years; however, the Society often grants extensions in five-year increments up to thirty years. The loans are typically collateralized by deeds of trust on real estate or by securities.

*Real Estate:* Real estate is recorded at cost or, in the case of gifts of real estate, at fair value on the day of the gift. Depreciation of buildings is computed using the straight-line method over their estimated useful lives of thirty years.

*Net Assets:* Net assets, revenues, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

- Net assets without donor restrictions - Net assets available for use in general operations and not subject to donor-imposed restrictions. The Board of the Society has designated certain net assets without donor restrictions for various programs.
- Net assets with donor restrictions - Net assets subject to donor-imposed restrictions that can be filled by actions of the Society pursuant to those restrictions or that expire by the passage of time. Some donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

*Revenue Recognition:* Interest income from loans is recognized over the term of the loan and is computed using the simple-interest method. Investment income, which is primarily interest income, is recognized when earned. The donated land is reflected in the accompanying financial statements at its estimated fair value at the date of donation.



DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

2. Summary of Significant Accounting Policies - Continued

*Valuation of Long-Lived Assets:* Accounting standards require that long-lived assets be reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability of the long-lived asset is measured by a comparison of the carrying amount of the asset to future undiscounted net cash flows expected to be generated by the asset. If such assets are considered to be impaired, the impairment to be recognized is measured by the amount by which the carrying amount exceeds the estimated fair value of the asset. Assets to be disposed of are reportable at the lower of the carrying amount or fair value, less costs to sell. There was no impairment recognized in 2023 or 2022.

*Functional Allocation of Expenses:* The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the program and supporting services benefited.

*Income Tax Status:* The Society is exempt from income tax under Section 501(c)(3) of the Internal Revenue Code and the tax statutes of the Commonwealth of Virginia. The Society has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2023.

*Estimates:* The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Such estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and assumptions.

*Evaluation of Subsequent Events:* Management has evaluated subsequent events through June 14, 2024, which is the date the financial statements were available to be issued.

3. Liquidity

The Society manages its liquid resources by focusing on its interest income on loans and investment income to ensure the entity has adequate cashflow to cover the programs that are being conducted. The Society prepares detailed budgets and is active in cutting costs as necessary to ensure that the entity remains liquid. As discussed in Note 7, the Society has notes payable of uncollateralized loans from churches and has been able to renegotiate the terms for an additional 5 to 15-year period, if necessary.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**  
**December 31, 2023 and 2022**

**3. Liquidity - Continued**

The following reflects the Society's financial assets as of December 31, 2023, which are expected to be available within one year to meet the cash needs for general expenditures.

Cash and cash equivalents	\$ 2,012,484
Investments	5,603,515
Loans receivable, current portion	1,362,274
Accrued interest receivable	20,177
Less those unavailable for general expenditures within one year, due to:	
Donor-imposed restrictions:	
Purpose restrictions	(313,324)
Investments held in perpetuity	(2,186,462)
	<u>\$ 6,498,664</u>

**4. Investments**

Investments are reported at fair value. The fair values at December 31 are as follows:

	<u>2023</u>	<u>2022</u>
Balanced Fund	\$ 1,117,163	\$ 965,412
Short-term Fund	<u>4,486,352</u>	<u>4,270,650</u>
	<u>\$ 5,603,515</u>	<u>\$ 5,236,062</u>

Investment funds are held with Trustees of the Funds of the Episcopal Diocese of Virginia ("TOTF"). Each fund is a unitized investment pool for Diocesan organizations and parishes within the Diocese of Virginia. Investors participate in a diversified investment portfolio based on a unitized per share price structure and allocation methodology. The investment portfolio is maintained through TD Ameritrade.

**5. Investments Carried at Net Asset Value or its Equivalent**

All amounts held by TOTF contain no restrictive redemption provisions and no unfunded commitment requirements. TOTF is managed with the overall investment objective of preserving a steady and consistent spending stream for the support of fund participants. The asset structure reflects TOTF's needs for liquidity, preservation of purchasing power, long-term growth of principal, and risk tolerance of TOTF.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**  
**December 31, 2023 and 2022**

**5. Investments Carried at Net Asset Value or its Equivalent - Continued**

The table below sets forth a summary of investments that are valued using NAV at December 31, 2023 and 2022. This category includes the following type of investment:

<u>December 31, 2023</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Balanced Fund (a)	\$ 1,117,163	n/a	n/a	Daily	None
Short-term Fund (b)	\$ 4,486,352	n/a	n/a	Daily	None

<u>December 31, 2022</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-in Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Balanced Fund (a)	\$ 965,412	n/a	n/a	Daily	None
Short-term Fund (b)	\$ 4,270,650	n/a	n/a	Daily	None

(a) This class includes investments in private real estate, publicly-traded real estate, publicly-traded energy related equities, commodities, inflation-indexed bonds, U.S. Treasury and government agency bonds, non-U.S. dollar denominated bonds, public and private corporate debt, mortgages and asset-backed securities, and non-investment grade debt.

(b) This class includes investments in short-term, investment grade bonds. U.S. Treasury and government agency bonds, pooled consumer bonds, mortgages, and asset-backed securities.

**6. Real Estate**

The Society has title to land and buildings which are used only for church-related activities within the Diocese of Virginia. Real estate consists of the following at December 31:

	<u>2023</u>	<u>2022</u>
Land	\$ 3,150,160	\$ 3,250,160
Land and development costs	69,779	69,779
Buildings	<u>1,961,949</u>	<u>1,961,949</u>
	5,181,888	5,281,888
Less accumulated depreciation	<u>(353,731)</u>	<u>(289,494)</u>
	<u>\$ 4,828,157</u>	<u>\$ 4,992,394</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2023 and 2022

6. 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 original terms of the contract, the Society assumed the Diocese's purchase commitment and the Diocese agreed to purchase the property from the Society within five years of the settlement date of June 9, 2006. The Diocese no longer intends to purchase the property back from the Society. During 2023, the DMS Board of Trustees decided to hold onto the property for future use as a church site. The book value of the land and development costs was \$1,288,404 at December 31, 2023 and 2022 and is included in unimproved real estate on the statements of financial position.

The Society owns land in Fairfax Station which has an active congregation. The Society intends to transfer ownership of the property to the church and convert its existing loan to a deed of trust. During 2023, the Society sold a portion of the land and transferred remaining funds, after the cost of sale, to the church. Cash received on the sale was \$100,000, and expenses were \$10,495, resulting in a transfer of cash totaling \$89,505. The book value of the remaining property was \$1,000,000 at December 31, 2023 and is included in properties used by active congregations on the statements of financial position.

7. Notes Payable

Notes payable consist of uncollateralized loans from churches. These loans are used to provide funds for capital improvements to churches. The loans are evidenced by negotiable promissory notes, which bear interest from 1.75% to 5.50%. Generally, interest on all notes is payable each June 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>	
2024	\$ 205,000
2025	37,245
2026	32,144
2027	165,000
2028	2,000
Thereafter	-
	<u>\$ 441,389</u>

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**  
**December 31, 2023 and 2022**

**8. Net Assets**

Net assets with donor restrictions of the Society are as follows:

<u>December 31, 2023</u>		
With Donor Restrictions		
	<u>Purpose Restrictions</u>	<u>Perpetual in Nature</u>
Reid Fund for mountain mission work	\$ 242,758	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	284,063
	<u>\$ 313,324</u>	<u>\$ 2,186,462</u>

<u>December 31, 2022</u>		
With Donor Restrictions		
	<u>Purpose Restrictions</u>	<u>Perpetual in Nature</u>
Reid Fund for mountain mission work	\$ 83,061	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	284,063
	<u>\$ 153,627</u>	<u>\$ 2,186,462</u>

**9. Endowments**

The Society's endowments consist of the Reid Fund, Revolving Loan Funds, and Other Endowed Funds. All of these funds are donor-restricted endowments.

The management of donor-restricted endowment funds is governed by state law under the Uniform Prudent Management of Institutional Funds Act ("UPMIFA") adopted by the Virginia state legislature in 2008. The law gives guidance for investment and spending practices, giving consideration to donor intent and the organization's overall resources and charitable purpose. Based on their interpretation of the law and in compliance with donor intent, the Society classifies as net assets with donor restrictions - perpetual in nature the original value of the gifts donated to the permanent endowment.

The Reid Fund is invested long-term and is managed to generate additional resources for use in accordance with the donor's intent. The primary objective is long-term capital appreciation and consistency of total portfolio return without undue exposure to risk. Amounts are appropriated for expenditure annually based on distributions from the TOTF investments (4.50% spending policy in 2023 and 2022) and interest and dividends earned on other investments. In accordance with donor intent, this distribution is sent to the Diocese for use in mission work. The portion of the donor-restricted Reid Fund that is not classified as net assets with donor restrictions - perpetual in nature is classified as net assets with donor restrictions - purpose restrictions until those amounts are appropriated for expenditure.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**

**December 31, 2023 and 2022**

**9. Endowments - Continued**

Other net assets with donor restrictions - perpetual in nature are amounts contributed by donors and required to be held in perpetuity for lending to churches (which are held in a Revolving Loan Fund) and Other Endowed Funds. The loans to churches are collateralized, and the financial information of the borrowers is monitored to reduce the risk of loss. Earnings on amounts held as part of the Revolving Loan Fund are added to the revolving fund as part of net assets with donor restrictions - purpose restrictions in accordance with donor intentions, and earnings on the Other Endowed Fund are distributed annually to beneficiaries designated by the donors.

From time to time, the fair value of assets associated with donor-restricted endowment funds may fall below the level the Society is required to retain by donor stipulation or law (underwater endowments). There were no underwater endowments as of December 31, 2023 or 2022.

Activity in all endowment funds is as follows:

	With Donor Restrictions		<u>Total</u>
	<u>Purpose</u> <u>Restrictions</u>	<u>Perpetual</u> <u>in Nature</u>	
<b>Net assets - December 31, 2021</b>	<b>\$ 546,187</b>	<b>\$ 2,186,462</b>	<b>\$ 2,732,649</b>
Investment return:			
Investment income	43,562	-	43,562
Net realized and unrealized gain	(392,560)	-	(392,560)
Amounts appropriated for mission work	(43,562)	-	(43,562)
<b>Net assets - December 31, 2022</b>	<b>153,627</b>	<b>2,186,462</b>	<b>2,340,089</b>
Investment return:			
Investment income	53,496	-	53,496
Net realized and unrealized loss	159,697	-	159,697
Amounts appropriated for mission work	<u>(53,496)</u>	<u>-</u>	<u>(53,496)</u>
<b>Net assets - December 31, 2023</b>	<b><u>\$ 313,324</u></b>	<b><u>\$ 2,186,462</u></b>	<b><u>\$ 2,499,786</u></b>

**10. Related Party Transactions**

The Diocese provides administrative and accounting services to the Society. The Society reimburses the Diocese for a portion of the salary and benefits of the accounting staff under a "common paymaster" arrangement. Under this arrangement, any person employed by several related organizations is compensated by the organization, which is then reimbursed by the other organizations. During 2023 and 2022, salary costs incurred and subsequently reimbursed were \$45,000.

**DIOCESAN MISSIONARY SOCIETY OF VIRGINIA**  
**NOTES TO FINANCIAL STATEMENTS - CONTINUED**  
**December 31, 2023 and 2022**

**11. Concentration of Credit Risk**

Financial instruments that potentially subject the Society to concentrations of credit risk consist principally of temporary cash investments, investment securities, and loans receivable.

Investment securities are exposed to several risks. It is at least possible that changes in the values of investment securities will occur in the near future, and such changes could materially affect the values reported in these financial statements.

The Society places its cash and cash equivalents on deposit with financial institutions in the United States. The Federal Deposit Insurance Corporation (FDIC) provides insurance coverage for up to \$250,000 for substantially all depositary accounts. The Society, from time to time, may have amounts on deposit in excess of the insured limits; however, the Society has not experienced any losses in such amounts and believes it is not exposed to any significant credit risk to cash.

The Society provides financing to churches and other entities within the Diocese. The loans are typically collateralized by deeds of trust on real estate or by securities.

**12. Subsequent Events**

In January 2024, the Society entered a contract to sell a parcel of land in Fredericksburg for \$440,000.

In May 2024, St. James, Mount Vernon sold real estate and used the funds to pay the full balance of their outstanding loan of \$834,796 due to the Society.

**SUPPLEMENTARY INFORMATION**



DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF LOANS RECEIVABLE

For the year ended December 31, 2023

	Balance 12/31/2022	Loans Made	Reduction of Allowance for Doubtful Accounts	Loan Write-offs	Payments Received	Balance 12/31/2023	Interest Earned	Note Maturity Date	Interest Rate
Collateralized by Deeds of Trust:									
Christ Church, Spotsylvania	\$ 217,583	\$ -	\$ -	\$ -	\$ 5,400	\$ 212,183	\$ 6,733	03/31/2026	3.75%
Church of Our Saviour, Montpelier	273,994	-	-	-	7,798	266,196	10,166	10/01/2025	3.75%
Meade Memorial Church, Alexandria	66,279	-	-	-	1,632	64,647	2,051	10/01/2026	3.75%
St. David's, Aylett	44,665	-	-	-	1,708	42,957	2,104	03/01/2024	4.50%
St. Francis, Goodland	102,167	-	-	-	2,638	99,529	4,422	12/31/2025	3.75%
St. James, Mount Vernon	834,796	-	-	-	-	834,796	37,566	12/31/2024	4.50%
Trinity, Charlottesville	46,878	-	-	-	4,773	42,105	1,972	08/01/2026	4.50%
Grace Episcopal, Alexandria	385,596	-	-	-	72,276	313,320	15,222	05/01/2024	4.50%
St. Michael's, Arlington	49,471	-	-	-	8,886	40,585	1,742	05/01/2026	3.75%
St. Mark's, Richmond	394,301	-	-	-	9,211	385,090	14,643	05/01/2027	3.75%
St. Margaret's, Woodbridge	141,904	-	-	-	4,600	137,304	6,205	04/01/2028	3.75%
Total collateralized loans	<u>2,557,634</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>119,122</u>	<u>2,438,512</u>	<u>102,826</u>		
Uncollateralized Loans:									
St. Peter's in the Woods	648,450	-	-	-	17,770	630,680	23,525	05/01/2026	4.50%
St. Peter's in the Woods 150K	-	150,000	-	-	-	150,000	1,781	12/31/2024	4.75%
Total uncollateralized loans	<u>648,450</u>	<u>150,000</u>	<u>-</u>	<u>-</u>	<u>17,770</u>	<u>780,680</u>	<u>25,306</u>		
Total	<u>\$ 3,206,084</u>	<u>\$ 150,000</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 136,892</u>	<u>\$ 3,219,192</u>	<u>\$ 128,132</u>		

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF REAL ESTATE

For the year ended December 31, 2023

<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	\$ 60,000	\$ 140,000
11/23/1962	Good Shepherd, Bluemont	19,672	-	19,672
11/23/1962	Good Shepherd, Hickory Hill	19,000	-	19,000
11/23/1962	Grace Church, Red Hill	14,000	-	14,000
11/23/1962	St. George's, Pine Grove	47,300	-	47,300
11/23/1962	St. John the Baptist, Ivy	21,000	-	21,000
11/23/1962	St. Mary's, Berryville	36,080	-	36,080
11/23/1962	St. Paul's, Ingham	13,000	-	13,000
06/15/1962	St. Paul's, West Point	25,042	20,000	5,042
03/08/1991	St. Peter's In the Woods, Faifax Station	<u>1,000,000</u>	<u>-</u>	<u>1,000,000</u>
		<u>1,395,094</u>	<u>80,000</u>	<u>1,315,094</u>
<b>Properties used by Episcopal Campus Ministries</b>				
01/04/2007	Episcopal Campus Ministries, Fredericksburg	450,170	138,756	311,414
11/15/2019	Episcopal Campus Ministries, Harrisonburg	<u>1,921,779</u>	<u>134,975</u>	<u>1,786,804</u>
		<u>2,371,949</u>	<u>273,731</u>	<u>2,098,218</u>
<b>Unimproved Real Estate</b>				
01/21/1997	England Run North, Land, Stafford County	126,441	-	126,441
06/09/2006	Hanover property	<u>1,288,404</u>	<u>-</u>	<u>1,288,404</u>
		<u>1,414,845</u>	<u>-</u>	<u>1,414,845</u>
		<u>\$ 5,181,888</u>	<u>\$ 353,731</u>	<u>\$ 4,828,157</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF NOTES PAYABLE

For the year ended December 31, 2023

	Balance 12/31/2022	Additions (Reductions)	Balance 12/31/2023	Maturity Date	Interest Rate
Notes Payable to Churches:					
Christ Church Endowment Fund, Alexandria	\$ 20,000	\$ -	\$ 20,000	02/27/2024	2.50%
Christ Episcopal Church, Gordonsville	1,000	-	1,000	07/01/2028	2.50%
Emmanuel Church Fund, Woodstock	75,000	-	75,000	04/10/2024	2.50%
Gilliat Endowment - Emmanuel, Harrisonburg	50,000	-	50,000	08/28/2027	1.75%
Maxine Bishop and Christian Education Fund, St. Paul's, Alexandria	12,245	-	12,245	11/11/2025	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	40,000	-	40,000	01/27/2027	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000	05/04/2027	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000	06/23/2027	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	20,000	-	20,000	07/07/2027	1.75%
Maxine Bishop Fund, St. Paul's, Alexandria	10,000	-	10,000	02/23/2024	5.50%
Rector's Disc Fund, St. John's Church, Richmond	3,544	-	3,544	07/12/2026	1.75%
St. James, Louisa	10,000	(10,000)	-	12/11/2023	2.50%
St. James, Louisa	20,000	-	20,000	07/21/2026	1.75%
St. James-The-Less Church Fund, Ashland	1,000	(1,000)	-	12/31/2023	2.50%
St. James-The-Less Church Fund, Ashland	100,000	(100,000)	-	03/07/2023	5.50%
St. John's Church Fund, Richmond	1,000	-	1,000	02/15/2028	2.50%
St. John's Episcopal Church Fund, West Point	8,600	-	8,600	04/01/2026	1.75%
St. John's Episcopal Church Fund, West Point	20,000	-	20,000	08/30/2027	4.00%
St. John's Episcopal Church Fund, West Point	25,000	-	25,000	07/22/2025	2.50%
St. Matthew's Church, Endowment Fund, Richmond	15,000	-	15,000	01/27/2027	1.75%
St. Matthew's Church, Endowment Fund, Richmond	15,000	(15,000)	-	03/23/2023	5.50%
The ECW of Holy Comforter Church, Vienna	10,000	(10,000)	-	11/10/2023	5.50%
Other Notes Payable:					
Disabled Clergy Fund, Trustees of the Funds	100,000	-	100,000	11/21/2024	2.50%
	<u>\$ 577,389</u>	<u>\$ (135,000)</u>	<u>\$ 441,389</u>		

Note: Remittances for interest are made semi-annually.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF NET ASSETS WITH DONOR RESTRICTIONS - PERPETUAL IN NATURE

For the year ended December 31, 2023

<b>Reid Fund</b>	<b>\$ 1,386,408</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	7,881
<b>Total revolving loan funds</b>	<b>515,991</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	740
<b>Total other endowed fund</b>	<b>284,063</b>
<b>Total net assets with donor restrictions - perpetual in nature</b>	<b>\$ 2,186,462</b>

# Program Budget

DIocese of Virginia 2025 Budget  
For 2024 Convention

<a href="#">Click here to email the Budget Working Group</a>									
Item #	CATEGORY AND PROGRAM	2021	2022	2023	2024	2025	2025	2025	2025
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments
INCOME									
1	Anticipated Pledge Income	3,963,903	3,980,000	4,277,960	4,560,700	4,984,000	-	4,984,000	28,000
2	Fund Income	531,100	944,500	943,320	1,100,000	1,100,000	-	1,100,000	-
3	Real Estate Income	-	-	-	-	-	-	-	-
4	Rents & External Trusts	264,000	257,400	280,000	294,900	297,000	-	297,000	297,000
5	Health Insurance Administration Reimbursement	108,120	110,000	111,000	115,000	120,000	-	120,000	120,000
6	TOTAL INCOME	4,867,123	5,292,300	5,661,700	6,070,600	6,501,000	-	6,501,000	28,000
6,529,000									
EXPENSES									
Church Citizenship and Grant Programs									
1	Support of Our Greater Church Community	601,865	634,788	626,900	650,241	649,776	-	649,776	649,776
2	General Convention Representation - Reserve	20,000	20,000	20,000	20,000	20,000	-	20,000	20,000
3	Annual Convention Expenses	-	-	73,700	75,000	195,000	-	195,000	195,000
4	Syrine Mont Camp Scholarships	-	95,600	97,500	75,600	77,200	-	77,200	77,200
5	Clergy Children's Scholarships	-	50,000	59,000	60,000	61,000	-	61,000	61,000
6	Clergy Retreat Scholarships	-	20,000	20,000	20,000	20,000	-	20,000	20,000
7	Minstard Seed & Small Church Revitalization Grants	-	62,500	63,000	62,500	63,700	-	63,700	63,700
8	Province III - Representation & Support	14,045	14,811	14,850	15,172	15,161	-	15,161	15,161
9	Virginia Council of Churches (VCC)	7,000	7,000	7,000	7,700	7,700	-	7,700	7,700
10	Virginia Interfaith Center for Public Policy (VICPP)	5,000	10,000	10,000	10,000	10,000	-	10,000	10,000
11	Committee on Ecumenical & Interfaith Issues	4,000	8,820	8,820	8,820	8,820	-	8,820	8,820
	Total - Church Citizenship	651,911	923,519	1,000,770	1,005,033	1,128,357	-	1,128,357	1,128,357

DIocese of Virginia 2025 Budget  
For 2024 Convention

<a href="#">Click here to email the Budget Working Group</a>										
Item #	CATEGORY AND PROGRAM	2021	2022	2023	2024	2025	2025	2025	2025	2025
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments	Approved by November Convention
Evangelism and Christian Formation										
12	Formation Staff Cost	186,740	180,000	239,000	319,400	341,000		341,000		341,000
13	Formation Staff Travel	3,750	3,880	7,500	10,000	11,000		11,000		11,000
14	Support of Discipleship Programming				18,000	25,000		25,000		25,000
15	Aging Committee on	-	15,150	15,150	16,500	17,100		17,100		17,100
16	Grants for Evangelism Work in the Diocese	25,000								
17	Grants for Episcopal College Ministries	270,000	295,726	310,000	361,500	405,404		405,404		405,404
18	Committee on Parish Youth Ministries	18,250	18,150	18,150	18,150	20,000		20,000		20,000
19	Ministries in Higher Education, Committee on	500	500	500	500	500		500		500
20	Shrine Mont Camp Program Support	119,500	125,000	175,000	125,000	175,000		175,000		175,000
21	Ministry Development	6,000	5,000	5,000	5,000	5,000		5,000		5,000
22	Fee for Education for Ministry Program	2,750	2,750	2,750	1,750	1,750		1,750		1,750
Total - Evangelism and Christian Formation		632,490	646,156	773,050	875,800	1,001,754	-	1,001,754	-	1,001,754
Ministries of Human Dignity & Justice										
23	HQ&J Staff Costs	88,650	245,000	242,000	229,400	205,000		205,000		205,000
24	Bishop's Minority Scholarship	2,500	2,500	2,500	10,000	10,000		10,000		10,000
25	HQ&J Travel	3,750	7,500	10,000	10,000	11,000		11,000		11,000
26	Office of Missional Engagement	20,000	21,500	21,500	21,500	21,500		21,500		21,500
27	Graceland	40,500	40,000	50,000	50,000	50,000		50,000		50,000
28	Support - Office of Mission & Outreach	5,500	5,000	5,000	5,000	5,000		5,000		5,000
29	Creation Care Task Force	20,255	16,000	16,000	16,000	16,000		16,000		16,000
30	Mission for Racial Justice & Healing	17,500	35,500	35,500	35,500	35,500		35,500		35,500
31	Triangle of Hope	22,750	24,750	24,750	24,750	24,750		24,750		24,750
32	Latino Task Force	500	500	1,000	500	500		500		500
Total - Human Dignity & Justice		221,885	398,250	408,250	402,650	379,250	-	379,250	-	379,250

DIOCESE OF VIRGINIA 2025 BUDGET  
 For 2024 Convention

Item #	CATEGORY AND PROGRAM	2021	2022	2023	2024	2025	2025	2025	2025	2025	2025
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments	Approved by November Convention	
Direct Support of Congregations in the Diocese											
32	DSC Staff Cost	372,213	200,000	270,000	322,400	376,500	-	376,500	-	376,500	
33	DSC Staff Travel	3,750	3,465	3,465	3,465	4,000	-	4,000	-	4,000	
34	Post-COVID Ministry	60,000	-	-	-	-	-	-	-	-	
35	Root, Thrive, Soar Cohort	-	33,000	33,000	33,000	-	-	-	-	-	
36	College for Congregational Development Coaching	-	15,000	15,000	15,000	7,000	-	7,000	-	7,000	
37	Committee on Congregational Missions (CCM) Allocation for Mission Support	648,900	455,647	484,200	481,561	479,100	-	479,100	-	479,100	
	All Souls, Atheer	39,000	39,000	38,000	38,000	46,000	-	46,000	-	46,000	
	Calvary, Hanover	-	-	16,000	-	16,000	-	16,000	-	16,000	
	Christ Church, Lucketts	13,500	8,700	10,000	9,500	8,000	-	8,000	-	8,000	
	Cristo Rey, Arlington	56,500	56,000	67,500	70,000	70,000	-	70,000	-	70,000	
	Good Shepherd, Bluemont	13,900	13,900	14,400	14,400	14,400	-	14,400	-	14,400	
	Good Shepherd, Boonesville	3,000	5,000	6,000	6,000	3,000	-	3,000	-	3,000	
	Grace Church, Stanardsville	9,900	15,000	18,000	15,000	17,000	-	17,000	-	17,000	
	Holy Cross Korean Mission	35,000	38,000	38,000	38,000	38,000	-	38,000	-	38,000	
	Immanuel, King & Queen	1,500	1,500	1,500	1,500	1,500	-	1,500	-	1,500	
	Grace, Red Hill, Albemarle	28,300	25,000	25,000	28,000	30,000	-	30,000	-	30,000	
	San Jose, Arlington	62,500	62,000	67,000	67,000	70,000	-	70,000	-	70,000	
	San Marcos, Alexandria	30,000	-	-	-	-	-	-	-	-	
	Santa Maria, Falls Church	35,000	28,000	28,000	28,000	5,000	-	5,000	-	5,000	
	St. David's, Aylett	9,000	10,000	12,000	13,000	13,000	-	13,000	-	13,000	
	St. Francis Korean, McLean	25,000	20,000	-	-	-	-	-	-	-	
	St. Francis, Manakin Sabot	35,000	32,000	32,000	32,000	32,000	-	32,000	-	32,000	
	St. Gabriel's, Leesburg	65,000	65,000	70,000	70,000	80,000	-	80,000	-	80,000	
	St. George's, Pine Grove	5,000	2,100	4,000	9,400	6,000	-	6,000	-	6,000	
	St. John the Baptist, Ivy	9,800	12,347	8,800	9,100	12,200	-	12,200	-	12,200	



DIocese of Virginia 2025 Budget  
For 2024 Convention

		2021	2022	2023	2024	2025	2025	2025	2025	2025
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments	Approved by November Convention
Item #	CATEGORY AND PROGRAM									
	<i>St. Paul's West Point &amp; Grace, Millers Tavern</i>									
	<i>St. Paul's, Ingham</i>	9,000	2,100	5,000	-	3,000	-	3,000	-	3,000
	<i>St. Peter's, Richmond</i>	3,000	-	15,000	2,661	-	-	-	-	-
	<i>Varina, Richmond</i>	20,000	20,000	18,000	16,000	14,000	-	14,000	-	14,000
38	Interest on Santa Maria Property Loan	22,000	-	-	-	-	-	-	-	-
39	Reserve for mission maintenance projects	10,000	20,000	20,000	20,000	20,000	-	20,000	-	20,000
40	Reserve for special needs of mission congregations	19,000	40,000	40,000	40,000	40,000	-	40,000	-	40,000
41	Reserve for Transitions	15,000	10,000	10,000	5,000	5,000	-	5,000	-	5,000
42	Small Church Conference/Continuing Ed/Cmte expenses	550	700	700	1,200	1,200	-	1,200	-	1,200
43	Committee on Stewardship	5,100	2,500	2,500	2,500	2,500	-	2,500	-	2,500
44	Committee on Liturgy & Church Music	-	-	-	1,000	1,000	-	1,000	-	1,000
45	Transition Ministry Expenses	1,800	2,000	17,000	17,000	17,000	-	17,000	-	17,000
46	Congregational Development Expenses	5,525	5,300	25,300	25,300	25,300	-	25,300	-	25,300
47	Insurance for vacant churches	5,000	5,000	5,000	5,000	5,000	-	5,000	-	5,000
48	Real Estate Tax (Undeveloped Land)	31,000	28,800	25,000	25,000	25,000	-	25,000	-	25,000
	<b>Total - Strengthening Our Churches</b>	<b>1,199,838</b>	<b>821,412</b>	<b>981,165</b>	<b>997,426</b>	<b>1,009,600</b>	-	<b>1,009,600</b>	-	<b>1,009,600</b>
	<b>Support and Development of the Ministry</b>									
49	Ministry Staff Costs	347,240	315,615	270,000	322,400	376,500	-	376,500	-	376,500
50	Ministry Staff Travel	7,700	11,275	11,275	11,275	13,165	-	13,165	-	13,165
51	Commission on Ministry - General Expenses	2,000	3,000	3,000	3,000	3,000	-	3,000	-	3,000
52	Committee on Discernment	3,000	5,000	5,000	5,000	5,000	-	5,000	-	5,000
53	Clergy & Diocesan Conferences	10,850	13,500	25,000	25,000	25,000	-	25,000	-	25,000
54	Committee on the Diaconate	9,000	9,000	9,000	9,000	9,000	-	9,000	-	9,000
55	Committee on the Priesthood	20,000	42,550	31,250	31,250	31,250	-	31,250	-	31,250
56	Committee on the Young Priests Initiative	4,000	16,000	21,600	21,600	21,600	-	21,600	-	21,600
57	Diocesan Board of Examining Chaplains	6,000	6,750	7,500	7,500	7,500	-	7,500	-	7,500
58	Committee on Continuing Clergy Formation	15,000	17,450	20,000	20,000	20,000	-	20,000	-	20,000
	<b>Total for Ministry Areas</b>	<b>424,790</b>	<b>440,140</b>	<b>403,625</b>	<b>458,025</b>	<b>512,015</b>	-	<b>512,015</b>	-	<b>512,015</b>

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DIocese of Virginia 2025 Budget  
For 2024 Convention

<a href="#">Click here to email the Budget Working Group</a>																	
Item #	CATEGORY AND PROGRAM	2021			2022			2023			2024			2025			Approved by November Convention
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention		
Governance, Communications, & Finance																	
59	Governance Staff Costs	244,825		325,000		340,000		358,300		373,000		373,000		373,000		373,000	
60	Governance Travel	2,850		5,375		5,575		5,575		6,000		6,000		6,000		6,000	
61	Standing Committee	6,520		5,900		5,900		5,900		5,900		5,900		5,900		5,900	
62	Finance Staff	330,640		360,000		378,000		479,473		507,000		507,000		507,000		507,000	
63	Finance Travel	4,240		5,590		7,665		7,665		8,000		8,000		8,000		8,000	
64	Executive Board, Deans & Presidents	3,000		2,900		2,900		2,900		2,900		2,900		2,900		2,900	
65	Communications Staff Costs	188,890		200,000		212,000		227,500		157,000		157,000		157,000		157,000	
66	Communications Travel	2,775		5,960		5,960		5,960		7,000		7,000		7,000		7,000	
67	Communication Consulting and Production	1,500		12,000		20,000		20,000		20,000		20,000		20,000		20,000	
68	Web Presence	7,500		3,460		3,460		3,460		3,460		3,460		3,460		3,460	
69	Other Communications Expenses	23,500		9,000		9,000		9,000		9,000		9,000		9,000		9,000	
Total Governance, Communication, & Finance		816,240		935,185		990,460		1,125,733		1,099,260		1,099,260		1,099,260		1,099,260	
The Episcopate																	
70	Bishops	425,325		560,000		607,000		620,200		642,000		642,000		642,000		642,000	
71	Episcopal Office Staff	62,570		160,000		163,000		211,453		326,000		326,000		326,000		326,000	
72	Other expenses of the Bishops Office	3,000		3,000		3,000		3,000		3,000		3,000		3,000		3,000	
73	Bishops' Office Travel	30,925		29,240		62,200		62,200		65,000		65,000		65,000		65,000	
74	Bishops' Office Other	749		3,160		3,200		3,200		6,000		6,000		6,000		6,000	
75	Bishops' Office Other	2,000		2,000		2,000		2,000		2,000		2,000		2,000		2,000	
76	Episcopal Transition Expense & Reserve	4,000		16,243		20,000		20,000		20,000		20,000		20,000		20,000	
Total Episcopate		550,569		774,258		850,400		922,053		1,064,000		1,064,000		1,064,000		1,064,000	

DIOCESE OF VIRGINIA 2025 BUDGET  
 For 2024 Convention

Item # CATEGORY AND PROGRAM	2021	2022	2023	2024	2025	2025	2025	2025	2025
	As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments	Approved by November Convention
<b>Administration &amp; Operations</b>									
77 Diocesan Office Staff	143,270	145,000	66,000	69,100	72,000	-	72,000	-	72,000
78 Diocesan Office Staff Travel	800	-	-	400	500	-	500	-	500
79 Diocesan Archives Organization & Maintenance	-	-	-	-	-	-	-	28,000	28,000
80 Other Staff Expenses	7,500	7,500	7,500	7,500	8,184	-	8,184	-	8,184
81 Auto Expense & Reserve	21,230	20,000	20,000	20,000	21,000	-	21,000	-	21,000
82 Telephone & Cell Phone Expense	21,600	18,000	18,000	18,000	18,000	-	18,000	-	18,000
83 Office Supplies, Equipment & Services	50,000	37,080	37,080	37,080	37,080	-	37,080	-	37,080
84 Building Related Expenses & Reserve	80,000	80,000	80,000	84,000	95,000	-	95,000	-	95,000
85 Audit, Legal & Professional fees	40,000	40,000	40,000	44,000	50,000	-	50,000	-	50,000
86 Other operating expenses	5,000	5,000	5,000	5,000	5,000	-	5,000	-	5,000
Total for Administration & Operations	369,400	383,380	273,980	285,880	306,764	-	306,764	28,000	334,764
<b>TOTAL EXPENSES</b>	<b>4,867,123</b>	<b>5,292,300</b>	<b>5,861,700</b>	<b>6,070,600</b>	<b>6,501,000</b>	<b>-</b>	<b>6,501,000</b>	<b>28,000</b>	<b>6,529,000</b>
<b>NET SURPLUS (DEFICIT)</b>									



# Narrative Budget

# Narrative Budget

## DIOCESE OF VIRGINIA Narrative Budget For 2024 Convention Presentation

<a href="#">Click here to email the Budget Working Group</a>		
Item # CATEGORY AND PROGRAM	2025 Draft Budget	Note
<b>INCOME</b>		
1 Anticipated Pledge Income	4,984,000	Pursuant to Resolution R1a adopted by our annual Convention in November of 2021, each congregation should pledge 10% of a rolling three-year average of Line 3 of the parochial reports.
2 Fund Income	1,128,000	These funds are available from endowed funds and restricted monies set aside by earlier donations. This income is generally restricted for specific purposes which are fulfilled through the operating budget.
3 Reserve Release	-	None anticipated for 2025.
4 Rents & External Trusts	297,000	Rent on church and residential properties and externally held Dooley, Reid, and Robinson trusts.
5 Health Insurance Administration Reimbursement	120,000	The 1995 Executive Board approved a percentage of collected premium to reimburse the diocesan budget for expenses of plan administration (consultant, staff, postage, audit, and account float). Diocesan auditors monitor the appropriate level of this account. With the change to the Denominational Health Plan in 2011, this amount was reduced to two-percent of premiums and is continued in 2025.
6 TOTAL INCOME	6,529,000	
<b>EXPENSES</b>		
<b>Church Citizenship and Grant Programs</b>		
1 Support of Our Greater Church Community	649,776	Our support of the general Church budget is a reminder of that this diocese is part of the worldwide Anglican Communion; that in our differences we remain one in heart and spirit through Jesus Christ who continues to work through the people of the Church to fashion a new creation. The budget formula of the
2 General Convention Representation - Reserve	20,000	Funds are set aside each year to create a reserve to cover travel and registration costs for deputies and staff going to General Convention every three years.
3 Annual Convention Expense	195,000	As part of resolution R1 passed in November of 2021, the cost of our annual Convention is now part of the annual budget. Clergy and lay delegates will no longer pay a registration fee to attend Convention.
4 Shrine Mont Camp Scholarships	77,200	The Diocese is committed to making the Shrine Mont Camps program accessible to children regardless of ability to pay. These funds are provided by several invested funds dedicated to this purpose; this is the forecasted income from those funds for 2025.
5 Clergy Children's Scholarships	61,000	In 2020 the Executive Board established a fund making college scholarship awards to the children of clergy with funds given for that purpose via a bequest.
6 Clergy Retreat Scholarships	20,000	In 2025 the Executive Board will make this funding, provided by a bequest, available for clergy to take personal retreats.
7 Mustard Seed & Small Church Revitalization Grants	63,700	These grants provide funding to enhance the missions and ministries of congregations in the Diocese via a process administered by the Executive Board.
8 Province III - Representation & Support	15,161	Province III deputies represent the Diocese of Virginia at provincial committee and Synod meetings. Representatives are elected by Annual Convention and the Diocese helps fund the work of Province III through an assessment.
9 Virginia Council of Churches (VCC)	7,700	The Virginia Council of Churches is our core link to other judicatories, representing many denominational groups within the Commonwealth. VCC provides for interchurch study, planning, work & witness, fostering ecumenical action and encouraging relationships with other ecumenical, private and public agencies whose interests are consistent with the purpose of VCC
10 Virginia Interfaith Center for Public Policy (VICPP)	10,000	A non-profit, statewide organization committed to representing the faith community in Virginia on matters of public policy. In 2025, the Center will continue to advocate for: creating a paid sick day standard; removing the farmworker exemption from the minimum wage; ending the use of solitary confinement in Virginia's prisons; requiring implicit bias training for healthcare providers; and establishing a pilot homeownership reparations program.
11 Committee on Ecumenical & Interfaith Issues	8,820	The Committee provides an annual report to the Diocese; promotes our LARCUM Covenant, our interfaith and interchurch ecumenism dialogues in all mission & ministry of our Diocese.
Total - Church Citizenship	1,128,357	

# Narrative Budget

## DIOCESE OF VIRGINIA Narrative Budget For 2024 Convention Presentation

<a href="#">Click here to email the Budget Working Group</a>		
Item # CATEGORY AND PROGRAM	2025 Draft Budget	Note
<b>Evangelism and Christian Formation</b>		
12 Formation Staff Cost	341,000	This category covers the salary and benefits for the Canon for Discipleship, Director of Shrine Mont Camps, and administrative support for Discipleship.
13 Formation Staff Travel	11,000	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
14 Support of Discipleship Programming	25,000	Allocation to support Discipleship programming at the discretion of the incoming Canon
15 Aging, Committee on	17,100	This committee seeks to affirm that the older members of our community are fully recognized as an important part of the Body of Christ. The committee assists parishes in meeting the needs of their senior adult members and annually sponsors the Tri-Diocesan Fall Camp at Shrine Mont and a 50th wedding anniversary celebration.
16 Grants for Evangelism Work in the Diocese	-	
17 Grants for Episcopal College Ministries	405,404	Episcopal chaplaincy programs on college campuses within the Diocese of Virginia support our young adults at a critical time in life. The 2025 budget request includes support for an Episcopal presence at George Mason University (11%), James Madison University (25%), the University of Mary Washington & young adults in the Fredericksburg area (14%), the University of Virginia (30%), and Virginia Commonwealth University (20%).
18 Committee on Children & Youth Ministries	20,000	Focuses on providing opportunities for fellowship, service, and spiritual growth to the youth of the Diocese. The group works to organize diocesan events for children & youth. Members volunteer their time to provide training & leadership in youth ministry to adults and youth around the Diocese. Programs planned for 2025 include a 3rd, 4th, and 5th grade fellowship day and retreats for Middle and Upper School students.
19 Ministries in Higher Education, Committee on	500	The committee works with Episcopal campus ministries across the Diocese to provide opportunities for youth to become more involved in the life of the Diocese through participation in Annual Convention, education and collaboration.
20 Shrine Mont Camp Program Support	175,000	This line subsidizes the general operating expenses, including salaries for the Camp Director, nurses, and chaplains as well as insurance and the repair/ replacement of equipment for the camp program. This increased amount reflects the average actual spending across the prior three camping seasons. Additional scholarship support is provided through the scholarship endowment fund (see expense line 4).
21 Ministry Development	5,000	Through this line the Office of Christian formation sponsors training of formation leaders, the development and sharing of tools for ministry, and meetings of formation leaders in the Diocese.
22 Fee for Education for Ministry Program	1,750	Education for Ministry is a comprehensive four-year program based on the core curriculum of the School of Theology of the University of the South. Lay persons meet weekly with a mentor to become confident in a thorough understanding of Scripture and the Christian tradition, to learn to find God's presence in everyday life and to decide how to live in response to that presence. This line item is the cost of the diocesan contract with Sewanee which reduces direct costs to participants.
<b>Total - Evangelism and Christian Formation</b>	<b>1,001,754</b>	
<b>Ministries of Human Dignity &amp; Justice</b>		
23 HD&J Staff Costs	205,000	This category covers the salary and benefits for the Canon for Racial Justice and Healing and administrative support for this work.
24 Bishop's Minority Scholarship	10,000	This allocation for minority scholarships to support and encourage ordination or additional professional training for continued service to God's call began in 2007.
25 HD&J Travel	11,000	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
26 Office of Missional Engagement	21,500	Included in this line are funding for the diocesan Intercultural Summit, translation and interpretation of diocesan events and materials, support for the prayer breakfast at the General Assembly, and attendance at Mission, Advocacy, and Justice training.
27 Gracelnside	50,000	Formerly the Chaplain Service Prison Ministry, Gracelnside is an ecumenical group which provides chaplains for the men & women who are incarcerated in the Commonwealth and works to restore chaplaincy to the state's juvenile correctional centers. Chaplains conduct worship services, lead Bible studies, coordinate volunteers and counsel prisoners.
28 Support - Office of Mission & Outreach	5,000	Allocation from the Office of Missional Engagement for our partners in other parts of the Anglican Communion.
29 Creation Care Task Force	16,000	Develops programs to bring together church leaders and subject matter experts to explore and educate concerning threats to Virginia's natural resources.
30 Mission for Racial Justice & Healing	35,500	The Ministry for Racial Justice and Healing will work actively to engage the Diocese of Virginia in creating sustainable programs to dismantle racism, white supremacy, and the legacy of colonialism through education and advocacy with social, governmental, and ecclesiastical systems. The Ministry plans a diocesan event, workshops, a reparations study, a partnership with Virginia Theological Seminary, and conference attendance.

# Narrative Budget

## DIOCESE OF VIRGINIA Narrative Budget For 2024 Convention Presentation

<a href="#">Click here to email the Budget Working Group</a>		
Item #	CATEGORY AND PROGRAM	2025 Draft Budget Note
31	Triangle of Hope	24,750 The Triangle of Hope is a covenantal community dedicated to transforming the long history, ongoing effects, and continuing presence of slavery in our world through Repentance, Reconciliation, and Mission. In 2025 this support will enable Virginia pilgrims to travel and support the participation of our partners from the Diocese of Kumasi.
32	Latino Task Force	500 A small amount has been budgeted for meeting costs in order to work with the incoming Missioner for Racial Justice to respond to a large and growing proportion of Latinx population in the Diocese.
	Total - Human Dignity & Justice Percent of Total Budget	379,250 6%
<b>Direct Support of Congregations In the Diocese</b>		
32	DSC Staff Cost	376,500 This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
33	DSC Staff Travel	4,000 This category supports diocesan travel, mileage reimbursements, conference fees, airfare, hotels, meals and other transportation.
34	Post-COVID Ministry	- Unused funding from 2021 has been placed in a reserve for future distribution.
35	Root, Thrive, Soar Cohort	- This program has run it's scheduled three-year course.
36	College for Congregational Development Coaching	7,000 We are expanding our team of four diocesan facilitators who have trained at the College for Congregational Development in methods to work within congregations on myriad aspects of church health. Most of the current team already have proven congregational experience with the models. We now offer this support to missions. Funds will cover additional training for trainers and any expenses of coaching and gathering for congregational training.
37	Committee on Congregational Missions (CCM) Allocation for Mission Support	479,100 One of the largest elements of our common work, this item will provide assistance to 18 mission congregations in the Diocese in 2025. This section includes missions historically part of the Archdeaconry of the Blue Ridge. These missions are partially supported with income from the Reid Trust.
	All Soul's, Atlee	46,000
	Buck Mountain, Earlysville	-
	Calvary, Hanover	-
	Christ Church, Lucketts	8,000
	Cristo Rey, Arlington	70,000
	Good Shepherd, Bluemont	14,400
	Good Shepherd, Boonesville	3,000
	Grace Church, Stanardsville	17,000
	Holy Cross Korean Mission	38,000
	Immanuel, King & Queen	1,500
	Incarnation, Mineral	-
	Grace, Red Hill, Albemarle	30,000
	Our Saviour, Montpelier	-
	San Jose, Arlington	70,000
	San Marcos, Alexandria	-
	Santa Maria, Falls Church	5,000
	St. David's, Aylett	13,000
	St. Francis Korean, McLean	-
	St. Francis, Manakin Sabot	32,000
	St. Gabriel's, Leesburg	80,000
	St. George's, Pine Grove	6,000
	St. John the Baptist, Ivy	12,200
	St. Paul's West Point & Grace, Millers Tavern	-
	St. Paul's, Ingham	3,000
	St. Peter's, Richmond	-
	Varina, Richmond	14,000
38	Interest on Santa Maria Property Loan	- In March of 2022, this loan was paid in full. There will be no interest expense in 2025.
39	Reserve for mission maintenance projects	20,000 This fund covers major expenses, usually for structural issues that must be addressed, that congregations cannot completely cover themselves.
40	Reserve for special needs of mission congregations	40,000 As missions continue to cope with effects of COVID, most missions have very little reserve and needs can quickly become acute. This gives us the flexibility to respond to specific concrete needs as they arise.
41	Reserve for Transitions	5,000 This item provides assistance for congregations with clergy transition cost.
42	Small Church Conference/Continuing Ed/Cmte expense:	1,200 Leadership development for CCM and materials & supplies for CCM meetings.
43	Committee on Stewardship	2,500 Works to strengthen our congregations by providing access to resources, training, and workshops to share information on annual giving campaigns.
44	Committee on Liturgy & Church Music	1,000 At the time of the Executive Board meeting, no request had been received.



# Narrative Budget

## DIOCESE OF VIRGINIA Narrative Budget For 2024 Convention Presentation

<a href="#">Click here to email the Budget Working Group</a>		
Item # CATEGORY AND PROGRAM	2025 Draft Budget	Note
45 Transition Ministry Expenses	17,000	The Transition Ministry Officer, working with the Bishops and the Canon to the Ordinary, provides services to the churches of the Diocese related to clergy search processes and this line funds the expenses associated with providing these services. This year's request includes an increased allocation for consulting to parishes in search along with the typical expenses including the costs of background checks for churches unable to afford those costs and expenses related to the support of interim ministry and training of parish consultants.
46 Congregational Development Expenses	25,300	The Canon to the Ordinary, the Minister for Congregational Development, and the Transition Minister provide additional services to churches related to self-evaluation and discernment for future models of ministry. The increased request includes funding for consulting to parishes in addition to the diocesan contracts with Percept, a demographics database.
47 Insurance for vacant churches	6,000	This line item covers property and casualty insurance expenses for vacant church buildings.
48 Real Estate Tax (Undeveloped Land)	25,000	This item covers the real estate taxes on the undeveloped church site properties owned by the Diocese.
<b>Total - Strengthening Our Churches</b>	<b>1,009,600</b>	
<b>Support and Development of the Ministry</b>		
49 Ministry Staff Costs	376,500	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
50 Ministry Staff Travel	13,165	This category supports diocesan travel, mileage reimbursements, transition and discernment minister's conference registration fees, airfare, hotels, meals and
51 Commission on Ministry - General Expenses	3,000	COM's canonical responsibility is to identify, support and assist in the formation of strong leadership from priests, deacons and lay persons, that the Commission best fulfills the diocesan mission to "worship our Lord and serve the world in unity and diversity."
52 Committee on Discernment	5,000	Mission is to develop and oversee the discernment process of both lay and ordained ministries; recruit, train and support Diocesan Spiritual Discernment Facilitators; design and deliver Diocesan Discernment Retreats; provide advice and counsel to the Bishop on matters related to discernment; serve as a resource on discernment for the Diocese.
53 Clergy & Diocesan Conferences	25,000	Full funding of the program and expense of our Fall and Spring Conferences at Shrine Mont. Per resolution R1a from November 2021, clergy and lay attendees will no longer pay a registration fee to attend our Fall and Spring Conferences.
54 Committee on the Diaconate	9,000	Develops and oversees the diaconal formation process; including assisting individuals and parishes with application and screening processes; provide continuing support and assistance to persons in the diaconal formation process; help in preparing and administering canonical exams for deacons; develop and oversee the Deacon's School and related curriculum. Provide orientation not only to deacons from other dioceses but also to clergy in this Diocese who will be assigned deacons. \$9,000 covers our portion of the stipend of the coordinator of the program.
55 Committee on the Priesthood	31,250	The priestly formation process is the focus of this committee, seeking to continually develop and oversee the involved policies and procedures related to ordination. Included is the assistance of churches and individuals with application and screening processes for priesthood, funding for Mid-Atlantic internships, ongoing support of persons in the ordination process, and providing advice to the Bishop and to the Diocese.
56 Committee on the Young Priests Initiative	21,600	Young Priests Initiative. Responsible for the recruitment, selection and oversight of persons under 25 years of age who are exploring a possible call to service in the Church, especially priesthood. A structured process of discernment and parish internship is involved. Costs cover internships, stipend for a program coordinator, and background checks.
57 Diocesan Board of Examining Chaplains	7,500	Covers the cost of General Ordination Exams for graduating seminarians in 2025.
58 Committee on Continuing Clergy Formation	20,000	Oversight of the work of this committee in developing and administering the Fresh Start program for newly ordained clergy and clergy new to the Diocese as well as the New Clergy Orientation.
<b>Total for Ministry Areas</b>	<b>512,015</b>	
<b>Governance, Communications, &amp; Finance</b>		
59 Governance Staff Costs	373,000	This category funds the compensation and benefits of three full-time positions: Secretary & Chief of Staff, Administrative Assistant, and Project Manager.
60 Governance Travel	6,000	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
61 Standing Committee	5,900	Standing Committee. Exists by Canon to help conduct the constitutional affairs of the Diocese. It is a board of counsel and advice to the Bishop. Participates in the process toward ordination, the approval process for incurring church debt, and giving and withholding of consent for the consecration of new bishops. In rare cases, it may act as the ecclesiastical authority. The expansion of teleconferencing has helped reduce expenses and the use of such tools will expand where possible. The line provides for a lodging at Roslyn and a facilitator for an annual retreat and mileage reimbursement for participants.

## Narrative Budget

### DIOCESE OF VIRGINIA Narrative Budget For 2024 Convention Presentation

<a href="#">Click here to email the Budget Working Group</a>		
Item # CATEGORY AND PROGRAM	2025 Draft Budget	Note
62 Finance Staff	507,000	This category funds the compensation and benefits of three full-time positions: Treasurer, Financial Administrator, and two Finance Associates.
63 Finance Travel	8,000	This category supports diocesan travel, mileage reimbursements, Episcopal Business Administrators Conference and CPG Benefits Partners Conference registration fees, airfare, hotels, meals and other transportation.
64 Executive Board, Deans & Presidents	2,900	The canonical responsibilities of the Executive Board include carrying out the directions of Annual Convention between sessions of Convention, oversight of the budget adopted by Convention, submitting a proposed budget to Convention, oversight of inactive churches, approval of sale of property belonging to the Bishop, the Trustees of the Diocese or mission church property. This line funds the costs of materials and meals for these meetings.
65 Communications Staff Costs	157,000	This category funds the compensation and benefits of full-time staff in support of diocesan communications activities.
66 Communications Travel	7,000	This category supports diocesan travel, mileage reimbursements, Episcopal Communicators conference registration fees, airfare, hotels, meals and other transportation.
67 Communication Consulting and Production	20,000	External communication strategy & advice and expense associated with producing the online e-Communique or any printed publications required by the Office of the Bishop.
68 Web Presence	3,460	Increasing the accessibility of the Diocese of Virginia to programs, documents and general information is efficiently done through a well-supported web page. The Communications Office also provides template support for churches developing their own web sites.
69 Other Communications Expenses	9,000	Provides for the use of freelance writers, photographers and layout designers provides the best possible communications products for the Diocese. This line
<b>Total Governance, Communication, &amp; Finance</b>	<b>1,099,260</b>	
<i>Percent of Total Budget</i>	<i>17%</i>	
<b>The Episcopate</b>		
70 Bishops	642,000	Salaries and benefits for two full-time bishops and a visiting assisting bishop.
71 Episcopal Office Staff	326,000	This category covers total compensation for an Administrative Assistants, a Diocesan Registrar & Archivist, and a Director of Diocesan Advancement.
72 Other expenses of the Bishops Office	3,000	This line covers hiring Assisting Bishops for parish visitations, the expenses of the Canon to the Ordinary, the Transition Ministry Officer and other miscellaneous expenses of the Bishops' offices.
73 Bishops' Travel	65,000	This category supports a return to robust travel within the Diocese for three bishops, including automobile costs, insurance, hotels, meals and any other transportation. It also supports participation in the life the wider church such as attendance at the House of Bishops.
74 Bishops' Office Travel	6,000	This category supports diocesan travel for the other staff in the Office of the Bishops, automobile costs, insurance, mileage reimbursements, BEST conference registration fees, airline tickets, hotels, meals and other transportation.
75 Reserve - Lambeth	2,000	This reserve account provides for a sinking fund allowance for the Bishops attending the Lambeth Conference, held every ten years in England.
76 Episcopal Transition Expense & Reserve	20,000	This reserve account provides for the search, election and transition expenses associated with new bishops for the Diocese of Virginia. The costs incurred in our most recent transition show that an increase in this annual accrual is called for.
<b>Total Episcopate</b>	<b>1,064,000</b>	
<b>Percent of Total Budget</b>	<b>16%</b>	

Narrative Budget

DIOCESE OF VIRGINIA  
Narrative Budget  
For 2024 Convention Presentation

<a href="#">Click here to email the Budget Working Group</a>		2025	
Item #	CATEGORY AND PROGRAM	Draft Budget	Note
Administration & Operations			
77	Diocesan Office Staff	72,000	This category funds the staff costs for diocesan operations.
78	Diocesan Office Staff Travel	500	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
79	Diocesan Archives Organization & Maintenance	28,000	Supported by the Diocesan Library Fund, this line item provides for materials and services related to the organization, scanning, preservation, and acquisition of Diocesan records.
80	Other Staff Expenses	8,184	Included here are expenses for continuing education for all staff, workers compensation insurance and other general expenses. Combines former "Temporary Assistance" line.
81	Auto Expense & Reserve	21,000	This category supports direct insurance and maintenance expenses for diocesan vehicles, such as repairs or inspections, and also provides for a sinking fund for replacement of vehicles.
82	Telephone & Cell Phone Expense	18,000	The expenses for the diocesan telephone system, software, support and all diocesan provided cell phones are included in this line item.
83	Office Supplies, Equipment & Services	37,080	Costs associated with the Diocesan offices are funded here. Expenses include paper, printing, postage, copying, office equipment, service, supplies and maintenance. Annual depreciation of office equipment is included in this line item.
84	Building Related Expenses & Reserve	95,000	Expenses related to the upkeep of the Diocesan offices are recorded here, including property insurance, utilities, maintenance and regular custodial care.
85	Audit, Legal & Professional fees	50,000	This category covers costs of the annual audit of the diocesan accounting and an allowance for usual and customary legal expenses.
86	Other operating expenses	5,000	Expenses in this category include payroll service fees, bank service charges, service charges for online credit card transactions, and miscellaneous expenses of operating the Diocesan offices.
Total for Administration & Operations		334,764	
Percent of Total Budget		5%	
TOTAL EXPENSES		6,529,000	
NET SURPLUS (DEFICIT)		-	



# Legal Titles for Making Bequests

## Legal Titles for Making Bequests

Gifts of property of every description, real, personal or mixed, may be made to the Diocese of Virginia by using any of the following three legal titles:

- **the Diocese of Virginia;**
- **the Bishop of the Diocese of Virginia; or**
- **the Trustees of the Protestant Episcopal Church in the Diocese of Virginia**

All gifts to the Diocese are subject to acceptance by the Diocese. Donors are urged to discuss their bequest with the Treasurer of the Diocese to provide clarity on the bequest so that the gift can be accepted by the Diocese and its intent honored.

The legal title of the Trustees of the Funds is:

**“The Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia”**

The legal title of the Virginia Diocesan Center (Roslyn) is:

**“The Memorial Trustees of the Virginia Diocesan Center”**

The legal title of the Diocesan Missionary Society is:

**“The Diocesan Missionary Society of Virginia”**

The legal title of Virginia Theological Seminary is:

**“Protestant Episcopal Theological Seminary in Virginia”**

The legal title of the corporation which conducts the system of Schools under the control of the Diocese is:

**“Church Schools in the Diocese of Virginia”**

The Shrine Mont, Incorporated, Endowment Fund Form of Bequest:

**“I hereby give, devise and bequeath to Shrine Mont, Incorporated, a corporation under the laws of Virginia \_\_\_\_\_”**

The Virginia Diocesan Homes Form of Bequest:

**“I hereby give, devise and bequeath to the Trustees of the Virginia Diocesan Homes, Incorporated, a corporation under the laws of Virginia \_\_\_\_\_”**

The legal title of Bloomfield is:

**“Bloomfield, Incorporated”**

Bequests for work of The Episcopal Church outside the Diocese of Virginia, should be made to:

**“The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America”**

# **Constitution and Canons of the Diocese of Virginia**

2024 Revision

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## Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia

**Whereas**, the civil government in the Virginia Colony from time to time established within the bounds of the Colony parishes of the Established Church of England in Virginia, which parishes continued as such until the Church was disestablished by the several acts of the General Assembly of Virginia in 1784; and

**Whereas**, the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia, was organized in May, 1785, by a union of all the parishes of the disestablished Church of England within the bounds of the Commonwealth of Virginia and took part in the organization of the union of all the Protestant Episcopal Churches of the several States and, by its own formal ratification of the plan of union, became the Diocese of Virginia of the Protestant Episcopal Church in the United States of America; and

**Whereas**, the original Diocese of Virginia, embracing the entire State, has since been divided into several Dioceses, one of which remains established as the Diocese of Virginia;

**Now, Therefore**, the Diocese of Virginia acknowledges the authority and power of the General Convention of the Protestant Episcopal Church in the United States of America, as set forth in the Constitution and Canons adopted thereby, and, in the exercise of its own powers and authority, doth amend and revise the Constitution of this Diocese so that the same shall read as follows:

# **The Constitution of the Diocese of Virginia, formerly and otherwise known as Protestant Episcopal Church in the Diocese of Virginia**

## **Article I. Order, Government and Discipline.**

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

## **Article II. Meetings of Convention.**

The Convention shall hold on a weekend, upon the date designated by the Ecclesiastical Authority of the Diocese, a regular annual meeting at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority of the Diocese may, for any cause deemed by it to be sufficient, change the time, or the place, or both, for any regular meeting of the Convention. At meetings of the Convention, the Rules of Order of the previous meeting shall be in force until they are amended or repealed by the Convention.

## **Article III. Composition of the Convention.**

### **Section 1.**

- a. The Convention shall be composed of the Clerical order and the Lay order.
- b. The Clerical order shall consist of the Bishop or Bishops and all other ministers canonically resident in the Diocese of Virginia. No member of the Clerical order under ecclesiastical censure shall be entitled to a seat in the Convention.
- c. The Lay order shall consist of two classes, namely: (1) the Lay Delegates from the church and (2) the Lay members ex officio.
- d. There shall be only one Lay Delegate from each church, to be chosen by its Vestry. But from every church having more than three hundred confirmed communicants in good standing reported to the Diocesan authorities in the last annual report, there shall be an additional Lay Delegate for each three hundred confirmed communicants in good standing, or major fraction thereof, above the first three hundred.
- e. The Lay members of the Standing Committee, the Lay members of the Executive Board, the Chancellor, the Presidents of the Regions, the President of the Episcopal Church Women of the Diocese, one Youth Delegate (not over 21 years of age) elected by each Regional Council on or before May 1, and five lay persons, not over 25 years of age at the time of election who are participants in an Episcopal higher education ministry in the Diocese, to be elected by the Standing Committee on or before May 1 as Collegiate Delegates shall be members of Convention ex officio.
- f. Each elected Delegate and ex officio member shall have one vote.

**Section 2.** The Lay Delegates shall serve for the regular meeting for which they are chosen, and, unless other delegates be chosen, for any special meeting held prior to the next regular meeting of the Convention.

**Section 3.** All Lay members of the Convention shall be adult confirmed communicants in good standing, as defined in the General Convention Canon I.17., of the Episcopal Church, in the Diocese of Virginia.

#### **Article IV. Quorum of the Convention.**

One-third of the members of the Clerical order and one-half of the members of the Lay order shall constitute a quorum for the transaction of business at any regular or special meeting of the Convention, but a smaller number may adjourn any such meeting.

#### **Article V. Methods of Voting in the Convention.**

In all matters that may come before any meeting of the Convention the clergy and laity shall deliberate in one body and a majority of those voting shall be necessary for a decision, except where the vote is by orders, in which case there must be a concurrence of majorities in each order; but, before a vote is taken upon any matter, five members may, by request, require the vote to be taken by orders. In a vote by orders each Clerical Delegate and each Lay Delegate shall be entitled to one vote.

#### **Article VI. The Bishops, Officers and Committees of the Diocese.**

In addition to the Bishop of the Diocese, there may be a Bishop Coadjutor, Bishops Suffragan, Assistant Bishops, or any combination thereof, upon the conditions and pursuant to the authority contained in the Canons of the General Convention.

In addition to the Bishop, or Bishops, the officers of the Diocese shall consist of a Secretary, Treasurer, Chancellor, and a Registrar.

For the conduct of the affairs of the Diocese, there shall be a Standing Committee and an Executive Board, together with such other officers, committees, departments, and boards as the Convention may deem desirable.

#### **Article VII. Election of a Bishop.**

The election of a Bishop shall be made at a regular meeting of the Convention, or at a special meeting of the Convention called for that purpose. The vote shall be by ballot and by orders and a concurrent majority of the votes cast by each order shall be necessary to a choice.

#### **Article VIII. The Bishop as President of the Convention.**

**Section 1.** The Bishop shall preside at all meetings of the Convention and exercise all the ordinary duties of a presiding officer. He may call a special meeting of the Convention at whatever time and place he may think necessary; and whenever requested by the Standing Committee, it shall be his

duty to call a special meeting to be held at the time and place selected by the Standing Committee.

**Section 2.** The Bishop Coadjutor, if there be one, shall preside at any meeting of the Convention from which the Bishop is absent, or whenever the Bishop may request him to preside.

**Section 3.** The ranking active Suffragan Bishop, if there be one, shall preside at any meeting of the Convention if he is requested to do so by the Bishop, or in the absence of the Bishop, by the Bishop Coadjutor; or if declared or serving as the Ecclesiastical Authority pursuant to Article IX of the Constitution.

**Section 4.** A retired Bishop or an Assistant Bishop of this Diocese may preside at any meeting of the Convention at the request of the presiding officer.

## **Article IX.**

### **Vacancy in the Office of the Bishop.**

**Section 1.** Upon the death of the Bishop and if there is no Bishop Coadjutor, then the ranking active Suffragan Bishop shall be in charge of this Diocese and shall be temporarily the Ecclesiastical Authority of this Diocese until such time as a new Bishop shall be chosen and consecrated; or, if the Standing Committee declare the disability or absence of the Bishop and there is no Bishop Coadjutor able and present, then the ranking active Suffragan Bishop shall be in charge of this Diocese until such time as the Standing Committee shall declare the ability and presence of the Bishop.

**Section 2.** In case of a vacancy, or anticipated vacancy, in the Office of the Bishop, a special meeting of the Convention shall be called by the Ecclesiastical Authority. That special Convention, immediately upon assembling, if there be no Bishop, Bishop Coadjutor, Suffragan Bishop, or Assistant Bishop present, shall elect by ballot a President from among the order of Presbyters present, who shall remain in office until the election and consecration of the Bishop. The President so elected shall perform all the duties and possess all the privileges of a presiding officer. He shall not have the power to call a special meeting of the Convention except when requested so to do by the Standing Committee, in which case the special meeting shall be at the time and place requested.

## **Article X.**

### **Reserved for future use.**

## **Article XI.**

### **The Secretary of the Diocese.**

A Secretary of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee. He shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, he shall hold no other Clerical preferment. He shall also serve as Secretary of the Convention, take minutes of its proceedings and attest to the public acts of the body. The Secretary shall perform such other duties as may be prescribed by Canon.

## **Article XII.**

### **The Treasurer of the Diocese.**

A Treasurer of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. He, or she, shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. He shall receive and keep safely

all money and other property confided to his custody; and he shall disburse and dispose of the same as may be provided by Canon. He shall report annually to the Convention an account showing all money and other property received by him, and the manner in which he has disbursed or disposed of the same. The Treasurer shall give bond in an amount to be fixed by the Standing Committee, with corporate surety approved by the Standing Committee, which bond shall be conditioned upon the faithful performance of the duties of his office. At the close of each fiscal year, accounts of the Treasurer shall be audited by a certified public accountant selected by the Standing Committee. In case of the misconduct of the Treasurer, or of his incapacity, refusal or failure to discharge the duties of his office, the Standing Committee shall remove him and a new appointment shall be made in the manner aforesaid.

### **Article XIII. The Chancellor of the Diocese.**

**Section 1.** A Chancellor of the Diocese shall be appointed by the Ecclesiastical Authority. The Chancellor shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. The Chancellor shall be a confirmed adult communicant in good standing, as defined in General Convention Canon I. 17. of the Episcopal Church in the Diocese of Virginia, and a member of the Virginia State Bar. The Chancellor shall be the legal advisor of the Ecclesiastical Authority of the Diocese, the Convention of the Diocese, and to the Executive Board of the Diocese.

**Section 2.** The Ecclesiastical Authority may, in consultation with the Chancellor, also appoint one or more Vice Chancellors, who shall continue in office at the pleasure of the Ecclesiastical Authority. Vice Chancellors shall be confirmed adult communicants in good standing, as defined in General Convention Canon I. 17. of the Episcopal Church in the Diocese of Virginia, and members of the Virginia State Bar. Vice Chancellors shall serve at the direction of the Chancellor and shall assist the Chancellor in the performance of the Chancellor's duties. Vice Chancellors shall have seat and voice at the Annual Convention, but shall not have a vote unless the Chancellor does not attend a meeting of the Annual Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of Annual Convention in the place and stead of the Chancellor, in which case, the certified Vice Chancellor shall have a vote.

### **Article XIV. The Registrar of the Diocese.**

A Registrar of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee or by the Standing Committee if it is at the time the Ecclesiastical Authority. The Registrar shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority and shall perform such duties as may be prescribed in the Diocesan Canons.

### **Article XV. The Standing Committee of the Diocese.**

The Standing Committee of the Diocese shall consist of twelve members, six of the Clerical order, and six of the Lay order, each of whom shall be a confirmed communicant in good standing as defined in General Convention Canon I. 17. of the Church of this Diocese and eighteen (18) years of age or over.

At each regular meeting the Convention shall elect two members of each order for a term of three years. Each member of the Committee shall hold office for the term for which he was elected and until his successor is elected or appointed. No member shall be eligible to succeed himself.

In case of a vacancy in the Episcopal office, or in case neither the Bishop, Bishop Coadjutor nor Bishop Suffragan be capable of performing the administrative duties of the Bishop, and in any case when the Bishop shall authorize it to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese.

The Standing Committee at every regular meeting of the Convention shall submit a report of its proceedings. When required by the Convention it shall also lay before the Convention any document which may have come into its possession. It shall perform such other duties as may be prescribed by Canon.

In case of a vacancy in the Standing Committee, the Executive Board shall fill the vacancy from the same order. The appointee shall serve until the next regular meeting of the Convention, at which meeting the Convention shall fill the vacancy.

## **Article XVI. The Missionary Society.**

All baptized members of the Protestant Episcopal Church residing in this Diocese shall, as heretofore, constitute a missionary society known as the Missionary Society of the Protestant Episcopal Church in the Diocese of Virginia.

The direction and activities of the Society be identical with those of the Executive Board and shall be directed solely by it.

## **Article XVII. Parishes to be Bound by this Constitution.**

Every Congregation within the Diocese of Virginia, however called, shall be bound by the Constitution and the Canons adopted in pursuance hereof.

## **Article XVIII. Transitional Provision.**

Every member of a committee heretofore established and continued under this Constitution, and every officer heretofore chosen, shall hold office during the term for which he was chosen.

## **Article XIX. Amendments to the Constitution.**

This Constitution may be amended in the following manner only, namely: At any regular meeting of the Convention a proposed amendment shall be referred to the appropriate committee, and report thereon shall be presented by that committee and the amendment shall be considered by the Convention. If approved by the Convention, it shall be again considered at the next regular meeting of the Convention and, if again approved, shall become effective immediately upon its adoption unless otherwise provided therein.

## **Article XX. Gender of Pronouns.**

The masculine pronoun whenever used in this Constitution shall be deemed to include the feminine pronoun.

## Canons of the Protestant Episcopal Church in the Diocese of Virginia

### Canon 1. Official List of the Clergy of the Diocese.

**Section 1.** A list of all the ordained Ministers of the Episcopal Church canonically resident or licensed to work in this Diocese, with their respective mailing 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 Clergy person to vote in the Convention shall, if challenged, be determined by the Convention itself according to the provisions of the Constitution and Canons, whether the name of such Clergy person is 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, shall be laid before the Convention on the first day of its meeting and the roll of the Clerical members 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 Clergy person 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 the absence.

### Canon 2. Lay Representation in the Convention.

**Section 1.** The Churches of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as Parish Churches or Separate Congregations on the effective date of this Canon, together with Churches thereafter constituted in accordance with Canon and received into union by act of the Convention.

**Section 2.** The Missions of this Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such on the effective date of this Canon, together with those Missions thereafter constituted in accordance with Canon and reported as such to the Secretary of the Convention.

**Section 3.** A list of the Churches and Missions entitled to representation in the Convention shall be appended to the Journal of each meeting of the Convention.

**Section 4.** No later than April 1, the Vestry of a Church or the Vestry Committee of a Mission shall elect the Lay Delegates from that Church or Mission to the Convention and 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 Committee on Credentials.



**Section 5.** The election of adult confirmed communicants in good standing as Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Vicar, Register, Priest-in-Charge, or one of the Wardens of the Church or Mission, 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 the Secretary as duly elected with their respective Churches and Missions. The President of the Convention shall appoint a Committee on Credentials, to be composed of one Clerical member 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 is received, the roll as made by the Secretary shall, unless objection is 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 a 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 the Provincial Synod.**

At the regular meeting of the 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 regular meeting of the 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 a regular meeting of the Convention held more than one calendar year 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 are elected by the Convention.

**Section 2.** Each of the Deputies shall signify to the Secretary of the Convention within 30 days after election whether the Deputy accepts the election. The Secretary shall issue to each Deputy who accepts election a certificate of election. Should any Deputy elected decline or fail to signify 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 is more than one vacancy the others shall be filled successively in like manner.

**Section 3.**

- a. Within 90 days of the Diocesan Convention electing them, General Convention Deputies must meet (which may be done virtually) to elect a Deputation Chair and Vice-Chair, one of whom must be a Clergy Deputy and one of whom must be a Lay Deputy.
- b. To the extent reasonably practical, the Deputation Chair and Vice-Chair will, among other duties, help assure that:
  - i. Deputies and Alternates are trained in the most current procedures of the House of Deputies, including Committee procedures;
  - ii. Deputies and Alternates are provided information needed to vote knowledgeably in General Convention elections for members of church-wide bodies;
  - iii. The Diocese is fully represented when General Convention votes on measures and elections before it;
  - iv. Alternate Deputies are engaged in the work of General Convention;
  - v. Specific concerns and resolutions offered by Diocesan Convention for consideration by General Convention are addressed;
  - vi. The Diocese, especially the Diocesan Convention, receives timely and informative post-General Convention report
  - vii. A written report summarizing important practices and helpful hints about the work and procedures of the General Convention and the deputation is given to the Secretary of the Diocese promptly after the General Convention to be shared with the Chairs and Vice Chairs of successive General Convention deputations.

**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 the Diocese, a Church, Mission, or Related Organization, from the 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, the qualified Lay employees of this Diocese, the qualified Lay employees of the Churches, Missions, and Related Organizations in this Diocese, and the beneficiaries of the Clergy and qualified Lay employees 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 regarding the operation of the Church Pension Fund as may be appropriate.

## **Canon 6.**

### **Archdeacons, Regional Deans, and Archdeacons.**

#### **Section 1.**

- a. The Bishop, with the consent of the Standing Committee, may appoint not more than three Archdeacons to serve at the Bishop's discretion.
- b. Archdeacons shall be Deacons and have functional titles. They will assist the Bishop in oversight of Deacons, diaconal formation, and diaconal assignments.
- c. An Archdeacon may function in other diaconal ministries while being Archdeacon in dialogue with and at the discretion of the Bishop.

#### **Section 2.**

- a. The Bishop shall appoint, with the advice and consent of the Standing Committee, one Priest in each Region as the Dean thereof. A Dean shall serve at the pleasure of the Bishop, but in no event for more than four consecutive years, and shall be the official representative of the Bishop to the Region.
- b. A Priest may serve as Dean without resigning the Priest's cure.
- c. The Bishop may appoint an Archdean, with the advice and consent of the Standing Committee.
- d. The Archdean shall serve at the pleasure of the Bishop and shall assist the Bishop in the oversight of the Deans and carry out such other functions as may be assigned.
- e. The Archdean may be a regional Dean, who may continue to serve as Dean, or another Priest appointed especially for that purpose. An Archdean may serve for a maximum of four consecutive years.

## **Canon 7.**

### **The Executive Board.**

#### **Section 1.** The Executive Board shall be composed as follows:

- a. One member elected by each Regional Council or, in the absence of the member, an alternate member elected by each Regional Council.
- b. The Bishop, the Bishop Coadjutor if there is one, and the Bishop Suffragans and Assistant Bishops if there are any.
- c. To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether Lay or Clerical) for a one-year term, with the option of reappointment for

each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

**Section 2.** Terms of elected members and alternate members shall expire at the 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 called for 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. Except for the President, all terms of office shall be one year.

**Section 5.**

- a. 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.
- b. The Executive Board shall supervise all financial affairs of the Diocese and the methods prescribed for the conduct of Diocesan business affairs.

**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 order 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. The presence of a quorum is not required for taking a vote to adjourn the meeting.

**CANON 8.**

**Regions and Regional Councils.**

**Section 1.** The Diocese shall be divided into Regions in such a way that every point of the Diocese is in a Region and every Church or Mission 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 fewer than nine nor more than 20. Each Region must contain two or more geographically contiguous Churches.

**Section 2.** The Vestry or Vestry Committee of any Church or Mission which desires to change to another Region shall petition the Standing Committee for such change, stating reasons, and

including with the petition a written statement setting forth 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 promptly notify the Bishop, the Bishop Coadjutor (if there is one), and the Bishop Suffragans (if there are any), the Executive Board, and the Secretary of the Diocese of any change in the number or composition of Regions and shall annually provide 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 and Mission 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 Convention. Qualifications for election to Regional Councils shall be the same as for election to a Vestry.
- b. In any Region where no elected Officers exist or for any newly established Regions, the Dean shall call the first meeting of a Regional Council, which shall then organize itself, electing a President and then a Vice-President from among the Lay members. Each Region Council shall elect such other officers as it desires and establish a schedule of regular meetings. Special meetings may be called by any Bishop, the Dean or 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 in the appropriate year. Notice of the results of any election shall be forwarded to the Secretary of the Diocese within 30 days of the election.
- d. Each Regional Council shall elect one member and one alternate member to serve on the Executive Board. 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. The member and alternate member must be either Lay persons eligible for election to the Vestry of a Church or Vestry Committee of a Mission 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. The member and alternate member shall be elected for a term of three years and shall both be of the same order. 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 decides 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 found a Mission or a Church must, as provided in Canon 10 (Churches), have

the approval of the Regional Council of the Region in which such Mission 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 the Standing Committee on the matter shall be final.
- d. If a Regional Council fails to meet and act upon a request made to the Dean of the Region by the Ecclesiastical Authority within 60 days of the request, the Executive Board of the Diocese shall have the authority to act on the request on behalf of the Regional Council. A Church aggrieved by the Executive Board's exercise of authority pursuant to this Section shall have the right of appeal set forth in Section 5(c) of this Canon. Any exercise of authority by the Executive Board pursuant to this Section 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.

## **Canon 9. Boundaries.**

**Section 1.** The historical Parishes of the Diocese and their boundaries, having been fixed as of January 23, 1972, 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 shall have equal responsibility for the extension and welfare of the Church and ministration to people within the Region.

## **Canon 10. Churches.**

**Section 1.** A group of people (1) which acknowledges 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, upon approval of a petition submitted in accordance with Section 2 of this Canon, 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 Church status must signify its desire to a regular meeting of the Convention of the Diocese by petitioning the Convention 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 being met, 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.

**Section 3.** Each Church shall have a Vestry in conformity with Canon 11 (Election and Organization of Vestries, and Call of Congregational Meetings).

**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 the 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. A group of people desiring to organize a Church, but who are unable to meet all the requirements of Section 1 of this Canon, may apply to be constituted as a Mission by the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it is the Ecclesiastical Authority. An application for Mission status shall be accompanied by a certificate of endorsement from the Regional Council of the Region in which such group proposes to worship. A list of all Missions shall be published annually in the Journal of the Convention.
- b. Upon the request of any Church or upon 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 is 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 authority taking the action.

**Section 7.** The minister in charge of a Mission shall be called the Vicar. A Mission shall have a Vestry Committee appointed pursuant to Canon 11.14. Further, a Mission shall be entitled to Lay and Clerical representation in the Convention and Regional Council as is afforded other Churches.

**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 (each referred to in this Section as a “Mission of a Founding Church”). The minister in charge of a Mission of a Founding Church 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 allow to be elected a Vestry Committee for the Mission of a Founding Church which shall be composed as provided in Canon 11.14. The Vestry Committee shall be charged with transacting the temporal business of the Mission of a Founding Church, 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 of a Founding Church.
- b. The Rector and Vestry of the founding Church may at any time agree with the Ecclesiastical Authority to designate a “Mission of a Founding Church” as a “Mission,” and when the change in designation becomes effective, such Mission shall have the status of a Mission under these Canons and the provisions of this Section shall no longer apply to such Mission. Any Mission of a Founding Church functioning under this Section shall be so identified in the annual list of Missions.
- c. A Mission of a Founding Church shall be entitled to Lay and Clerical representation in the Convention and Regional Council as is afforded 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 (each referred to in this Section as a “Mission of a Theological Seminary”). The minister in charge of a Mission of a Theological Seminary established pursuant to this Section 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 for the Mission of a Theological Seminary which shall be composed as provided in Canon 11.14. The Vestry Committee shall be charged with transacting the temporal business of the Mission of a Theological Seminary, 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 of a Theological Seminary.

- b. The Dean and President of the theological seminary may at any time agree with the Ecclesiastical Authority to designate a “Mission of a Theological Seminary” as a “Mission”. When such designation becomes effective, the Mission will have the status of a Mission under these Canons and the provisions of this Section shall no longer apply to the Mission. Any Mission functioning as a Mission of a Theological Seminary under this Section shall be so identified in the annual list of Missions.
- c. A Mission of a Theological Seminary shall be entitled to Lay and Clerical representation in the Convention and Regional Council as is afforded Churches.

**Section 10.** An “Inactive Church” is defined as one in which there is no functioning Vestry or Vestry Committee. The authority of an Inactive Church is assigned to the Executive Board, which may delegate this authority in specific cases to a subcommittee composed entirely of members of the Executive Board. The disposition of any property of an Inactive Church that has ceased to be occupied or used is subject to the provisions of Canon 15.3.

## Canon 11.

### Election and Organization of Vestries, and Call of Congregational Meetings.

**Section 1.** In this Canon, the term “Rector” refers to a Rector, Priest-in-Charge, or Vicar, and the term “Vestry” refers to a Vestry or Vestry Committee, unless specifically noted otherwise.

**Section 2.** A Church shall have a Vestry which shall consist of not fewer than three or more than 12 members, except that in any Church having more than 150 confirmed communicants in good standing one or more additional members may be elected to its Vestry, provided that the total number of elected Vestry members shall not exceed 18, as set forth below:

<i>Communicants in Good Standing</i>	<i>Maximum Number of Vestry Members</i>
0 - 150	12
151 - 250	13
251 - 350	14
351 - 450	15
451 - 550	16
551 - 650	17
651-	18



**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 is no Rector, then by the Wardens. If the time and place is 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.

Vestry members may be elected for terms not to exceed four years. The congregation shall determine the length of terms, when the terms begin, 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, registered in the particular Church, 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, as defined in General Convention Canon I.17, registered in the particular Church, shall be entitled to vote at the election of Vestry members of such Church. 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. No election shall be valid unless the participating qualified voters number at least 10 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.** 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 8.** As soon as practical after a Vestry election, the Vestry members shall assemble and organize at such time and place as the Rector shall designate. If no time or place is designated by the Rector within a reasonable time, then any two Vestry members may designate a time and place, notifying the Rector and each Vestry member. 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 another person appointed by the Rector.

**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. The Rector may, when absent or present, request the Vestry 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, one of the Wardens shall preside over meetings, 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 the Rector fails to call a meeting when requested to do so by two or more Vestry members, such Vestry members may 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 specify a smaller number to act as a quorum at future meetings. The Vestry may not adopt bylaws inconsistent with the Canons of the Diocese and General Convention.

**Section 11.** In case of a vacancy in the Vestry for any reason, 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. Upon resolution of the Vestry and after due warning, a Vestry member may be removed from the Vestry. Any of the following actions of a Vestry member may warrant removal of the Vestry member:

- a. Failure to qualify within 60 days of election;
- b. Failure to continue as a communicant in good standing;
- 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 the bylaws of the congregation.

**Section 12.** Any Church having two or more congregations in different locations may apportion to each congregation the number of Vestry members to be chosen as its representation to the 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 is one, shall constitute the Rector and Vestry of the Church. The Vestry members chosen by each congregation, together with the Rector, shall have the care and control of the property and transact the local business of the congregation from which elected. Each committee of the Church Vestry may appoint one Warden for its congregation, a Treasurer, and a Clerk. If Wardens have been chosen for particular congregations by committees of the Church 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 upon which a majority of the committees of the Church Vestry concur that is 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 is none, the Senior Warden deems 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 10 qualified voters of the congregation after at least three days notice of the time, place, and purpose of the meeting have been given either on an occasion of public worship or by other adequate means to the Rector, each Vestry member, and the congregation. At such meetings only those qualified to vote for Vestry members shall be entitled to vote 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 12 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; the Vicar will 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 the congregation and assist the Rector or Vicar in the duties 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 a 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 the Rector or Vicar's 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 the control of the Rector or Vicar.

**Section 5.** Each Vestry shall commit to the Virginia Plan for Covenantal Giving and remit the resultant sum to the Treasurer of the Diocese in regular monthly installments. It shall be the joint duty of the Rector or Vicar and Vestry to submit to the Bishop by the first of March of each year a parochial report for the year ending December 31 preceding.

**Section 6.** Each Vestry, as the constituted agents of the Church, shall transact all its temporal business, e.g.: (a) providing for the appointment of Trustees pursuant to the laws of the Commonwealth of Virginia to hold title to the property of the Church; (b) making and executing all contracts for erecting, furnishing, and preserving the Church edifice and other property; (c) regulating the use of any graveyard or columbarium; (d) establishing a Finance Committee as required by Canon 25 (Finance Committees); and (e) observing Canon 13 (Business Methods in Church Affairs).

**Section 7.** With the assistance of the other members of the Vestry and congregation, the Wardens shall have the following duties:

- a. To oversee the operation and maintenance of the Church property;
- b. To see that the Church is duly prepared for every occasion of public worship, attend to the

accommodations of the congregation with seats, and maintain order and decorum at the time of public worship;

- c. To collect the offerings of the people;
- d. To provide out of Church funds, under the direction of the Vestry, a sufficient supply of vestments and books to be used in public worship and also the elements for each celebration of the Holy Eucharist;
- e. To see that the sexton and other employees properly discharge their duties; and
- f. To be familiar with 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.9.6.(b)(6), and disburse the same under the direction of the Vestry, maintaining these accounts in accordance with the canonical requirements for the conduct of business in Church affairs, rendering reports to the Vestry and to the Convention as may be required. When the Treasurer's term of office ends, the Treasurer shall deliver all books and records pertaining to the Treasurer's office to the Wardens.

**Section 10.** The provisions 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 (a) 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 (b) invested in such a manner as is permitted by Title 64.2, Subtitle III, Chapter 7 (Sections 64.2-780 through 64.2-791) of the Code of Virginia (1950) as it may be amended from time to time; or (iii) invested in such manner as approved by the Executive Board. 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 comply with Section 1 of this Canon and with such instructions as may be promulgated by the Executive Board. The audit shall include all accounts which exceed \$500.00 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 \$1,000,000.00 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, except:

- a. where the proposed indebtedness is for permanent improvements, replacements, or additions to real estate or equipment, the proposed indebtedness plus indebtedness of every kind already existing does not exceed 150% of the average annual receipts of such Church or Institution during the previous three fiscal years; or
- b. where the proposed indebtedness is for current expenses, the proposed indebtedness plus all indebtedness theretofore incurred for current expenses and still existing does not exceed 20% of the total current receipts of such Church or Institution during the preceding fiscal year.

**Section 2.** The following shall not be included in computing receipts under subsections (a) and (b) of Section 1 of this Canon: (a) amounts from or for endowments, or amounts from or by bequests, except income from endowments or bequests not specifically designated to be used for other purposes, and (b) receipts specifically designated for expenditures other than the Church's ordinary operating expenses.

**Section 3.** The approval required under this Canon shall not be granted until a plan of payment of the indebtedness is submitted to and approved by the Bishop and the Standing Committee.

#### **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 worship services, the further consent of the Bishop, acting with the advice and the consent of the Standing Committee. 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, and take charge and custody of, 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. Further, 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. Upon taking charge and custody of property pursuant to this Section, 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 the use or benefit of the Diocese. Property so acquired shall be held and transferred by the Bishop or the Ecclesiastical Authority in accordance with the provisions of Section 57-16 of the Code of Virginia (1950), as from time to time amended, provided that no such real property shall be alienated, sold, exchanged, encumbered, or otherwise transferred for any purpose by the Bishop or the Ecclesiastical Authority without the advice and consent of the Standing Committee, unless prohibited by the instrument by which title to such property is acquired. The Executive Board shall have the care and maintenance of the Episcopal Residence and other property held by the Bishop or the Ecclesiastical Authority for which no other custodians are provided. The Bishop or the Ecclesiastical Authority may delegate all authority with respect to such property to the Executive Board, save and except the right to hold, transfer, or encumber title to real property.

**Section 5.** The Executive Board is hereby constituted as the proper authority of the Diocese to apply to the appropriate court of the Commonwealth 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 Title 13.1, Chapter 10, Article 9 (Sections 13.1-875 through 13.1-883) 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 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 is 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 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.

**Section 2.** Every Related Organization shall operate in conformity with the doctrine, discipline, and worship of the Diocese.

**Section 3.** Every Related Organization shall conform with the applicable provisions of Canon 13 (Business Methods in Church Affairs); provided, however, that nothing in this Canon shall be construed as acceptance by the Diocese 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 Bishop or the Ecclesiastical Authority, in the performance of which the Secretary shall have such authority as may be delegated by the Bishop or 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 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, when requested, to any special meeting of the Convention.
- 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.

**Section 2.** Pending the adoption of an annual budget by the Convention, the Executive Board shall prepare and furnish to the Treasurer 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 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, which shall include the Journals of the Conventions and the official records of the Bishops. The Registrar shall procure, receive, catalogue, and preserve books, papers, and other documents bearing upon the history of the Church in the Diocese.

**Section 2.** The Registrar shall, with the advice of the Bishop and the Secretary, issue guidelines to committees and officials of the Diocese concerning such documents as shall be considered worthy of historic preservation, such as the Journals of General Convention, The Episcopal Church Annuals, and Diocesan Episcopal Church Women Yearbooks. The Registrar shall offer advice to parishes regarding the preservation of historic materials. The Registrar 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 the 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 persons, three Clerical and three Lay, to the Commission on Ministry. One in each order will be elected annually to serve for a term of three 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. Lay persons elected to the Commission shall be adult communicants in good standing of a Church or Mission in the Diocese.
- b. The Bishop may annually appoint not more than 10 additional members for a term of one year each. Such appointments shall be subject to confirmation by the Convention. Such appointments of Lay persons shall be communicants in good standing of a Church or Mission in the Diocese.
- c. In the case of a vacancy in the members elected pursuant to 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 members appointed pursuant to 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 General Convention, 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.

## **Canon 23. Meetings.**

Meetings of congregations, vestries, vestry committees, regional councils, the Executive Board, the Standing Committee, and the Convention, including elections to offices in these bodies and votes

concerning the disposition or encumbrance of property, may be conducted by electronic means (including, where appropriate, telephonic means), provided that the following standards are met:

- a. adequate notice (as defined in these Canons) is provided;
- b. the presence of a quorum is verified;
- c. each member entitled to vote can hear clearly and can be heard by the other attendees;
- d. reasonable means are provided for each member in attendance to review the written terms of matters on which the body is voting before voting occurs;
- e. in advance of voting, the names of members in attendance and eligible to vote is verified; and
- f. the results of votes are promptly made available to voting members.

Adoption of this Canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

**Canon 24.  
Reserved for future use.**

**Canon 25.  
Finance Committees.**

**Section 1.** The Executive Board shall serve as the diocesan body with the authority to perform the duties of a Finance Committee as required by General Convention Canon I.7. The Executive Board may appoint a subgroup of its members to exercise such authority. The Executive Board or the subgroup shall, at least annually:

- a. Assess the conformity of the Diocese, the Churches, the Missions, and Institutions connected with the Diocese with the provisions of Canon 13 (Business Methods in Church Affairs);
- b. Issue guidelines for audits and investment management;
- c. Provide information to Church, Mission, and other Finance Committees as requested; and
- 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 fewer than three persons to provide assistance in financial matters to the Rector, Priest-in-Charge, Vicar, Vestry or Vestry Committee, 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 2 of each year. Such reports, including recommendations, shall be filed with the Bishop as required by General Convention Canon; reports for Missions shall be made to the person designated by the Bishop who shall submit a consolidated report to the Bishop. The Bishop shall refer all audit reports to the Finance Committee of the Diocese for its information and recommendations.

**Canon 26.  
Appeal of a Lay Person after Repulsion from the Holy Communion.**

Any Lay person repelled from the Holy Communion may appeal the Priest's action to the Bishop in writing, setting forth the grounds for requesting to be restored, provided that at least one of the following conditions apply: (1) the Lay person believes that the repulsion was unjust, or (2) the Lay person has truly and sincerely demonstrated readiness and willingness to comply with the

requirements for being restored but believes that the repulsion is being continued unjustly. The Bishop, after considering the explanations given by the Lay person and the Priest, shall judge the case and shall communicate the decision in writing to the Lay person and the Priest. The Bishop's 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 11 persons, six of whom are Priests or Deacons and five 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 the Convention.
- c. Election of Members. The members of the Disciplinary Board shall be nominated by the Standing Committee and elected by the Convention to serve for terms of three years. Members' 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 the Convention, at which 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 60 days following the regular meeting of the Convention, the Disciplinary Board shall convene to elect a President to serve until the next regular meeting of the 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 be disqualified from serving and shall immediately 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. The Intake Officers shall not all be of the same gender. 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 General Convention Canon IV.11(5).

**Section 6. Church Attorney.** Within 60 days following each regular meeting of the 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 General Convention Canon IV.2. Attorneys appointed to serve as Church Attorney or Assistant Church Attorney shall serve until their successors are appointed. Persons appointed to serve as Church Attorneys or Assistant Church Attorneys shall be persons eligible under the Canons for election as Lay Delegates to the 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 the Church Attorney and none of the Assistant Church Attorneys are able to act on a specific matter due to a conflict of interest, undue bias, unavailability, or other good reason, the Disciplinary Board shall appoint a Lay or Clergy person with knowledge of Title IV, but not necessarily a duly licensed attorney, from within or outside of the Diocese, 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 General Convention 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 any Vice Chancellors, or any person likely to be called as a witness in this proceeding or otherwise involved in the proceeding.

**Section 9. Clerk.** The Disciplinary Board shall appoint a Board Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may be a member of the Disciplinary 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, subject to

budgetary constraints as may be established by the Executive Board.

**Section 12. Records.**

- a. Records of Active Proceedings. The Clerk shall preserve and maintain records of active proceedings before the Disciplinary Board through the period of any pending appeal.
- 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.

**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 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 relationship 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 relationship, to lay the matter before the Bishop or Ecclesiastical Authority.

**Section 3.** If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relationship, and the parties cannot agree, either party may give notice in writing to the Bishop or Ecclesiastical Authority. Whenever the Standing Committee is the Ecclesiastical Authority, it shall request the Bishop Suffragan, if there is one, or the Assistant Bishop, if there is one, or if neither office is filled 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 between the Rector and the congregation, either directly, 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, 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 outlining 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 of this Canon 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, the Rector or the Vestry may request a final judgment on the pastoral relationship from the Bishop or the Bishop may take the initiative to proceed 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 10 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 30 days of receiving the request.
- c. At the conference each party shall be entitled to representation by a third party and to present its position fully.

- d. Within 30 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 relationship 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 relationship is to be dissolved:
  - 1. The Bishop shall direct the Secretary of the Convention to record the dissolution; and
  - 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 exercising 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 else is 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(Ecclesiastical Discipline), 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 Title IV of the General Convention Canons or Diocesan Canon 27, all proceedings under this Canon shall be suspended until the complaint has been resolved or withdrawn.

## **Canon 29. Health Insurance.**

**Section 1.** Any and all health insurance coverage for active and retired ordained persons or Lay employees provided or paid for by the Diocese, Churches, Diocesan Missions, or Missions of a Founding Church located within the Diocese 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 Section 1 of this Canon, 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 authority 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 Section 1 of this Canon, made available by the Diocese upon request, and published in the annual guidelines approved by the Executive Board.

**Section 3.** The Executive Board may grant such exemptions or exceptions from the mandate of Section 1 of this Canon 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; and
- f. the precedential effect of the exemption or exception requested, if granted.

## **Canon 30.**

### **Amendments to the 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 is given in open Convention, nor until the amendment shall have been referred to and reported upon by a Committee of Convention of at least two Priests and two Lay persons. No amendment shall be adopted during the same Convention unless two-thirds of the members present concur therein. If the majority is less than two-thirds, the proposed amendment shall lie over for consideration at the next regular meeting of the Convention. Unless otherwise provided for 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 Chairperson 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 Chairperson 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. Any corrections shall be reported to the Secretary of the Diocese.

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## **Related Organizations**

### **Diocesan-related organizations:**

1. The Episcopal Church Women of the Diocese of Virginia
2. Virginia Diocesan Homes, Incorporated
3. Trustees of the Funds of the Protestant Episcopal Church in the Diocese of Virginia
4. The Diocesan Missionary Society of Virginia
5. Shrine Mont, Incorporated
6. Memorial Trustees - Virginia Diocesan Center
7. Roslyn Managers Corporation
8. Church Schools in the Diocese of Virginia
9. The Peter Paul Development Center
10. Anna Julia Cooper School

### **Ecumenically related organizations:**

1. The Virginia Council of Churches
2. Chaplain Services of the Churches of Virginia
3. St. Alban's Housing Corporation

### **Episcopally oriented organizations:**

1. Bloomfield, Incorporated
2. Virginia Theological Seminary
3. Blue Ridge School



