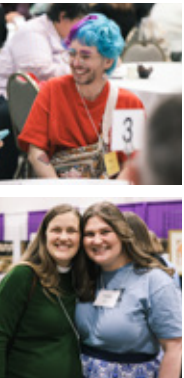




Journal of the 231st Annual Convention

TELLING OUR STORIES—
SHARING OUR GIFTS



INCLUDING:

Proceedings of the November 6-8, 2025
meeting of the 231st 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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JOURNAL OF The 231st Annual Convention

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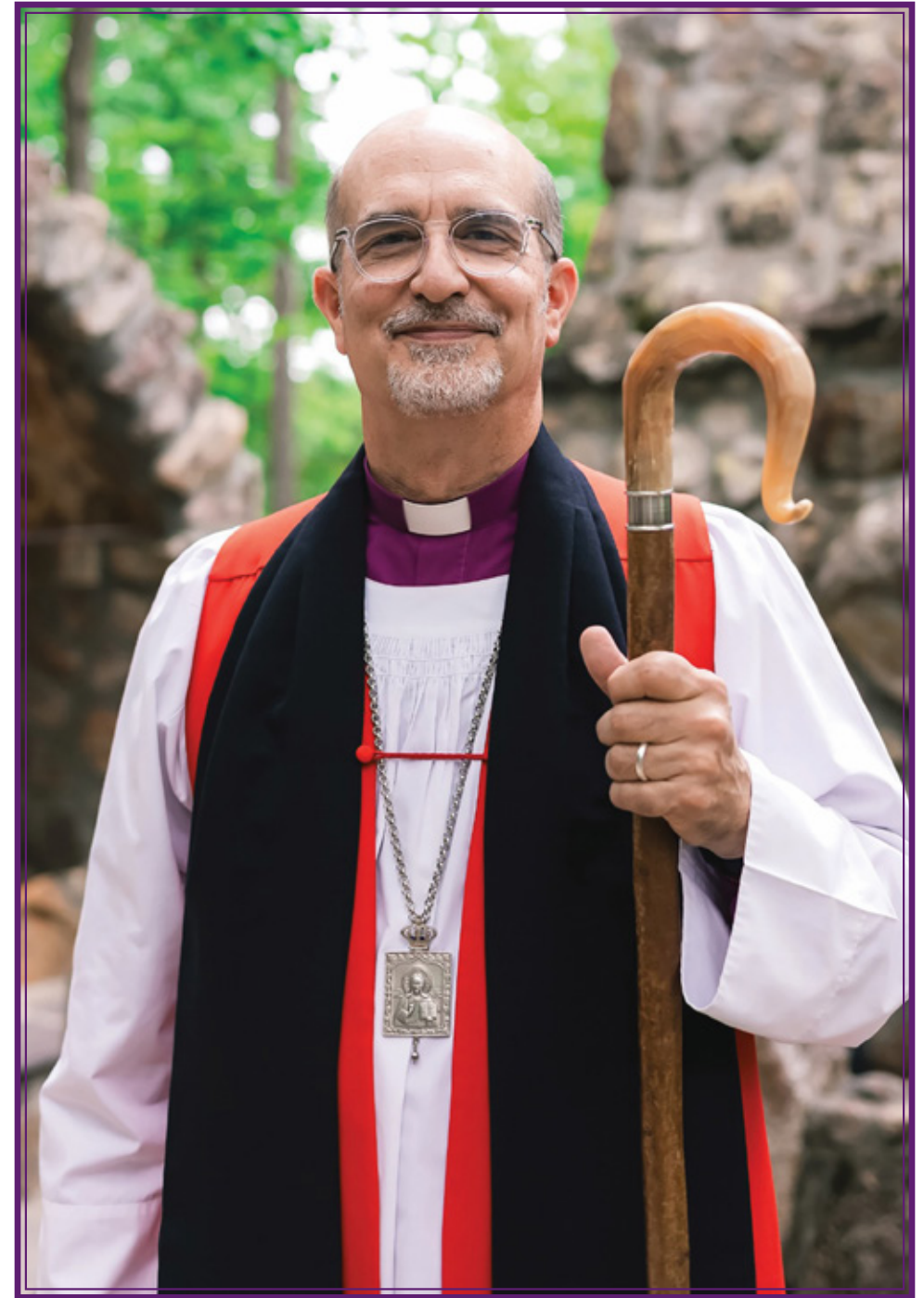
The Constitution and Canons of the Diocese of Virginia



The Right Reverend E. Mark Stevenson
Bishop of Virginia



The Right Reverend Gayle E. Harris
Assistant Bishop of Virginia



The Right Reverend Mark A. Bourlakas
Assistant Bishop of Virginia

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* This section was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.



The 232nd Annual Convention of the Episcopal Diocese of Virginia will be held on November 5-7, 2026 at the Fredericksburg Convention Center, 2371 Carl D. Silver Pkwy, Fredericksburg, Virginia 22401.

Diocesan Officers

As of the 231st Annual Convention.

The Bishop

The Rt. Rev. E. Mark Stevenson

The Assistant Bishop

The Rt. Rev. Gayle E. Harris

The Assistant Bishop

The Rt. Rev. Mark A. Bourlakas

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

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Members of the 231st Annual Convention

Canonically Resident Clergy

*Indicates attended 231st Annual Convention.

<i>Name (Alphabetical by Last Name)</i>	<i>Church & 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*	St. Matthews, Richmond	Vocational Deacon
The Rev. Paul John Andersen		
The Rev. Dr. Vienna Cobb Anderson		Retired
The Rev. Anthony F. (Tony) Andres	St. John the Baptist, Ivy	Supply
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 Emmetri Monica Beane	St. Stephen's, Culpeper	Vocational Deacon
The Rev. Stephan P. (Steve) Beatty		
The Rev. Christopher Beeley*	Ware, Gloucester	Rector
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

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
The Rev. Gregory Bezilla*		
The Rev. M. Chanta Bhan		
The Rev. Craig Biddle III		
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 Rt. Rev. Mark Bourlakas*	Diocese of Virginia	Assistant Bishop
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	Rector
The Rev. Charles F. Brock		
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. 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. David Casey*	St. Mary's, Colonial Beach	Priest-in-Charge
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

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
The Rev. David Cenci*	Pohick, Lorton	Priest-in-charge
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
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		Supply
The Rev. Deacon J. David (David) Curtis	All Saints, Richmond	Vocational Deacon
The Rev. Deacon Mary Cushing*	St. John's, Arlington and St. Patrick's, Falls Church	Vocational Deacon
The Rev. S. Rainey Gamble Dankel	St. Paul's, Richmond	Retired/Assisting
The Rev. Judith (Judy) Davis*	St. Stephen's, Richmond	Associate
The Rev. Jackson Davey		
The Rev. Susan W. (Kipper) Degavre		Retired
The Rev. Deacon John C. Dickinson	St. John's, Richmond	Vocational Deacon
The Rev. William (Will) Dickinson*	Diocese of Virginia	Transition Minister
The Rev. Patricia J. (Pat) Dickson		
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		

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
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*	St. Margaret's, Wopodbridge	Priest-in-Charge
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 Rev. Kim Fox*	St. Mary's Whitechapel & Trinity, Lancaster	Rector
The Very Rev. Elizabeth (Beth) Magill Franklin*	St. James's, Richmond	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*	Food for the Poor	Vocational Deacon
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		Retired
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*	Holy Comforter, Richmond	Retired Bishop Suffragan
The Rev. Neal (Neal) Goldsborough*		Retired
The Rev. Dr. Mario S. Gonzalez Del Solar		Retired
The Very Rev. Rodney E. (Rod) Gordon*	St. Peter's, Oak Grove, Colonial Beach	Rector

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
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		Vocational Deacon
The Rev. Stephen Hagerty*	St. David's, Ashburn	Rector
The Rev. Deacon Margaret A. Haight		Vocational Deacon
The Rev. Dr. John C N Hall		
The Rev. Harold H. (Hal) Hallock Jr.		Retired
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. Crystal Hardin*		
The Rev. Deacon Susannah (Susie) Harding*	St. Andrew's, Burke	Vocational Deacon
The Rev. Torrence M. Harman		Retired
The Rev. Carl Harris		Retired
The Rt. Rev. Gayle E. Harris*	Diocese of Virginia	Assistant Bishop
The Rev. Deacon Salli Hartman*		Vocational Deacon
The Very Rev. Susan P. Hartzell*	St. Peter's In The Woods, Fairfax Station	Rector
The Rev. Lachlan Hassman	Christ Church, Gordonsville	Priest-in-Charge
The Rev. Linda Wofford Hawkins		
The Rev. Christopher Thomas (Tom) Hayes III		Retired
The Rev. Valerie J. Hayes*		Retired
The Rev. Canon Dorothy (d'Rue) Hazel*	Diocese Of Virginia	Canon to the Ordinary
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

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
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. George's, Fredericksburg	Associate
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. Suzanne Rae Findlen Hood*	Trinity, Fredericksburg	Rector
The Rev. Alan B. (Al) Hooker*		Retired
The Rev. Martha J. Horne		Retired
The Rev. John D. Hortum		Retired
The Rev. S Caitlin (Cait) Howell		
The Rev. James Anthony (Jim) Hughes		Retired
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		Retired
The Rev. Tinh T. Huynh		
The Rev. Laura D. (Laura) Inscoc		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

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
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 Florian Jones-Stamm*	St. Paul's, Richmond	Vocational Deacon
The Rev. Deacon Brian Justice		Vocational Deacon
The Rev. David Jutsum*	St. Stephen's, Heathsville	Rector
The Rev. Dr. E. Ross (Ross) Kane	Virginia Theological Seminary, Alexandria	VTs Professor/ Non-Parochial
The Rev. Dr. Peter Kang*	St. Paul's Memorial, Charlottesville	Associate
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. Kempf Jr.		
The Rev. Charles E. Kiblinger		
The Rev. Jennifer W. (Jen) Kimball*	Abingdon, White Marsh	Associate
The Rev. Warren P. Klam MD		
The Rev. Pierce W. Klemmt		Retired
The Rev. Deacon Joseph Klenzmann*	Epiphany, Henrico	Vocational Deacon
The Rev. David H. Knight		Retired
The Rev. Melody Dawn Knowles PhD	Virginia Theological Seminary, Alexandria	Professor, Non-Parochial
The Rev. Deacon Karulyynn T. Koelliker	Emmanuel, Greenwood	Vocational Deacon
The Rev. Sara Amanda (Amanda) Kotval*	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 Lanson*	Christ Church, Brandy Station	Rector
The Rev. Kevin Laskowski*	St. John's, Centreville	Priest-in-Charge
The Rev. Kara Laughlin*	St. Anne's, Reston	Associate
The Rev. Deacon Robert Laughton*	Christ Church, Alexandria	Associate
The Rev. Jennifer Lazzuri*	St. James', Louisa	Rector
The Rev. 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	Vocational Deacon
The Rev. Angela Lerena*	Leeds, Markham	Rector
The Rev. Dr. Sandra (Sandi) Levy	St. Martin's, Henrico	Retired/Assisting

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
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 Deborah 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*		Retired
The Rev. Dr. Susan (Susan) Lukens	Virginia Theological Seminary, Alexandria	Professor
The Rev. Benjamin (Ben) Maas*	St. James' Church, Warrenton	Rector
The Rev. Susan J. (Susan) MacDonald		
The Rev. R. Maria Maguire*	St. Andrew's, Burke	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	Vicar
The Rev. Ann F. (Ann) Martens		Retired
The Rev. Chad Martin*	St. James', Leesburg	Rector
The 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		Retired
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

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
The Rev. Theodore H. (Ted) McConnell		Retired
The Rev. Thomas B. (Tom) McCusker III		
The Rev. Eleanor Becker (Becky) McDaniel	Westover, Charles City	Rector
The Rev. Janet S. (Janet) McDonald		
The Rev. Stephen (Steve) Y. McGehee*	Grace & Holy, Richmond	Associate
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. Martin's, Henrico	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		Retired
The Rev. Christopher H. (Chris) Miller*	St. Dunstan's, McLean	Priest-in-Charge
The Rev. Edward O. (Ed) Miller Jr.		Retired
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		
The Rev. Andrew Y. Moore*	St. John', McLean	Associate
The Rev. M. Leon (Lee) Moore		Retired
The Rev. Trent Moore*	St. Stephen's, Culpeper	Rector
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		

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
The Rev. Dr. Jo-Ann (Jo-Ann) Murphy		Retired
The Very Rev. Kathleen (Kathy) Murray*	Beckford Parish: Emmanuel, Woodstock & St. Andrew's, Mt. Jackson	Rector
The Rev. Penny A. Nash		Retired
The Rev. Deborah Newcomb		
The Rev. Kevin Newell*	Emmanuel, Brook Hill, Richmond	Rector
The Rev. J. David (David) Niemeyer		Retired
The Rev. Peter Eric (Pete) Nunnally	St. Mary's, Arlington	Associate
The Rev. John Ohmer*	St. James the Less, Ashland	Interim Priest-in-Charge
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 & 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		
The Rev. Joan L. (Joani) Peacock		Retired
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		
The Rev. Susan Pinkerton	St. James, Mt. Vernon, Alexandria	Interim Rector
The Rev. Jane D. Piver*	Holy Cross, Batesville	Priest-in-Charge
The Rev. David H. (David) Poist		Retired
The Rev. Margaret C. (Margaret) Pollock		Retired
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	Vocations 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		

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
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. Daniel Reeve*s	St. Mary's, Goochland	Rector
The Rev. Natalie Perl Regan*	St. Paul's, Alexandria	Associate Rector
The Rev. Theodore Renaud		
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*	The Falls Church, Falls Church	Interim Associate
The Rev. Santiago Rodriguez*	Grace, Alexandria	Associate
The Rev. Andrea (Andie) Rohrs*	St. Paul's, Richmond	Associate
The Rev. John Rohrs*	St. Stephen's, Richmond	Rector
The Very Rev. Dr. Lynn Petri Ronaldi	Pohick, Lorton	Rector
The Rev. Deacon A. Kristine Rose*	St. Peter's, Port Royal	Deacon in Charge
The Rev. David Rose*	Emmanuel Church, Harrisonburg	Rector
The Rev. Sean K. (Sean) Rousseau*	St. Paul's, Haymarket	Rector
The Rev. Randi Hicks Rowe*	Christ Church Parish, Middlesex (Saluda)	Priest-in-Charge
The Rev. Dr. Stephen Paul (Paul) Rowles		Retired
The Rev. Deborah W. (Debbie) Rutter		Retired
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	St. George's, Fredericksburg	Interim Associate
The Rev. Marybeth Sanders-Wilson*	St. James, Leesburg	Assistant
The Rev. Jon Scarffe	Grace & Holy Trinity, Richmond	Interim Associate
The Rev. Stuart E. Schadt		Retired
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

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
The Rev. Deacon Nancy Searby*	St. Francis, Great Falls	Vocational Deacon
The Rev. Jeffrey H. (Jeff) Seiler		
The Rev. Redmond Self*	Church of the Good Shepherd, Burke	Associate
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. Ricardo Sheppard*	Diocese of Virginia	Canon for Discipleship
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. David Hayes Smith		
The Rev. R. Dale Smith*	St. Thomas, Richmond	Associate Rector
The Very Rev. G. Miles (Miles) Smith	Grace, Cismont, Keswick	Rector
The Rev. Shirley E. Smith Graham*	Diocese of Virginia	Minister for Congr. Vitality
The Rev. Katherine (Kate) Sonderegger	Virginia Theological Seminary, Alexandria	Retired/Professor
The Rev. Dr. Haywood B. Spangler*	St. Paul's, Millers Tavern	Priest-in-Charge
The Rev. Sarah Spurlock Biggs*	Immanuel on the Hill, Alexandria	Assistant
The Rev. William Stafford-Whittaker*	Wicomico Parish, Wicomico Church	Rector
The Rev. Mary L. Staley*	Trinity, Fredericksburg	Supply
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		
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		
The Rev. Anna J. (Ann) Stribling		Retired
The Rev. Jess H. Stribling Jr.		Retired
The Rev. Kathleen Sturges*	Our Saviour, Charlottesville	Associate

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
The Rev. Canon Rosemari Graughan Sullivan		Retired
The Rev. Jack T. Sutor Jr.		Retired
The Rev. Catherine Williams (Kaki) Swann*		Retired
The Rev. Michael Sweeney		
The Rev. Charles R. Sydnor Jr.		Retired
The Rev. Robert L. (Bob) Tedesco		
The Rev. John T. (JT) Thomas*	Emmanuel, Greenwood	Rector
The Rev. Deacon Kathryn Thomas*		
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. 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. Bryan Velez-Garcia*	Cristo Rey & San Jose, Arlington	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
The Rev. Frederick S. (Fred) Wandall		Retired
The Rev. Deacon Joy Warburton*	St. Francis, Great Falls	Vocational Deacon
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		Retired
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. Deacon Stephanie Werner*	St. Paul's, Hanover	Vocational Deacon
The Rev. Anne West*	St. Annes, Scottsville	Priest-in-Charge

<i>Name (Alphabetical by Last Name)</i>	<i>Church & Location</i>	<i>Position</i>
The Rev. Hillary T. West		Retired
The Rev. Elisa D. Wheeler		Retired
The Rev. R. Ellen (Ellen) White		Retired
The Rev. Harold N. (Hal) White		Retired
The Rev. Kristin Price Robinson	Epiphany, Henrico	Priest-in-Charge
Wickersham*		
The Rev. Dina E. Widlake*	Epiphany, Herndon	Rector
The Rev. John Douglas (Doug) Wigner Jr		Retired
The Rev. Ann Peyton Williams		
The Rev. Shearon Williams		Retired
The Rev. Stacy R. Williams-Duncan	Little Fork, Rixeyville	Priest-in-Charge
The Rev. Barbara C. (Bambi) Willis*	Trinity, Fredericksburg	Accociate
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		Retired
The Rev. Karen B. Woodruff		
The Rev. Daniel O. (Peter) Worthington Jr.		Retired
The Rev. Kirtley Yearwood	Christ Church, Lucketts, Leesburg	Priest-in-Charge
The Rev. Dr. Noelle M. York-Simmons*	Christ Church, Alexandria	Rector

Lay Delegates and Alternates

*Indicates attended 231st 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	Kathryn Bruch*	
All Saint's, Sharon Chapel	Alexandria	Allison Taylor*	Jeff Gary
All Soul's	Mechanicsville	Bonnie Hoffman*	Barbara Peyton
Aquia	Stafford	Jennifer Stoltz*	Sarah Kirby
Aquia	Stafford	William Hoffman*	
Aquia	Stafford	Carolyn Hendrickson	
Buck Mountain	Earlysville	Anne Heldreth	
Calvary	Front Royal	Connie Ordower*	
Calvary	Hanover	Marvin Tillman*	
Christ Ascension	Richmond	Carolyn Sandbridge*	
Christ Church	Alexandria	Carrie Ann Alford*	Terry Brown
Christ Church	Alexandria	Cindi Bartol*	Jenna Mayer
Christ Church	Alexandria	Elizabeth Nelson	Mark Stout*
Christ Church	Alexandria	Mary Catherine Nelson*	
Christ Church	Alexandria	Steve Slaton*	
Christ Church	Brandy Station	Amy Tuttle*	David Jorgensen
Christ Church	Charlottesville	Lizzy Girvan*	
Christ Church	Charlottesville	Bill Duxbury*	
Christ Church	Charlottesville	Proal Heartwell	
Christ Church	Charlottesville	Daniel Gilganon*	
Christ Church	Charlottesville	Sadie Collins	
Christ Church	Glen Allen	Garway Bright*	Sara Vale
Christ Church	Glen Allen	Kay Holmes*	Linda Walton
Christ Church	Gordonsville	Michael Silberman*	
Christ Church	Luray	Rebecca Roesch*	Roberta Arcand
Christ Church	Saluda	Grace Parker*	
Christ Church	Spotsylvania	Joseph Ilk*	Geoff Pomroy*
Christ Church	Winchester	Pat Shaner*	
Christ Church, Lucketts	Leesburg	Elizabeth Newberry	Lisa Treichel
Christ Church/Cunningham Chapel Parish	Millwood	Donna Gray*	
Church of Our Saviour	Charlottesville	Ellen Osborne*	
Church of Our Saviour	Montpelier	Steven Buoni	Rob Lewis*
Church of St. Clement	Alexandria	Jenny Darlington*	

<i>Church</i>	<i>Location</i>	<i>Delegate(s)</i>	<i>Alternate(s)</i>
Church of the Creator	Mechanicsville	Sandy Wainwright*	James Eppes
Church of the Epiphany	Richmond	Diana Stone*	Rosemary Arneson*
Church of the Good Shepherd	Bluemont	Judy Hall*	Ryan Keelor
Church of the Good Shepherd	Burke	Mark Rouse*	Akiko Cox*
Church of the Holy Comforter	Richmond	Cheryl Groce-Wright*	Elizabeth Long*
Church of the Holy Comforter	Vienna	Susan Lyons*	Margaret Collom
Church of the Holy Comforter	Vienna	Robert Bruce*	Guy Kiyokawa
Church of the Holy Comforter	Vienna	Jeanne Firey*	
Church of the Holy Comforter	Vienna	Candace Dibblee	
Church of the Holy Cross	Batesville	Roy Barksdae	
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	Roland Blocksom*	Cynthia Bullard-Perez*
Cople Parish	Hague	Anne Brumley*	Deborah Stafford
Emmanuel	Alexandria	Barbie Frank	
Emmanuel	Delaplane	Phil Applegate	
Emmanuel	Greenwood	Tom Duke*	
Emmanuel	Harrisonburg	David Penrod*	Joe Paxton
Emmanuel	Middleburg	Anne Marstiller*	Shelley Irwin
Emmanuel	Rapidan	Linda Heilbron*	Anna May
Emmanuel	Woodstock	Joy Bauserman*	Christopher Hartmann
Emmanuel, Brook Hill	Richmond	Matthew Lusk*	David Sheatsley
Episcopal Church of the Epiphany	Herndon	Donald Brill*	Jonathan Isner
Falls Church Episcopal, The Farnham Church	Falls Church Farnham	Geoffrey Kannan Stan Terhune*	Barbara Geiger* Cindy Mescan
Fork Church, The	Doswell	Paul Newell*	
Grace and Holy Trinity	Richmond	Glenice Coombs*	
Grace and Holy Trinity	Richmond	Susan Hankins*	
Grace Church	Alexandria	Rushad Thomas*	Douglas Prince
Grace Church	Alexandria	Celia Schultz*	
Grace Church	Berryville	Sarah Cobb-Hoptman*	Ted Culley
Grace Church	Bremo Bluff	Allison Unnerstall	
Grace Church	Casanova	Bryan Jacobs*	
Grace Church	Goochland	John Grady*	
Grace Church	Kilmarnock	Laura Sale*	Catherine Baker
Grace Church	Stanardsville	Mary Hogge*	Pat Peck

Members of the 231st Annual Convention

<i>Church</i>	<i>Location</i>	<i>Delegate(s)</i>	<i>Alternate(s)</i>
Grace Church	The Plains	Scott Wehner*	Jim Ivancic*
Grace Church, Cismont	Keswick	Margaret Wachenfeld	
Grace, Red Hill	Charlottesville	Cynthia Davis*	Marley Hays
Hanover-with-Brunswick Parish	King George	Roan Grapes*	
Holy Cross, Korean	Fairfax	Cecelia Moon*	
Immanuel Church-on-the-Hill	Alexandria	Mark Fearer*	Doug Onley
Immanuel Church-on-the-Hill	Alexandria	Brian Ply*	
Immanuel Church-on-the-Hill	Alexandria	Kathryn Haskin*	
Immanuel, Old Church	Mechanicsville	Alice Middleton*	George Souleret
Kingston Parish	Matthews	James Husband	Allan May
La Iglesia de Cristo Rey	Springfield	Norka Antelo*	Valeria Antelo*
La Iglesia de San José	Arlington	Sylvia Booth*	Sonia Sevilla*
La Iglesia de Santa Maria	Falls Church	Silveria Ovando*	Olga Mayorga*
Leeds	Markham	Pernille Brandt*	
Little Fork	Rixeyville	David Berger*	
Meade Memorial	Alexandria	Thomas Jones*	Nadine Goff
Meade Memorial	White Post	Virignia Mackay-Smith*	
Piedmont/Bromfield Parish	Madison	Michael Rider	Karen Czar*
Pohick	Lorton	Don Brownlee*	
Pohick	Lorton	Michael Wooten*	
St. Aidan's	Alexandria	Mary Jane Guffey	Ted Boling
St. Alban's	Annandale	Pamela Matthes*	
St. Alban's	Annandale	Kevin Holland*	
St. Andrew's	Arlington	Thomas Cassidy*	
St. Andrew's	Burke	Michael Tune*	Anne Brannam
St. Andrew's	Mt. Jackson	Jeffrey Dunkelberger*	Alan Spear
St. Andrew's	Richmond	Christine Baur-Millward*	Pat Bridgewater
St. Anne's	Reston	Shon Cooper	Margaret Light*
St. Anne's	Reston	Suzi Jones*	Bernadette Capelle
St. Anne's Parish	Scottsville	Deborah Sellers*	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	Jeff Baldwin
St. David's	Ashburn	Bobbie Johnson*	Katie Graham
St. David's	Aylett	William Starin*	
St. Dunston's	McLean	Eileen Place*	
St. Francis'	Great Falls	Scott Perkins*	

Members of the 231st Annual Convention

<i>Church</i>	<i>Location</i>	<i>Delegate(s)</i>	<i>Alternate(s)</i>
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	Becky Fulton*	Kathy Covert
St. George's	Fredericksburg	David Davies	Janet Meredith*
St. George's	Fredericksburg	Beth Klein*	Laurel Loch
St. James'	Leesburg	Fred Williams*	
St. James'	Leesburg	Dorothy Brannock*	
St. James'	Louisa	Sharon Boivin*	Anna Lo Flynn
St. James'	Montross	Agnes Toone	Bonnie Chandler
St. James'	Warrenton	Anita Sherman*	
St. James the Less	Ashland	John Hoar*	Julie Ericksen*
St. James', Mt. Vernon	Alexandria	Mark Braden	Mike Morgan*
St. James's	Richmond	Brooke Taylor*	Shaila Menees
St. James's	Richmond	Frank Egin	Cristin Head
St. James's	Richmond	Laura Strickler*	
St. James's	Richmond	David Gardner*	Nicholas Mazzenga*
St. John's	Arlington	Lynn Robinson*	
St. John's	Centreville	Walter Cooner*	Monti Zimmerman
St. John's	Columbia	Leonora Johnson*	Melanie Mitchell*
St. John's	McLean	Maggie Keller*	Rodney Page*
St. John's	McLean	John Barkmeyer*	
St. John's	McLean	Susan Arthur*	
St. John's	Richmond	Jeffrey Burden*	Lora Toothman
St. John's	Tappahannock	Dorothy Miller*	Patricia Gallagher*
St. John's	Warsaw	Mark Jenkins*	Courtenay Altaffer
St. John's	West Point	Earle Wilson, Jr.*	Vernisha Green-Jones
St. Luke's, Simeon	Charlottesville	Linda Pitz*	
St. Luke's, Wellington	Alexandria	George Omohundro*	
St. Margaret's	Woodbridge	Amanda Murphy-Venezia*	Winifred Gilmore
St. Mark's	Richmond	Gaye Frugard*	Ryn Kennedy*
St. Martin's	Richmond	Elaine Markey*	
St. Martin de Porres	Alexandria	Linda James*	Rick Krewson
St. Mary's	Arlington	Russ Randle*	Dennis Carter-Chand
St. Mary's	Arlington	Nick Polizzi*	
St. Mary's	Arlington	Michelle Neblett*	
St. Mary's	Arlington	Leslie Ann Geraldo*	
St. Mary's	Berryville	Felicia Goldberg	Dorothy Davis

Members of the 231st Annual Convention

<i>Church</i>	<i>Location</i>	<i>Delegate(s)</i>	<i>Alternate(s)</i>
St. Mary's	Colonial Beach	Lorraine Macaulay*	Kathy Smtih
St. Mary's	Goochland	Kitty Williams*	
St. Mary's	Goochland	Robin Lind*	
St. Mary's	Goochland	Lisa Denisco*	
St. Mary's, Fleeton	Reedville	Anne Henderson*	Dennis Dalpino*
St. Mary's, Whitechapel	Lancaster	Donna Ransone*	
St. Matthew's	Richmond	Lissa Power-deFur*	
St. Matthew's	Sterling	Martha Olson*	Lisa Lintelman
St. Matthew's	Sterling	Candace Timmons*	Tom Leary
St. Matthew's	Sterling	Linda Merola*	Maria Palmer
St. Michael's	Arlington	Evan Robertson*	
St. Patrick's	Falls Church	Julie Tran	Kathleen Oliver*
St. Paul's	Alexandria	Tyler McCoy	Larry Campbell
St. Paul's	Alexandria	Breckenridge Pappas*	Cynthia Carey
St. Paul's	Alexandria	Julie Coburn*	Eleanor Long
St. Paul's	Alexandria	Karen Grane	Elizabeth Moon
St. Paul's	Alexandria	Lisa Eskew	Teresa Taylor
St. Paul's	Alexandria	Ann Webb*	Christine Tilton
St. Paul's	Alexandria	Robert Stevenson*	George White
St. Paul's	Alexandria	James Norman	
St. Paul's	Hanover	Gary Nolan*	Beverly Townes
St. Paul's	Haymarket	David Carson*	Kelly Carson*
St. Paul's	Ivy	William Baer*	
St. Paul's	Ivy	Erik Greenbaum*	
St. Paul's	Ivy	Robert Wilcox*	
St. Paul's	King George	Phil Short*	Gayle Hock
St. Paul's	Miller's Tavern	Lucy Baker*	
St. Paul's	Richmond	Christopher West*	
St. Paul's Memorial	Charlottesville	Barry Keith*	Peter Buchanan
St. Paul's Memorial	Charlottesville	David Truslow*	Nancy Grable
St. Paul's, Nomini Grove	Montross	Maria Clark	Elizabeth Sluder
St. Peter's	Arlington	Patric Link*	Ed Wilson
St. Peter's	Arlington	John Mathewson*	John Lushetsky
St. Peter's	New Kent	Robert Nelms*	Terri Bessom
St. Peter's	Port Royal	Larry Saylor	Andrea Pogue*
St. Peter's	Richmond	Jabriel Hasan*	Doris Neal
St. Peter's	Purcellville	Marcia Davis*	
St. Peter's in the Woods	Fairfax Station	Tom Keithly*	Andrew Miller*

Members of the 231st Annual Convention

<i>Church</i>	<i>Location</i>	<i>Delegate(s)</i>	<i>Alternate(s)</i>
St. Peter's, Oak Grove	Oak Grove	Tom Smallwood*	Scott Mitchell
St. Philip's	Richmond	Kimion Walker*	Renarda Williams*
St. Stephen's	Catlett	Michael (Noah) Nye*	Leslie Cox
St. Stephen's	Culpeper	Marty Moon*	Mary Ann Cowherd
St. Stephen's	Heathsville	John Hodges*	Dee David
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	Darrell Headrick*	
St. Stephen's	Richmond	Lynn Ivey*	
St. Stephen's	Richmond	Allen Jamerson*	
St. Stephen's	Richmond	Nan O'Connell*	
St. Stephen's	Richmond	Joan Putney*	
St. Stephen's	Richmond	Whitney Robertson*	
St. Stephen's	Richmond	Meg Tucker	
St. Stephen's & the Good Shepherd	Elkton	Marcia Bailey*	Thom Bailey*
St. Thomas'	McLean	Steven Wickman*	Rebecca Ventrini
St. Thomas'	Orange	Catherine Gillespie*	
St. Thomas'	Richmond	Sarah Lageman*	Elizabeth Cleveland
St. Timothy	Herndon	John McGrath*	Keith Sinclair
Trinity	Arlington	Glynis Barber*	Jake Johnson*
Trinity	Charlottesville	Karl Shuve*	Amy Griffith
Trinity	Fredericksburg	Christine Brantley*	Deborah Condren
Trinity	Lancaster	Liza Frye	
Trinity	Manassas	Frank Walworth*	Christian Cobb
Trinity	Upperville	Richard Jones	
Trinity	Upperville	Gina Hammond*	
Trinity	Washington	Carolyn Emerick*	
Varina	Richmond	Wilmer Stoneman*	
Vauter's, Loretto	Champlain	Isabella Hite	MacDowell Garrett
Ware	Gloucester	Allison Parker*	Breck Montague*
Westover Church	Charles City	Albert Copland	Guy Archer
Wicomico Parish Church	Wicomico Church	Edgar Doleman*	Shawn Lamb*

Lay Members *Ex Officio*

*Indicates attended 231st Annual Convention.

<i>Position</i>	<i>Name</i>	<i>Church</i>
Chancellor	J.P. Causey*	St. John's, West Point
Collegiate Delegates	Gabriel Dole*	George Mason University
	Jordan Tan*	James Madison University
	Marvin Stearns*	University of Mary Washington
	Jackson Martinez*	University of Virginia
	Olivia Andres*	Virginia Commonwealth University
ECW President	Catherine Perrin*	Grace & Holy Trinity, Richmond
Executive Board	Harry Dickinson*	Trinity, Fredericksburg
	Jane Roth*	St. James, Leesburg
	Linda Kelleher	St. Michael's, Arlington
	Deb Gandy*	St. Michael's, Arlington
	Jim Carlock*	Trinity, Fredericksburg
	Karen Franklin*	St. Mark's, Richmond
	Joni Langevorrt	Holy Comforter, Vienna
	Mary (Boo) Elmore*	Immanuel, Old Church, Mechanicsville
	Nadine Pluchinsky	Grace, Berryville
	Philip Tickle*	All Saints, Richmond
	Cynthia Arnold*	St. Thomas, Orange
	Kathleen Turner*	Church of the Resurrection, Alexandria
Standing Committee	Mickei Jones*	St. Mark's, Richmond
	Lauren Breeden*	The Falls Church, Falls Church
	Thomas Beatty*	St. Philips, Richmond
	Helen Penrod*	Emmanuel, Harrisonburg
	Susan Magill*	Christ Church, Alexandria
	Chrissie Crosby*	Grace, Alexandria

<i>Position</i>	<i>Name</i>	<i>Church</i>
Regional Presidents		
Alexandria	Susan Hahn	Christ Church, Alexandria
Central Richmond	Larry Clark	St. Philip's, Richmond
Culpeper	Cady Soukup*	Trinity, Washington
North Fairfax	Chris Cameron*	St. Anne's, Reston
North Richmond	Geroge 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	Mary Bramley*	St. James, Mt. Vernon, Alexandria
So. Shenandoah	Marcia Brownfield*	St. Andrew's, Mt. Jackson
South Fairfax	Cindy McLaughlin*	St. Barnabas, Annandale
Upper Tidewater	Mary Montague*	Ware, Gloucester
West Richmond	Tom Crockett	Christ Church, Glen Allen
Youth Delegate	Anna Tuttle*	Culpeper Region
	Perrine Chow*	Alexandria Region
	Bridgid Dudley*	So. Shenandoah Region
	Rachel Morton*	S. Shenandoah Region Alternate

Committees of Convention

231st Annual Convention Committees of Convention

COMMITTEE ON BUDGET (Bishop Harris)

Prepares the diocesan budget for approval.

Ms. Kat Turner, Church of the Resurrection, Alexandria, Chair

Ms. Cynthia Arnold, St. Thomas, Orange

The Rev. Teresa Brion, St. John's, West Point

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

Mr. Harry Dickinson, Trinity, Fredericksburg

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

Ms. Catherine Perrin, ECW President

Ms. Jane Roth, St. James', Leesburg

Mr. Philip Tickle, All Saints, Richmond

COMMITTEE ON CONSTITUTION & CANONS (Bishop Bourlakas)

Considers proposed amendments to the Constitution and Canons.

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

Mr. Garway Bright, Christ Church, Glen Allen

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

Ms. Karen Grane, St. Paul's Alexandria

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

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

The Rev. Jay Morris, Aquia, Stafford

The Rev. Sven vanBaars, Abingdon, White Marsh

COMMITTEE ON CREDENTIALS (Bishop Harris)

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

Mr. Bruce LeLacheur, Northern Piedmont Region, Chair

The Rev. Chuck McCoart, Emmanuel, Alexandria

Ms. Kimion Walker, St. Philip's, Richmond

COMMITTEE ON RELATED ORGANIZATIONS (Bishop Bourlakas)

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

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

Ms. Karen Franklin, St. Mark's Richmond

The Rev. Robbie Loughton, Christ Church, Alexandria

COMMITTEE ON RESOLUTIONS (Bishop Harris)

Considers submitted resolutions.

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

Dr. Barbara Allison-Bryan, Abingdon, White Marsh

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

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

The Rev. Melanie Lewis, Christ Church, Millwood

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

The Rev. Dina Widlake, Epiphany Episcopal, Oak Hill

COMMITTEE ON THE JOURNAL (Bishop Bourlakas)

Creates the Convention Journal.

Mr. Mark Eastham, Chair

Mr. Nathan Madison

Clergy in Order of Reception

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

As of November 2025

Bishops	Date of Consecration	Received from
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	

Priests/Deacons	Date of Reception/Ordination	Received from/Ordained in VA
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
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
Hergenrather, Lynda S.	6/23/1979	Ordained
Holliday, C. Thomas	6/23/1979	Ordained

Priests/Deacons	Date of Reception/Ordination	Received from/Ordained in VA
Stewart, J. Bruce	9/4/1979	Newark
Matthews, F. Clayton	1/1/1980	East Carolina
Lee, David E.	1/26/1981	Michigan
Morrow, Andrew T. P.	6/7/1981	Ordained
Goff, Susan E.	6/23/1981	Newark
Hallock, Jr., Harold H.	9/1/1981	Tennessee
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
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
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

Clergy of the Diocese in Order of Reception

<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/Ordained in VA</i>
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
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
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

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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
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
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

Clergy of the Diocese in Order of Reception

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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
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
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

Clergy of the Diocese in Order of Reception

<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/Ordained in VA</i>
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
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

Clergy of the Diocese in Order of Reception

<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/Ordained in VA</i>
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
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
Connors, Carey Dougherty	2/23/2013	Ordained

Clergy of the Diocese in Order of Reception

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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, Rosemary 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
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

Clergy of the Diocese in Order of Reception

<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/Ordained in VA</i>
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
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
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

Clergy of the Diocese in Order of Reception

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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, Karulyn	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
Lazzuri, Jennifer	3/7/2020	Ordained
Schiefelbein, Colleen	3/7/2020	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

Clergy of the Diocese in Order of Reception

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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	Southwestern 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
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
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

Clergy of the Diocese in Order of Reception

<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/Ordained in VA</i>
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
Yearwood, Kirtley	10/12/2023	Olympia
Malcolm, Kenneth	10/15/2023	Texas
Bhan, Marcia Chanta	11/1/2023	Massachusetts
Lerena, Angela	11/27/2023	Colorado
Bryant, Julie Diane	2/7/2024	Los Angeles
Scarffe, Jon	3/16/2024	Ordained
Self, Redmon	3/16/2024	Ordained
Bezilla, Gregory	5/20/2024	New Jersey
Moses, Sarah	7/3/2024	Mississippi
Mitchell, Caroline	7/13/2024	Ordained

<i>Priests/Deacons</i>	<i>Date of Reception/Ordination</i>	<i>Received from/Ordained in VA</i>
Casey, Rebecca	7/13/2024	Ordained
Leahey, Jennie Miller	7/25/2024	Central Gulf Coast
Cushing, Mary	8/10/2024	Ordained
Rose, David	8/19/2024	Georgia
Rowe, Randi Hicks	9/1/2024	Western New York
Melton, Brent A.	9/18/2024	North Carolina
Hassman, Lachlan	9/30/2024	Ordained
Hagerty, Stephen	12/1/2024	Maryland
Rohrs, Andrea Wigodsky	1/8/2025	Southern Virginia
Kang, Ji-Jae Peter	1/27/2025	Los Angeles
Mitchell, Caroline	2/1/2025	Ordained
Casey, Rebecca	2/1/2025	Ordained
Reeves, Daniel	2/4/2025	North Carolina
Cenci, Daniel	3/30/2025	East Carolina
Jones, H. Cabell	4/26/2025	Ordained
Jones-Stamm, Florian	4/26/2025	Ordained
Thomas, Judith	4/26/2025	Ordained
Werner, Stephanie	4/26/2025	Ordained
Bourlakas, Mark	6/1/2025	Southwestern Virginia
Sheppard, Ricardo	6/1/2025	Washington
Weiher, Joie	6/11/2025	Ordained
Fox, Kim	6/30/2025	North Dakota
Davey, Jackson	8/2/2025	Ordained
Natoli, Bart	8/2/2025	Ordained
Renaud, Theodore	8/2/2025	Ordained
Casey, David	8/21/2025	Louisiana
Jutsum, David	9/1/2025	Rochester
Pinkerton, Susan	9/8/2025	Connecticut
Beeley, Christopher	9/15/2025	Dallas
Laughlin, Kara	9/20/2025	Ordained
Rose, Anne	9/20/2025	Ordained
Warburton, Joy	9/20/2025	Ordained
Hood, Susanne	11/1/2025	East Carolina

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

As of November 2025

<i>Priest/Deacon</i>	<i>Date of Transfer</i>	<i>Transferred to</i>
Gaventa, Sarah K.	11/4/2024	Texas
Wright-Pruski, Dorota	11/21/2024	Idaho
Streever, Hilary B.	12/1/2024	Rochester
Harber, Rachel	12/1/2024	Texas
Machowski, Matthew	1/1/2025	Southeast Florida
Butler, Joseph	1/15/2025	Southwestern Virginia
Nunnally, Peter	7/1/2025	Washington
Smith, Hilary B.	8/15/2025	Rio Grande
Sweeney, Michael	10/20/2025	Connecticut

In Memoriam



The Reverend William Hill Brown III

June 25, 1937 – January 3, 2025

The Rev. William Hill Brown III, a retired priest of the Diocese of Virginia, passed away on January 3, 2025, in Richmond, at the age of 87.

Born on June 25, 1937, in Washington, D.C. to William Hill Brown, Jr. and Charlotte Tiffany Brown, Mr. Brown earned his BA from Princeton University in 1959 and undertook studies at The General Theological Seminary in New York the following year, before transferring to, and graduating with a second BA in 1962 from, Oriel College, Oxford University; in 1966, he was awarded an MA, also from Oxford.

Upon returning to Virginia, Mr. Brown was ordained a deacon by the Rt. Rev. Samuel B. Chilton, Suffragan Bishop of Virginia, on November 24, 1962, and ordained a priest by the Bishop of Virginia, the Rt. Rev. Robert Fisher Gibson, Jr., on November 24, 1963. On February 13, 1965, at St. George's, Nashville, Rev. Brown married Margaret "Peggy" Kennedy.

Immediately following his ordination to the diaconate, Rev. Brown was assigned to Grace and Holy Trinity, Richmond, where he was to spend the entirety of his ministry, despite multiple inquiries from several churches throughout the Diocese over the years. Rev. Brown served as assistant rector beginning in 1962 under the Rev. Louis Aldworth Haskell, then rector. Upon Rev. Haskell's announcement of his impending retirement in late 1976, Rev. Brown was unanimously called by the vestry to serve as rector that October, assuming the role in 1977 and continuing until his own retirement in March 2001, after thirty-eight years of service at Grace and Holy Trinity. During retirement, when time and health would allow, Rev. Brown continued to minister occasionally, at St. Stephen's, Richmond and Westminster-Canterbury, in particular.

Outside of his longtime ministry at Grace and Holy Trinity, Rev. Brown served the Diocese in myriad other capacities. In February 1975, Bishop Hall appointed him Dean of Region 10, a role he fulfilled until 1982. Due to his education in the United Kingdom, as well as a six-month sabbatical return to Oxford in 1973, Rev. Brown was considered the Diocese's "English Connection," and was called upon to assist during visits by Anglican clergy, such as during Rev. Michael Perry, Archdeacon of Durham's, visit in 1981. Rev. Brown also served on the boards of Church Schools of the Diocese of Virginia (1975-1982), St. Catherine's School (1978-1990), and Westminster-Canterbury (1982-1986).

The Rev. William Hill Brown III died on January 3, 2025, and was survived by his wife Margaret, and their two children, Margaret Brown Parobeck and William Hill Brown IV.



The Reverend Timothy Walters Dols

July 6, 1942 – February 20, 2025

The Rev. Timothy Walters Dols, a retired priest of the Diocese of Virginia, passed away on February 20, 2025, in Arlington, at the age of 82.

Timothy Walters Dols was born in Baltimore, Maryland to William and Isabel Dols on July 6, 1942; he attended first Washington and Lee University, where he received his BA in 1964, and then The Virginia Theological Seminary, earning an MDiv in 1967; in 1985, he received an DMin from Wesley Theological Seminary, in Washington, D.C. On August 22, 1964, Mr. Dols married Anne Stahl, in Baltimore.

On June 20, 1967, and June 1, 1968, Mr. Dols was ordained to the diaconate and priesthood, respectively, in both cases by the Rt. Rev. Harry Lee Doll, Bishop of Maryland. Rev. Dols served at two churches in the Diocese of Maryland following his ordination, first as assistant priest at St. Timothy's, Catonsville, from 1967 to 1968, and then as rector of Sherwood Episcopal, Cockeysville, from 1969 to 1975. In April, 1975, the Bishop of Virginia, the Rt. Rev. Robert Bruce Hall, accepted Rev. Dols' Letter Dimissory, as he had been called to serve as rector of St. Peter's, Arlington, a role he held until his retirement in May 2001, after more than twenty-six years of ministry. Following his retirement, Rev. Dols and Anne moved to Wilmington, North Carolina; Rev. Dols, however, was apparently not quite ready to retire, and continued his ministry in his new home through a variety of channels. He ministered as a supply priest, from 2002 to 2024, at St. Philip's, Holly Ridge; he also worked on a part-time basis for the Diocese of East Carolina as Coordinator of Episcopal Campus Ministries at Cape Fear Community College and the University of North Carolina, Wilmington. At St. James, Wilmington, he taught Monday Night Bible Study classes; at Good Shepherd Mission, Wilmington, he volunteered every Tuesday to provide meals to the homeless; and in his own home on Saturdays he offered students lessons on the history, theological attributes, and crafting of iconography.

In March of 2024, Rev. Dols and his wife moved into Goodwin House, in Alexandria. The Rev. Timothy Walter Dols died on February 20, 2025, at Virginia Hospital Center in Arlington, and was survived by Anne and their two children. A funeral was held at St. Peter's, Arlington on February 28, 2025, and officiated by the Rev. Jennifer Gamber, rector of St. Peter's. Rev. Dols was buried in a family plot in Baltimore.



The Reverend Paula Swaebe Kettlewell

October 6, 1934 – September 6, 2025

The Rev. Paula Swaebe Kettlewell, a retired priest of the Diocese of Virginia, passed away on September 6, 2025, in Richmond, at the age of 90.

Paula Ruth Swaebe was born on October 6, 1934, the daughter of Henry and Pauline Swaebe, in Boston, Massachusetts. She attended Northwestern University in Cook County, Illinois where she earned her BA in 1956; she later studied theology at Yale Divinity School, and history at the University of Virginia. On July 3, 1959, she married the Rev. John Michael Kettlewell; in 1989, the two amicably divorced. Beginning in 1967, Mrs. Kettlewell taught history and religion at The Blue Ridge School, in St. George, Virginia, and served tenures as both the chairperson of the school's Department of Religion and as a member of its Admissions Committee.

On April 18, 1979, the Rt. Rev. Robert Bruce Hall, Bishop of Virginia, accepted Mrs. Kettlewell as a postulant for holy orders. On June 14, 1980, the Rt. Rev. David Henry Lewis, Jr., Suffragan Bishop of the Diocese of Virginia, ordained Ms. Kettlewell to the diaconate; on May 9, 1981, Bishop Hall ordained her to the priesthood, in the Blue Ridge School's Gibson Memorial Chapel. She was the ninth woman to be ordained to the priesthood in the Diocese of Virginia; four of those eight previously ordained participated in the ceremony.

Rev. Kettlewell served as associate chaplain at The Blue Ridge School, from 1980 to 1982, while also continuing her educational duties. From 1982 to her retirement in 2003, Rev. Kettlewell served as associate rector at St. Paul's Memorial Church, Charlottesville, where, throughout her ministry, she was also a strong advocate and leader in Education for Ministry programs. In 1991, she authored *A History of Saint Paul's Memorial Church, Charlottesville, Virginia, 1910-1990*, in commemoration of the church's eightieth anniversary. In 2021, Rev. Kettlewell moved from Charlottesville to Richmond.

The Rev. Paula Swaebe Kettlewell died on September 6, 2025 and was survived by her two daughters, and four grandchildren. A funeral, with the Rt. Rev. Susan Ellyn Goff, former Suffragan Bishop and Ecclesiastical Authority of the Diocese of Virginia, officiating, was held on October 4, 2025, at St. Paul's.



The Reverend John Edward Miller, PhD

May 17, 1948 – June 22, 2025

The Rev. John Edward Miller, PhD, a retired priest of the Diocese of Virginia, passed away on June 22, 2025, in Richmond, at the age of 77.

John Edward Miller, the son of John Broughton Miller and Marion Collier Miller, was born on May 17, 1948 in Richmond; as a student at Douglas S. Freeman High School, from which he graduated in 1966, Mr. Miller held, among other distinctions, a fellowship in the National Honor Society, the position of secretary of the Junior Classical League, and editor of the sports section of his high school's newspaper, the *Commentator*.

In June of 1970, Mr. Miller was awarded a BA from Washington and Lee University, a double-major in European history and economics; the day following graduation, he married Mary Marguerite Hays. In May 1974 and May 1977 respectively, Mr. Miller earned his MDiv and ThM at Union Theological Seminary (now Union Presbyterian Seminary), in Richmond. He earned his third degree from the Seminary, a PhD focused on theological philosophy, in 1982.

On December 12, 1981, Mr. Miller was ordained by the Rt. Rev. Robert Bruce Hall, Bishop of Virginia, to the diaconate, and on June 25 of the following year, again by Bishop Hall, to the priesthood. Rev. Miller first served as a youth minister at River Road Church, Baptist beginning in 1974, and had already been serving as an aide to the Rev. W. Holt Souder and youth minister at St. Mary's, Richmond since 1977 when, in 1982 he was called to serve as St. Mary's assistant rector; he was called again, to serve as rector, in January 1984, and remained in that role for thirty-one years until his retirement on January 1, 2016, upon which he received the title of Rector Emeritus. It was during Rev. Miller's time at St. Mary's that its current church was constructed, and later consecrated by Bishop Peter James Lee on October 11, 1992.

Alongside his ministry at St. Mary's, Rev. Miller was heavily accomplished in academia, serving as an adjunct professor of religion at the University of Richmond, from 1974 to 1990, and for a year in 1981 at Virginia Union University's School of Theology. Also in 1981, he co-wrote a Year 4 curriculum in theology for the University of the South, and penned articles regularly for the Diocese of Virginia's monthly periodical, the *Virginia Episcopalian*. He was elected a trustee of the Diocese's Episcopal Book Store in 1984 and 1985; served on the Diocese's Resolution Committee in 1986, and served as its chair in 1987 and 1988; and held tenures on the boards of Westminster-Canterbury, St. Christopher's School, and Elk Hill Farm.

(continued on next page)



The Reverend John Edward Miller, PhD

(continued)

Rev. Miller's wife, Mary, his high school sweetheart who served St. Catherine's School as a counselor until her death, passed away in 1998. In 2012, he married Deborah Barr Halloran, who shared his love of ministry in her role as deacon at First Presbyterian Church, Richmond as well as through various other outreach and Bible Study projects.

The Rev. John Edward Miller, PhD died on June 22, 2025, and was survived by his wife Deborah, as well as his three children and several grandchildren. A memorial service was held on June 27, 2025, at St. Mary's, and his ashes were committed to St. Mary's churchyard.



The Reverend Bradford Ayers Rundlett

August 9, 1949 – July 5, 2025

The Rev. Bradford Ayers Rundlett, a retired priest of the Diocese of Virginia, passed away on July 5, 2025, in Herndon, at the age of 75.

Born on August 9, 1949, to Brewster and Prudence Ayers Rundlett in Atlanta, Bradford Ayers Rundlett was heavily involved in sports as a student at W. F. Dykes High School; in 1972 he earned his BA from the University of Georgia, Athens and his MDiv from The University of the South, School of Theology, Sewanee, in 1981.

The Rt. Rev. William Arthur Beckham, Bishop of Upper South Carolina, ordained Mr. Rundlett first to the diaconate on June 13, 1981, and to the priesthood on May 15, 1982. Rev. Rundlett served several churches in the South and Mid-Atlantic regions following his ordination, including as vicar of Epiphany Church in Spartanburg, South Carolina from 1981 to 1984; during those years he also ministered as a college chaplain, and served on both the board of a local YMCA and on the Diocese of Upper South Carolina's Liturgies Commission. He married Cecile "Cele" DeOrnellas on October 7, 1988, at St. James, in Potomac Maryland, where he served as associate rector from 1984 to 1989.

He was rector of St. Andrew the Fisherman, in Mayo, Maryland from 1989 to 1993, a period during which he also was a member of the Diocese of Maryland's Pastoral Care Committee, and served as a Diocesan Stewardship Consultant, until he was called to the Diocese of Virginia in January 1994 to become rector of St. Timothy's, Herndon. Rev. Rundlett would remain at St. Timothy's until his retirement in August of 2015 and was given the title of Rector Emeritus in 2023.

Rev. Rundlett attended The Clergy Leadership Project in 1998 and 1999, and served on the Diocese's Committee on Stewardship from 1998 to 2001. Throughout his years in ministry, Rev. Rundlett led several missionary efforts across the United States, such as to Pine Ridge Native American Reservation in South Dakota; and across the world, assuming the role as chaplain on several missionary trips to Haiti.

The Rev. Bradford Ayers Rundlett died on July 5, 2025, survived by his wife Cele and their four children, seven grandchildren, and his two siblings. A funeral service was held at St. Timothy's on July 20, 2025.



The Reverend Warren August Schaller, Jr.

March 5, 1937 – October 21, 2025

The Rev. Warren August Schaller, Jr., a retired priest of the Diocese of Virginia, passed away on October 21, 2025, at the age of 88.

Warren August Schaller, Jr. was born to parents Warren and Natalie Schaller in Syracuse, New York on March 5, 1937. In 1959, he graduated from Kenyon College, in Gambier, Ohio with his BA; from the University of Minnesota with his MA in 1961; and from General Theological Seminary, New York, with his MDiv in 1964. On February 11, 1961, Mr. Schaller married Patricia “Pat” Anne Campbell.

On June 27, 1964, Mr. Schaller was ordained to the diaconate by the Rt. Rev. Hamilton Hyde Kellogg, Bishop of Minnesota, and to the priesthood on April 1, 1965, by the Rt. Rev. Philip Frederick McNairy, Suffragan Bishop of Minnesota. From 1964 to 1967, Rev. Schaller served as both vicar of Epiphany Episcopal Church and as a chaplain at Hamline University, both in St. Paul. In 1967, he was called as rector to Church of the Holy Apostles, also in St. Paul, until 1971, when he moved to Manchester, New Hampshire to serve as rector of St. Andrew’s Church, where he remained until 1973. On January 1, 1975, the Rt. Rev. Robert Bruce Hall, Bishop of Virginia authorized Rev. Schaller to serve, under license, as associate rector at Truro, Fairfax. In 1976, Rev. Schaller entered into non-parochial ministry as director of the Institute for Spiritual Direction, in Fairfax, where he remained until 1983. After Bishop Hall accepted Rev. Schaller’s Letter Dimissory from the Diocese of Minnesota in January 1977, Rev. Schaller served in several interim positions at churches including Holy Comforter, Vienna; St. James, Warrenton; and Trinity, Manassas, but was largely focused on secular work, including with the Fox Warren Nature Reserve in Chantilly, and as a consultant for The Washington Group.

In 2004, Rev. Schaller was called to St. Mary’s, Fleeton as rector, and retired in March 2007; the Schallers moved to and resided in Illinois for several years following retirement, but later returned to Virginia, settling in Stafford County.

The Rev. Warren August Schaller died on October 21, 2025, and was survived by his wife Pat.



The Reverend Gregory Blackwell Taylor

August 13, 1930 – April 2, 2025

The Rev. Gregory Blackwell Taylor, a retired priest of the Diocese of Virginia, passed away on April 2, 2025, in Charlottesville, at the age of 94.

Gregory Blackwell Taylor was born in 1930, to parents S. Blackwell and Helen Taylor in Columbus, Ohio. Mr. Taylor attended both Yale University and Harvard University, earning his BA in 1952 and his JD in 1957, at each respectively; these were soon followed by an MDiv at the Virginia Theological Seminary in 1963.

On June 15, 1963, he was ordained to the diaconate by the Rt. Rev. Nelson Marigold Burroughs, Bishop of Ohio, and on December 1 of the same year, he was ordained to the priesthood, also by Bishop Burroughs. From 1963 to 1967, Rev. Taylor served as a chaplain at several colleges and universities, primarily at Case Western Reserve University, in Cleveland. Despite being received into the Diocese of Virginia in July 1980, Rev. Taylor focused primarily on his secular work, at both the Legal Aid Society of Cleveland, and later for the United States Department of Labor, a position from which he retired in 1995. Following his retirement, Rev. Taylor returned to Virginia and settled in Keswick and served the Diocese of Virginia as a supply priest to several congregations, including St. Paul’s, Charlottesville, until retiring from active ministry in 2010. He also served on the Ecclesiastical Trial Court, from January 1996 to January 1997.

The Rev. Gregory Blackwell Taylor died on April 2, 2025, and was survived by his wife, Anne Barbour Taylor, whom he married on September 8, 1956, as well as his two children, three grandchildren, and one great grandchild. A celebration of life was held at Westminster-Canterbury of the Blue Ridge on May 10, 2025, and he was interred at Monticello Memory Gardens, Charlottesville.

Churches and Missions in The Diocese of Virginia

Churches and Missions in The Diocese of Virginia

<i>Name</i>	<i>Location</i>	<i>Region</i>
Abingdon Church	White Marsh	Upper Tidewater
All Saints Church	Richmond	West Richmond
All Saints Sharon Chapel	Alexandria	Potomac
Aquia Church	Stafford	Fredericksburg
Calvary Church	Front Royal	Winchester
Christ Ascension Church	Richmond	Central Richmond
Christ Church	Alexandria	Alexandria
Christ Church	Charlottesville	Charlottesville
Christ Church	Glen Allen	West Richmond
Christ Church	Gordonsville	Charlottesville
Christ Church	Luray	So. Shenandoah
Christ Church	Spotsylvania	Fredericksburg
Christ Church	Winchester	Winchester
Christ Church Parish	Saluda	Upper Tidewater
Church Of Our 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
Epiphany Church	Oak Hill	North Fairfax
Grace & Holy Trinity Church	Richmond	Central Richmond
Grace Church	Alexandria	Alexandria
Grace Church	Berryville	Winchester

Churches and Missions in The Diocese of Virginia

<i>Name</i>	<i>Location</i>	<i>Region</i>
Grace Church	Bremo Bluff	Charlottesville
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
Holy Cross Church	Batesville	Charlottesville
Immanuel Church Old Church	Mechanicsville	North Richmond
Immanuel Church-on-the-Hill	Alexandria	Alexandria
Kingston Parish	Mathews	Upper Tidewater
Leeds Church	Markham	Northern Piedmont
Little Fork Church	Rixeyville	Culpeper
Meade Memorial Church	Alexandria	Alexandria
North Farnham Parish	Farnham	Northern Neck
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. George's Church	Arlington	Arlington
St. George's Church	Fredericksburg	Fredericksburg
St. James Church	Louisa	Charlottesville
St. James' Church	Leesburg	Northern Piedmont

Churches and Missions in The Diocese of Virginia

<i>Name</i>	<i>Location</i>	<i>Region</i>
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	Remington	Culpeper
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
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

Churches and Missions in The Diocese of Virginia

<i>Name</i>	<i>Location</i>	<i>Region</i>
St. Paul's Memorial Church	Charlottesville	Charlottesville
St. Peter's Church	Arlington	Arlington
St. Peter's Church	New Kent	Upper Tidewater
St. Peter's Church	Oak Grove	Northern Neck
St. Peter's Church	Port Royal	Fredericksburg
St. Peter's Church	Purcellville	Northern Piedmont
St. Peter's In The Woods Church	Fairfax Station	South Fairfax
St. Philip's Church	Richmond	Central Richmond
St. Stephen & The Good Shepherd Church	Elkton	So. Shenandoah
St. Stephen's Church	Catlett	Culpeper
St. Stephen's Church	Culpeper	Culpeper
St. Stephen's Church	Heathsville	Northern Neck
St. Stephen's Church	Richmond	Central Richmond
St. Thomas Church	McLean	North Fairfax
St. Thomas' Church	Richmond	Central Richmond
St. Thomas's Church	Orange	Charlottesville
St. Timothy's Church	Herndon	North Fairfax
The Falls Church Episcopal	Falls Church	South Fairfax
The Fork Church	Doswell	North Richmond
Trinity Church	Arlington	Arlington
Trinity Church	Charlottesville	Charlottesville
Trinity Church	Fredericksburg	Fredericksburg
Trinity Church	Lancaster	Northern Neck
Trinity Church	Manassas	South Fairfax
Trinity Church	Upperville	Northern Piedmont
Trinity Church	Washington	Culpeper
Vauter's Church	Champlain	Upper Tidewater
Ware Church	Gloucester	Upper Tidewater
Westover Church	Charles City	Upper Tidewater
Wicomico Parish Church	Wicomico Church	Northern Neck

Parishes with Several Churches

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

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

Diocesan Missions

<i>Name</i>	<i>Location</i>	<i>Region</i>
All Souls Church	Mechanicsville	North Richmond
Buck Mountain Church	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 Incarnation	Mineral	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
Grace Church, Red Hill	North Garden	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. Paul's Church, Ingham	Shenandoah	So. Shenandoah
St. Peter's Church	Richmond	Central Richmond
Varina Church	Henrico	Upper Tidewater

Missions of Founding Churches

These are included on the previous list.

<i>Mission</i>	<i>Location</i>	<i>Region</i>
Christ Church	Lucketts	Northern Piedmont
<i>Founding Church: St. James', Leesburg</i>		
St. Gabriel's Church	Leesburg	Northern Piedmont
<i>Founding Church: St. James', Leesburg</i>		

Existing Churches not having Weekly Services

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

Churches used by other Communions

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

Diocesan Schools

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

Other Schools

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

Diocesan Centers

<i>Center</i>	<i>Location</i>	<i>Region</i>
The 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

Ministries Concluded

Ministries Concluded

Good Shepherd of the Hills, Boonesville

Good Shepherd of the Hills, Boonesville had its origins in three, initially separate churches in Mason Parish, so named in honor of the Rt. Rev. Wiley Roy Mason who, prior to his consecration as Bishop Suffragan of Virginia in 1942, worked tirelessly in the service of the communities encompassing the Diocese's Archdeaconry of the Blue Ridge. The Archdeaconry, first led by the Rev. Frederick W. Neve, who had already been serving as the region's Archdeacon for several years by the time his jurisdiction was officially codified in 1904, was established to better serve the many small and isolated communities in the mountains and hollows of the Blue Ridge Mountains in and surrounding Albemarle County.

By the late 1950s, three of the Archdeaconry's churches – St. John the Evangelist Mission, Blackwell's Hollow (consecrated 1907); Whittle Memorial Chapel (1912), Mission Home; and Church of the Holy Innocents', Cross Roads (1936) – were all served by the Rev. Robert Howell, who alternated between each one, every Sunday, with the congregation following suit. On April 18, 1959, the Vestry Committee and Congregation of Mason Parish wrote to the Rev. Samuel B. Chilton, then Archdeacon of Virginia, requesting the Diocese's approval for both the building of a new church for the combined congregation, and the sale of any unused properties to help finance the purchase of land for the proposed church. Having to move between sites, every Sunday, proved to be an obstacle, not only for the congregation generally speaking but also the church school and choir in particular, both of which had to relocate their respective accoutrements accordingly; the Altar Guild maintained three different altars, and the parish treasurer was responsible for three separate sets of electric and utility bills. Citing the decrease in the general population of the area in recent decades, due in part to the construction of the Skyline Drive beginning in 1939, it became obvious to the congregation, for all these factors and more, that a single, centrally located church was the most sensible answer.

The Vestry Committee considered three differing offers for the site of the proposed church, and in May 1959 chose the third, offered by St. John's, Blackwell's Hollow's treasurer Daniel Sherwood Morris, Sr. and his wife Laura – three acres of their 125 acre farmland in Free Union, at the junction of Routes 810 (Boonesville Rd.) and 601 (Mission Home Road), approximately twenty-five miles slightly northwest of the city center of Charlottesville.

The Morris family had a long history with the churches in the region – Daniel would arrive at St. John's early enough, every Sunday, to start a fire in the church furnace to ensure the congregation was provided warmth during the services; Laura (affectionately known as “Shortie”), was, for many years, St. John's choirmaster and organist, roles she never once accepted any sort of payment for. Laura, born in 1903, was taught to play the organ by Deaconess Margaret Marion Proffe who, after training in New York, travelled to Albemarle to join Rev. Neve in the Archdeaconry in 1900; many years later, after she was unable to maintain her home near Blackwell's Hollow, Deaconess Proffe was invited to set up a small dwelling on the Morris's property. Laura began learning to play the church organ at the age of twelve and continued to do so in the service of the Episcopal Church for a total of seventy-five years, first at St. John's, and later at Good Shepherd of the Hills.

Following the sale of some of the unused property of the three constituent churches, with additional funds from the Diocese of Virginia and the Diocesan Missionary Society, William Hansbrough, Randolph Henry Maupin, Daniel Sherwood Morris, Jr., Arthur Shiflett and Broadus Price Wood, collectively the Trustees of Mason Parish, purchased the chosen property from the Morris's on November 5, 1959, for \$1,200. On January 29, 1961, the Trustees of Mason Parish accepted the offer of Craig Associates, Inc. to construct, for \$35,810.00, the church according to architect David Warren Hardwicke's designs. The church, capable of seating approximately 150 individuals, was to be of wood frame and brick, and included offices, a kitchen, and a large parish hall that could be subdivided into classrooms or other smaller rooms, if need be.

While construction was underway, Rev. Howell reported to Rev. John A. Baden, the Archdeacon of Virginia following Rev. Chilton's election and consecration as Suffragan Bishop of Virginia in early 1960, that the congregation was eagerly preparing for the church's completion. He wrote, in April 1961:

Bill Payne, Arthur Shiflett, and Broadus Wood have designed a beautiful altar which they will build soon, in order that the ladies of the Altar Guild can sew hangings for it. Serena Hall, president of the Altar Guild, has purchased 45 yards of velvet and organized a group to make quite a magnificent dossal curtain to be ready for the opening of the church. Paul Forbes, one of the young men of the parish, has taken responsibility to supervise and distribute the old pews to each family in the congregation for refinishing. Mrs. Pauline Maupin, the new President of the Women of the Church, is heading up the layout of the kitchen and will soon hire their own carpenter to build cupboards so that the kitchen will be ready for business. The good ladies are paying for all of this as well as ten folding tables, etc.

During construction, the congregation began, as early as January 1961, to worship together in Prize Hill Chapel, adjacent to the Prize Hill Cemetery and across the street from the new church. On June 10, 1962, a service of thanksgiving and dedication was held at Mission Home, with Rev. Baden in attendance, officially recognizing Good Shepherd of the Hills as a congregation, with Daniel Morris, Sr. assuming the role of its treasurer. Parishioner Billy Payne and several others built the church's altar in time for the building's completion. On January 9, 1966, Good Shepherd of the Hills, Boonesville was consecrated by the former Bishop of Virginia, the Rt. Rev. Frederick Deane Goodwin.

As Rev. Howell had left Mason Parish in May of 1961, the first priest at Good Shepherd of the Hills was the Rev. David F. Wayland, a native of Albemarle County and graduate of the Virginia Theological Seminary who was ordained a deacon in June 1962. Professing an interest in mission work while still a seminarian, he was sent to Mason Parish, first as deacon-in-charge, and following his ordination to the priesthood on June 1, 1963, by Bishop Chilton, as priest-in-charge of Good Shepherd of the Hills, as well as Buck Mountain Church in nearby Earlysville. Upon his arrival, shortly before the dedication service which he officiated at alongside Rev. Baden, Rev. Wayland found a congregation that faced some difficulty now thinking of themselves as a unified church, having spent so many years spread out amongst the three constituent locations, and many understandably upset that the physical churches they and their families had attended for generations were vacated and sold off. Further, there was deep-seated and justifiable pain felt on the part of many families who had been forcibly removed from their homes, farmlands, and churches by the federal government to make way for the establishment of Shenandoah National Park in the early 1930s. The eviction from properties that had been in the same family for decades, and in many cases for more than a century; the failure of the government to deliver on its promises for adequate compensation; and many families being forced to live in “settlement camps” for a number of years thereafter, resulted in resentments that, while not tied to Good Shepherd of the Hills directly, nonetheless contributed to, in the hearts of many, a sense of dislocation that lingered well into the 1960s. One of Good Shepherd of the Hill's constituent churches, Holy Innocents', Cross Roads, was originally built approximately ten miles away at Simmon's Gap and consecrated in 1911, but was later dismantled, moved, and rebuilt following the annexation of the land by the National Park in 1935. It was reconsecrated the next year, and many of the families, similarly forced out of their homes, followed the church to its new location and settled nearby – and now, their church had moved, yet again. Frances Morris, daughter in law of Daniel S. Morris, Sr., recalled years later that Deaconess Proffe, upon Rev. Wayland's arrival and in light of the many challenges he faced, “was fretted with him and said ‘that boy has got a lot to learn.’ “

But learn he did, and over the course of his ministry with the people of Good Shepherd of the Hills, Rev. Wayland helped further unify and strengthen congregational bonds and the church soon came

into its own, driven in part by a younger generation, many of whom served in the church's Episcopal Young Churchmen's Group and who were more capable of moving beyond previous animosities and circumstances. According to a Diocese-wide church survey conducted in late 1968, the youth of the church seemed "to be quite interested and involved in the life of this congregation" and contributed to an overall, positive spirit at the church:

Though Good Shepherd of the Hills congregation is small, this does not mean that it cannot be an affective witness for the work of Our Lord in this community. The size of a congregation is not always a measure of its dedication and commitment to the ministry of the Christian Gospel. There is no reason why this congregation cannot become a singular dynamic force in the Boonesville community.

In April 1967, Rev. Wayland was called to the Diocese of Southwestern Virginia to serve at Trinity, Rocky Mount, and beginning in July 1967, The Rev. Roderick R. Ismay assumed the vicarship of Mason Parish. William Louis Mengebier, a recent graduate of the University of Tennessee with a PhD in biology and who was ordained to the diaconate and priesthood in 1967 and 1968 respectively, assisted Rev. Ismay during his ministry at Good Shepherd. With Rev. Ismay's move to serve full-time at McIlhenny Parish in 1970, Rev. Mengebier became Good Shepherd's vicar, and, albeit on a supply basis, served for another decade. A professor of biology and the department's chair from 1968 to 1982 at Bridgewater College, Rev. Mengebier spent a good portion of his ministry at Good Shepherd making the 104-mile drive every Sunday to fulfil his duties, until his retirement on the Feast of Pentecost, May 25, 1980, and then only due to health concerns. The Rev. Francis Marion Cooper, formerly priest and rector at Christ Church, Charlottesville, became supply vicar of Good Shepherd of the Hills in 1982 and remained in that role until he retired in April of 1990. From 1990 to 1992, several supply priests ministered at the church, including occasionally Rev. Mengebier, who at the time was also a chaplain at Rockingham Memorial Hospital's hospice center. The Rev. Dr. Jeanne C. Biggar, a 1985 graduate of the Virginia Theological Seminary ordained to the priesthood the following year, began as priest-in-charge at Good Shepherd of the Hills, as of January 1, 1992, and served until January 1, 1996. Beginning on November 1, 1996, shortly before Rev. Biggar's departure, Mr. Robert Thomas, who had over fifteen years' experience as a lay reader at Good Shepherd and surrounding churches by that point, was appointed, officially as a Lay Pastoral Leader for the church; on March 9, 1997, Suffragan Bishop of Virginia, the Rt. Rev. David Colin Jones installed him as the Lay Pastoral Leader of Good Shepherd of the Hills on a permanent basis. Mr. Thomas also represented the church at Annual Convention from 1997 to 2005, and again in 2011 and 2012. He fulfilled his duties as Lay Pastoral Leader until 2011; the following year, he assumed the same role at St. Paul's, Ingham until retiring in 2021. During Mr. Thomas's tenure as Lay Pastoral Leader, he was not alone and was aided by fellow Lay Leaders Cynthia Walter and Ann Mingledorf, as well as several supply clergy who would visit monthly to perform Eucharist and other rites, including returning priests Rev. Wayland and Rev. Biggar, as well as Rev. Anne Scupholme, Rev. Janet McDonald, Rev. Alexander Livesay, Rev. Lester Giles, Rev. Donald Moore, Rev. Grace Congioli, and Rev. Edwin Sunderland. Following Mr. Thomas' departure, Ms. Donna Lydon served regularly as Lay Pastoral Leader, with the Rev. Henry F. Minich providing Eucharist services once a month; Ms. Lydon resigned in July of 2018, shortly before she passed away that following February. Rev. Minich continued on as supply priest for Good Shepherd of the Hills for the next several years, the last priest to do so, before retiring in 2023.

Even as the regional population decreased over the decades, Good Shepherd of the Hills continued as a vital part of the Boonesville community, a role it inherited from its constituent churches. During the 1940s and 1950s, a clothing bureau, offering free clothes to anyone in need, was managed at St. John's, Blackwell's Hollow by Deaconesses Cecilia Nelson and Katherine Kingsbury, as well as Deaconess Proffe. In 1977, Good Shepherd of the Hills began hosting free community lunches, open to those both of, and outside, the church; food collections for the needy in the Boonesville-Free Union area were organized all through the life of the congregation. Beginning in the 1980s, members

regularly called on, and brought meals to, former parishioners who could no longer come to church, such as those confined to their homes or living in retirement facilities. For several years in the 1990s, Good Shepherd of the Hills partnered with local Methodist congregations to produce community Christmas programs. The Parish Hall was made available to anyone, free of charge, in need of a venue for wedding and baby showers, homecoming celebrations, family reunions, funeral receptions, and even exercise programs.

Brenda Shifflet Miller, throughout the entirety of Ms. Lyndon's and Rev. Minich's tenures, and in the face of her own mounting health issues, was instrumental in ensuring that the church was clean; that all flowers and other adornments were maintained regularly; that Communion was prepared, each month; and that all bushes and other growth around the church's exterior were properly and neatly trimmed. In time, Mrs. Shifflet's husband, Christopher, assumed these duties with the aid of Daniel S. Morris, III. Parishioner Woodrow Shifflet also regularly aided in maintaining the church and its grounds, and arrived early, every Sunday morning before service, to ensure the heat was set to comfortable levels. He was also one of several parishioners who continuously served on the church's vestry, as did his brother Alvin Shifflet and his wife Carol, who jointly assumed the duties of treasurer for several years. The women of Good Shepherd of the Hills were diligent in ensuring the physical upkeep, financial health, and spiritual wellbeing of the congregation, alternating work and chores amongst themselves – a short list of these who contributed their time, effort, and love to those duties included, but are not limited to: Nelli Ford, Virginia Frazier, Maggie Garrison (who served as treasurer following the death of Daniel S. Morris, Sr. in 1967), Serena Hall, Clara Hansbrough, Gladys Hansbrough, Ruby Knight, Eleanor Loving, Kathryn Mawyer, Pauline Maupin, Sharon Maupin Collier, Mary Payne (wife of Billy Payne), Ethel Shifflett, Lumonia Shifflet, Buelah Shifflet, Joyce Walton, Maude Walton, and Velva Wood.

Daniel Sherwood (D.S.) Morris, Jr., whose parents had provided the land upon which Good Shepherd of the Hills was built, between his duties managing the family farm and a nearly fifty-year tenure with State Farm Insurance, taught Sunday school classes at the three constituent churches prior to their unification; he was also a trustee of both Good Shepherd of the Hills as well as the Prize Hill Cemetery Association, the latter of which he also served as treasurer from 1967 to 1987. Upon his passing on December 8, 2003, D.S.'s funeral was held at Good Shepherd of the Hills, with Rev. Livesay, Rev. McDonald, and Mr. Thomas participating in the service. D.S.'s wife, Frances, who aided Deaconess Proffe in her daily chores following the latter's relocation to the Morris' home, was elected to the vestry of Good Shepherd in October 1979 and continued to serve her church in several roles, including as registrar in the 1980s, and as senior warden in the 1990s. All three of D.S. and Frances' children – Kathryn (Kathy), Daniel III (Danny), and Elizabeth (Beth) – were baptized, confirmed, and married in the Episcopal Church. Kathy was baptized at St. John's, Blackwell's Hollow, and Danny and Beth at Good Shepherd of the Hills; all three were confirmed at Good Shepherd. Kathy and Danny's respective wedding ceremonies were held at Good Shepherd, while Beth's marriage was held outside, at the family home, with the Rev. Jeanne Biggar officiating. In recent years, Frances has proved instrumental in assuring that the history of Good Shepherd of the Hills, the church itself as well as the community it nurtured for over sixty years, is faithfully and thoroughly preserved.

Facing both an inability to retain a supply priest and a membership consisting of only nine parishioners by 2023, the vestry and congregation determined it was time to set down the ministry of Good Shepherd of the Hills. The last, regular service was held on December 17, 2023; on the second Sunday of Advent, December 8, 2024, the Rt. Rev. Bishop Edward "Ted" Funsten Gulick, former Bishop of Kentucky and former Assistant Bishop of Virginia, officiated at the final, closing service, with the Rt. Rev. E. Mark Stevenson, Bishop of Virginia issuing that same day the Declaration of Secularization, deconsecrating the property.

Rules of Order

Rules of Order for the 231st Annual Convention (2025)

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.
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,
 - (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.

Rules of Order

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.
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.

7/31/24

Program of Convention

Love Jesus. Embody Justice. Be Disciples.

TELLING OUR STORIES—SHARING OUR GIFTS

The 231st Annual Convention of the Episcopal Diocese of Virginia

Fredericksburg Convention Center

2371 Carl D. Silver Pkwy, Fredericksburg, VA 22401

November 6-8, 2025

Thursday, November 6

11:00 a.m. – 4:30 p.m.	Exhibitor Check-in opens, Exhibit Hall A
	Art Show Participants arrive and set up, Exhibit Hall A
1:30 – 4:30 p.m.	Convention Check-in opens, rear of Exhibit Hall A
3:00 – 4:45 p.m.	Black, Indigenous, People of Color (BIPOC) Gathering, Virginia Credit Union Stadium
5:00 p.m.	Vesting for Evensong, rear of Exhibit Hall A (Clergy vest – Cassock, Surplice, Hood and Tippet)
5:30 p.m.	Evensong and Pastoral Address, Fredericksburg Convention Center Ballroom – The Rt. Rev. E. Mark Stevenson, Homilist
6:45 -7:45 p.m.	LGBTQ+ Clergy Gathering, Virginia Credit Union Stadium
7:00 p.m.	Dinner on your own

Friday, November 7

7:30 a.m.	Convention Check-in opens, rear of Exhibit Hall A
7:30 a.m.	Grab and Go Coffee and Pastries
8:30 a.m.	Opening Session Begins, Ballroom
9:30 a.m.	Baptized for Life! – Lisa Kimball, Ph.D., Vice President for Lifelong Learning at Virginia Theological Seminary, Keynote Speaker
10:30 a.m.	Practice Ballot in preparation for Standing Committee, Province III, and General Convention elections
	Break
11:00 a.m.	From There to Here: Becoming Disciples – An Engaging Conversation with Practical Tools to Feed Your Spiritual Journey, Exhibit Hall B – Led by Dr. Lisa Kimball
12:15 p.m.	Election of Province III Representatives, Ballroom
	Noonday Prayer, Ballroom
12:45 p.m.	Lunch provided for all, Exhibit Hall A
2:00 p.m. – 3:00 p.m.	Workshops
	Hiring and Retaining Quality Staff: A Panel Discussion, Ballroom C – Rev. Will Dickinson, Ms. Laurel Loch, Mr. John Rohrs
	Re-Imaging the Gift of Underutilized Church Property, Ballroom D – Ms. Nina Janopaul, President, VEREP and Ms. Kat Turner, Secretary, VEREP
	Rediscovering Our Church's Identity and Vocation Through Storytelling, Ballroom F – Rev. Shirley Smith Graham and the Committee for Congregational Vitality
	I Will, With God's Help: Equipping God's People for the Work of Racial Justice, Ballroom A – Rev. Dr. J. Lee Hill, Jr and the Racial Justice and Healing
Ministry for	Godparents: Presence and Presents, Ballroom E – Dr. Lisa Kimball
	We are all the Ministers of the Church. Embracing Vocational Discernment for all the Baptized, Meeting Room 1 – Rev. Dr. Sarah Kye Price
	Good Stewardship of Episcopal Funds, Meeting Room 3 – Mr. Lynn Ivey, Executive Director, VEIF; Mr. Alan Gayle, investment Chair, VEIF
Committee	Youth and College Delegate Convention 101, Meeting Room 4 – Mr. Greg Randall

Program	
3:00 p.m. – 4:00 p.m.	Workshops
	Telling Your Story: A Personal Approach to Discipleship, Ballroom C – Rev. Ricardo Sheppard
	Pathways to Prayer & Practice: Engaging Children in Worship, Ballroom D – Mr. Tyler Henderson
Nancy	Telling Stories of Global Mission, Action that Strengthens Churches, Ballroom F – Rev. Shirley Smith Graham, Ms. Diane Wright, Ms. Searby (Congregational Vitality and Global Mission)
Ministry for	I Will, With God’s Help: Equipping God’s People for the Work of Racial Justice, Ballroom A – Rev. Dr. J. Lee Hill, Jr and the Racial Justice and Healing
	Godparents: Presence and Presents, Ballroom E – Dr. Lisa Kimball
	We are all the Ministers of the Church. Embracing Vocational Discernment for all the Baptized, Meeting Room 1 – Rev. Dr. Sarah Kye Price
Committee	Good Stewardship of Episcopal Funds, Meeting Room 3 – Mr. Lynn Ivey, Executive Director, VEIF; Mr. Alan Gayle, investment Chair, VEIF
	Youth and College Delegate Convention 101, Meeting Room 4 – Mr. Greg Randall
4:45 p.m. The	Holy Eucharist, Ballroom – The Rt. Rev. Mark Bourlakas, Homilist; Rt. Rev. Gayle E. Harris, Celebrant
6:15 p.m.	Reception for All, Exhibit Hall A
7:15 p.m.	Dinner on your own

Program	
Saturday, November 8	
7:30 a.m.	Grab and Go Coffee and Pastries
8:30 a.m.	General Session re-convenes, Ballroom
	Morning Prayer
	Election of Standing Committee
8:45 a.m.	Our Call to Action: Being Faithful Today, Ballroom – Led by Dr. Lisa Kimball
10:00 a.m.	Election of General Convention Deputies
	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
12:30 p.m.	Annual Convention Concludes
	Lunch for Standing Committee, Meeting Room 4

Consent Agenda

CONSENT AGENDA

- I. Amendments to the Constitution and Canons
 - a. C-1 Amendments to the Constitution (Second Reading)
- II. Church Schools in the Diocese of Virginia Officers and Trustees, 2025-2026
- III. Commission on Ministry Appointments
- IV. Disciplinary Board Election
- V. Report of the Committee on Related Organizations
- VI. Resolutions
 - a. R-1 Church Calendar Additions
 - b. R-2 Birthright Citizenship
- VII. Courtesy Resolutions
 - a. CR-1 The Rev. Dr. Jerome Woods Berryman
 - b. CR-2 Jack and Nancy Schick
 - c. CR-3 Jeffrey and Doris Guenther
 - d. CR-4 The Rev. Andrew T.P. Merrow
 - e. CR-5 Lois Tapscott
 - f. CR-6a Thelma Moomaw

I. Amendments to the Constitution and Canons**C-1: Resolved that the Constitution of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution. (SECOND 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~~ amends and ~~revises~~ 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 ~~e~~Church or Mission, and (2) the Lay members *ex officio*.
- d. There shall be at least ~~only~~ one Lay Delegate from each ~~e~~Church and Mission, to be chosen by its Vestry or its Vestry Committee. ~~But~~ 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 an 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 gGood sStanding	Lay Delegates
0–450	1
451–750	2
751–1050	3
1051–14350	4
1351–1650	5
Etc.	

- e. Lay members ex officio of the Convention shall be: ~~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 ~~Entity~~ 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~~ 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. ~~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~~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 ~~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 athis 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.

II. Church Schools in the Diocese of Virginia Officers and Trustees, 2025-2026**Officers of the Corporation**

Bishop of the Diocese of Virginia	The Rt. Rev. E. Mark Stevenson
Chair	The Rev. Edward O. Miller, Jr.
President	Henry R. Broaddus
Vice President and Treasurer	Jack H. Broadway, Jr.
Secretary and Assistant Treasurer	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. Broaddus
 - Ex Officio
- Dr. Sabrina Crawford
 - St. Stephen's & St. Agnes School Representative - 2023
- Ms. Amy L. Curtis
 - Class of 2028
 - Elected – 2016, 2020, 2024
- Ms. Krissy Gathright
 - Class of 2029
 - Elected – 2025

- 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 Board Chair – 2025
- Mr. Shelton Horsley, IV
 - Class of 2028
 - Elected – 2020, 2024
- Mr. Peter Keefe
 - Class of 2027
 - Elected – 2023
- Mrs. Lynne Tatum Little
 - Christchurch School Representative – 2025
- 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. Christopher Peace
 - St. Christopher's School Representative – 2025
- Mr. A. Clayton Perfall
 - Class of 2027
 - Elected – 2023
- Mr. David Richardson
 - Class of 2026
 - Elected – 2022

- Mr. Taylor Reveley IV
 - Class of 2029
 - Elected – 2025
- 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
- Mr. E. Carlton (Buddy) Wilton, Jr.
 - Class of 2028
 - Elected – 2024
 - Previous Terms – 1996, 2000, 2004, 2011, 2015, 2019

III. Commission on Ministry (COM) Appointments and Committees

2025 Convention Commission on Ministry Slate: 3 Year Elected Term

[3 lay and 3 clergy members are elected yearly by Convention]

- The Rev. Bambi Willis
 - Affiliation: Trinity, Fredericksburg (clergy)

- The Rev. Christine Love-Mendoza
 - Affiliation: Church of the Good Shepherd, Burke (clergy)
- The Rev. Salli Hartman, Deacon
 - Affiliation: Diocesan Deacon (clergy)
- Ms. Mary Williams Montague
 - Affiliation: Ware Episcopal Church, Gloucester (lay)
- Mr. Tom Torrence
 - Affiliation: St. Luke's, Simeon (lay)
- Ms. Alda White
 - Affiliation: Trinity, Fredericksburg (lay)

Previously Elected/Continuing Members of the Commission on Ministry:

- Dr. Craig Anderson: 2024 – 2027
- Ms. Sylvia Booth: 2024 – 2027
- Mr. Tom Hahn: 2024 – 2027 *co-chair
- The Rev. Jennifer Lazzuri: 2024 – 2027
- The Rev. Kevin Newell: 2024 – 2027
- The Rev. Benjamin Robertson: 2024 – 2027
- Dr. Barbara Allison-Bryan: 2023 – 2026
- Ms. Lisa Richard 2023 – 2026
- Ms. Rosemary H. Arneson 2023 – 2026
- The Rev. Andrew Moore 2023-2026 *co-chair
- The Rev. Kelly Moughty 2023-2026
- The Rev. Amanda Kotval 2023-2026

Commission on Ministry - 1 Year Appointed Terms for 2025:

[Up to 10 appointments yearly, appointed by Bishop and approved by Convention]

- The Rev. Randy Alexander: Committee on Priesthood (committee chair)
- The Rev. Theresa Lewallen, Deacon: Committee on Diaconate (committee chair)
- The Rev. Kim Baker Glenn: Committee on Diaconate
- The Rev. Emily Krudys: Committee on Priesthood
- The Rev. Will Stanley: Young Adult Discernment & Continuing Clergy Formation
- The Ven. Frederico Garza, Deacon: Committee on Diaconate and Spanish Language Discernment
- The Rev. Elvira Beracochea, Deacon: Committee on Discernment and Spanish Language Discernment

Informational: COM Committee Memberships (these committee enact the work of the COM):

*Denotes the committee member is also a member of the Commission on Ministry

Committee on Priesthood

- *The Rev. Randy Alexander (chair)
- *Dr. Barbara Allison-Bryan
- *Dr. Craig Anderson
- The Rev. Will Packard
- The Rev. Emily Krudys
- *The Rev. Kelly Moughty
- *The Rev. Amanda Korval
- *The Rev. Kevin Newell
- The Rev. Martin Gieger
- The Rev. Karulynn Kolliker, Deacon
- *Ms. Rosemary Arneson
- *Ms. Alda White

Committee on Diaconate

- *The Rev. Theresa Lewallen, Deacon (chair)
- Ms. Alison Campbell
- The Rev. Katherine Ferguson
- Ms. LaVita Johnson
- *The Rev. Kim Glenn Baker
- *The Rev. Frederico Garza, Deacon
- *The Rev. Christine Love-Mendoza

Diocesan Board of Examining Chaplains

- *Dr. Barbara Allison-Bryan
- *The Rev. Jennifer Lazzuri
- The Rev. Nik Forti
- The Rev. Peter Fraser-Morris
- The Rev. Barbara Ambrose, Deacon
- The Rev. Logan Augustine, Deacon
- The Rev. Kathleen Murray
- Dr. Kia J. Bentley
- Ms. Jill Wood
- *Ms. Mary Montague
- *The Rev. Christine Love-Mendoza

Discernment (All Active Diocesan Discernment Facilitators Listed Below)

- *Ms. Elizabeth Ward
- Mr. Richard Rumble
- Ms. Debbie Scott
- *The Rev. Bambi Willis (co-chair)
- Ms. Patricia Keithly
- *Mr. Tom Hahn (co-chair)
- Ms. Lisa Richard
- Ms. Janet Cook
- The Rev. Salli Hartman, Deacon
- *The Rev. Elvira Beracochea, Deacon
- The Rev. Dawn McNamara, Deacon
- Mr. Tom Torrance
- The Rev. Doug Wigner
- The Rev. David Crosby
- The Rev. Jon Scarffe
- The Rev. Kilpy Singer [new appointment]
- Ms. Rosemary Arneson [new appointment]

Diocesan Discernment Retreat Facilitators:

- Ms. Liz Ward
- The Rev. Salli Hartman, Deacon
- Ms. Janet Cook

Programs tethered to the COM:**Young Priest Initiative/Young People's Initiative [YPI]**

- *The Rev. Lee Gandiya – YPI Director
- Ms. Karen Salter
- The Rev. Julius Rodriguez

Mid-Atlantic Training Program Director:

- The Rev. Andrew Moore

St. Phoebe School Formation Director:

- The Rev. Dr. Sarah Kye Price

IV. 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, 2028. The Standing Committee nominates:

- The Rev. Kristen Wickersham, Church of the Epiphany, Henrico
- The Rev. Susan Pinkerton, St. James', Mount Vernon, Alexandria
- Mr. Brian Carr, St. Paul's, Richmond
- Mr. Trevor Cox, St. James's, Richmond

to serve on the Disciplinary Board for three year terms ending at the 234rd Annual Convention in 2028.

V. 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 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

Karen Franklin

The Rev. Robert Laughlin

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.

Mr. Scott Jeffrey Andrews-Weckerly is a member of Hickory Neck Episcopal Church, Toano, VA. (Diocese of Southern Virginia). He is the Director of Community Investment - Williamsburg Community Foundation. Past Senior Community Impact Officer - Community Foundation for a Greater Richmond, Past housing social worker - Richmond City Health District and AIDS Center of Queens County (NY).

Mr. T. Parker Gallagher is a member of Saint Gabriel's Episcopal Church, Leesburg VA. Real estate development, both private sector and for the Diocese of Massachusetts, where I worked with the Bishop, Canon Standing Committee and Parishes on maximizing proceeds from closed, and closing, church properties to fund mission churches. I have an extensive investment and trading background, including real estate. Skills in market analysis, project development, and assembling expert teams (legal, development partners, construction, real estate agents).

Ms. Linda Y. Kelleher is a member of St. Michael's, Arlington, VA. Most recently I served for five years as Executive Director of Arlington Retirement Housing Corporation, nonprofit owner of a 350+ unit, senior affordable independent and assisted living community. Prior to that I was responsible for communications, fundraising and resident services at Arlington Partnership for Affordable Housing.

Virginia Episcopal Investment Funds (Formerly The Trustees of the Fund)

- One of the oldest Episcopal Church organizations in Virginia with roots to 1754. Incorporated as a not-for-profit investment company in 1892.
- Faithfully manages funds for about 150 Virginia Episcopal churches, schools, and organizations. The Board of Virginia Episcopal Investment Funds (VEIF) oversees the professional investment of about \$150 million in assets across three funds.

The Committee received two nominations.

Mr. Christopher Edward Hempeli, of Pohick Episcopal Church. Past experience includes working at St. Margaret's Episcopal Church as Vestry Member - Finance - January 2021 through January 2024. Finance Committee Head - January 2021 responsible for Church accounting and coordinating with Treasurer, Executive Committee and Vestry Committee. Experienced Attorney (23 years), former Civil Engineer (12 years) and personal retail investor since 1999 managing a diversified portfolio.

Mr. Evan S. Robertson is a member of St. Michael's Episcopal Church, Arlington, VA. Since 2022, he has worked for Improvix Technologies as a Program Manager. He manages cross-functional IT teams/projects and manages the planning, design, development, and support of financial technology applications for Federal government clients. Project management Operational management skills. Creating roadmaps, standard operating procedures, dashboards, and other supporting documentation/artifacts. Knowledge of available IT solutions. Participated 501(c3) board activities in past roles. Effective writing and communication skills.

VI. Resolutions

R-1 - Resolution to General Convention on Adding Anti-Slavery Activists to the Church Calendar

Resolved, the House of concurring, that the church calendar be amended to add Thomas Clarkson and Olaudah Equiano, leading figures in the British abolitionist movement, to the commemoration of William Wilberforce on July 30th; and be it further

Resolved, That the General Convention direct the Standing Commission on Liturgy and Music to prepare appropriate biblical lessons, collects, and other liturgical resources to commemorate the life and work of Thomas Clarkson and Olaudah Equiano.

Submitted by the Diocese of Virginia

Rationale:

Renowned British parliamentarian William Wilberforce is justifiably commemorated on July 30th for his anti-slavery activism. However, the commemoration overlooks the comparable impact on the abolitionist cause of two of his associates, Thomas Clarkson and Olaudah Equiano. The Church of England recognizes all three together on July 30th, and this resolution proposes that The Episcopal Church do likewise. Clarkson and Equiano are models of public witness to advance reform, and their impact extended beyond Great Britain. Both men demonstrated personal courage and a moral compass by distancing themselves from the Church of England—to which they belonged—because of its connections to the slave trade. Commemorating Equiano would additionally elevate the profile and voice of a formerly enslaved individual.

Thomas Clarkson (1760-1846): Clarkson's work models diaconal support for the oppressed and the pursuit of mission to reconcile humanity. The son of an Anglican priest, Clarkson as a young man intended to join the clergy and was ordained a deacon in 1783. After researching slavery—a topic about which he was previously ignorant—for an essay contest, he discerned a call to devote his time to abolition. Together with Anglican and Quaker associates, Clarkson helped establish the Society for the Abolition of the Slave Trade in 1787 and also helped recruit parliamentarian William Wilberforce to the cause. While the efforts of Wilberforce are more widely known, Clarkson played a critical supporting role through his extensive research and eloquent publications that supplied evidence of slavery's cruelty and helped turn public opinion. In this, Clarkson serves as an example of applying one's gifts to God's service: his writing skills were praised by no less than Jane Austen, William Wordsworth, and Samuel Coleridge. Great Britain abolished first the slave trade (1807) and then slavery itself (1833), but Clarkson continued to crusade for abolition worldwide until his death. Never ordained a priest, Clarkson drifted from the Church of England and ultimately felt more at home among the Quakers. He nonetheless is honored on the Church of England's calendar and has a commemorative tablet in Westminster Abbey.

Olaudah Equiano (1745-1797): Originally from an area in present-day Nigeria, Olaudah Equiano was captured and enslaved at age 11. He was brought to the Americas, living for a time in Virginia, but traveled widely after he was sold to a naval officer. He learned to read and write and received early instruction in Christianity from the officer's relatives. From his next owner, Equiano learned business skills which he parlayed for personal gain, saving enough money to buy his freedom in 1766. Equiano eventually settled in England and became involved in the abolitionist movement. In 1789 he published his autobiography, *The Interesting Narrative of the Life of Olaudah Equiano, or Gustavus Vassa, the African*. It became a bestseller and went through multiple editions, including in translation to other languages. Equiano's first-hand witness to atrocities and eloquent writing helped turn British public opinion against slavery. Accounts of Equiano's faith life vary. Official Church of England sources state he was baptized (as Gustavus Vassa) as an enslaved adolescent in 1759, while his autobiography describes how he personally accepted Jesus as his savior in 1774. Equiano was also attracted to evangelical Methodism; he was acquainted with renowned preacher George Whitefield and, ultimately, was buried at a Methodist chapel. A commemorative plaque hangs at St. Margaret's Church Westminster, where Equiano was baptized; other Church of England parishes annually celebrate their links to him and his family.

The Church of England provides this collect for July 30th:

God our deliverer,
 who sent your Son Jesus Christ
 to set your people free from the slavery of sin:
 grant that, as your servants William Wilberforce,
 Olaudah Equiano, and Thomas Clarkson toiled against the sin of slavery,

so we may bring compassion to all

and work for the freedom of all the children of God; through Jesus Christ our Lord.

R-2 Resolution Commending Study of 2015 General Convention Resolution D-069 Regarding Birthright Citizenship and Supporting Scripture

Resolved by the 231st Convention of the Diocese of Virginia, that Convention

Remind our congregations, clergy, and people that Resolution D-069 adopted by General Convention in 2015 states that The Episcopal Church supports permanent birthright citizenship in the countries where our Dioceses are located, including the United States of America, and opposes efforts to repeal that automatic grant of citizenship, especially retroactive efforts to strip such citizenship from people, and be it further

Resolved, that this Convention

Commend to our congregations, clergy, and people the careful study of D-069 and the related Scripture, including Matthew 25:31-46, Leviticus 19:33-34, Deuteronomy 10:19, Exodus 22:21, 23:9, and Numbers 15:15, commanding us to treat foreigners and strangers among us as if they are Jesus himself.

Required Statements:

This resolution has no financial impact on the Diocesan Budget.

This resolution does not conflict with the Constitution or Canons of The Episcopal Church or The Diocese.

Submitted by: Mr. Russ Randle, St. Mary's, Arlington

Rationale:

When General Convention adopts a resolution stating our church's policy on a matter, particularly on a matter of human rights spoken to repeatedly by Scripture, that is the policy of the Episcopal Church on the issue, a policy that reflects careful consideration of these issues after full debate by the House of Bishops and the House of Deputies. D-069 is such a resolution, adopted in 2015, supported by repeated statements in Scripture about protecting the alien and welcoming the stranger. Jesus is quite clear in Matthew 25 that we must treat the alien – the stranger – among us as if they are Jesus.

In the United States, the 14th Amendment to our Constitution makes all persons born here, other than the children of foreign diplomats and members of Native American tribal nations, citizens of the United States upon birth. (Native Americans were made U.S. citizens by legislation early in the 20th Century.) The Amendment did so to reverse the shameful *Dred Scott v Sandford*, 60 U.S. 393 (1857), which held that African Americans were not citizens and had no rights that white people were bound to respect. Our country adopted birthright citizenship in the 14th Amendment to prevent oppression of people born here, regardless of their race or the national origin of their parents.

Over many decades, the church has learned from its long ministry to refugees and displaced people that people without a nationality are routinely targeted for oppression. Estimates before General Convention in 2015 reported that millions of people are stateless, and many were subject to exploitation and oppression. The U.S. State Department has estimated that the number exceeds ten million, but that reliable figures are lacking because many countries do not report such information. This information and testimony before the General Convention Committee made clear that

oppression of stateless people is continuing. Consequently, General Convention adopted resolution D069 declaring that birthright citizenship is a human right.

A copy of the General Convention Resolution is below.

Resolution Number:	2015-D069
Title:	Support Permanent Birth Right Citizenship
Legislative Action Taken:	Concurred as Amended
Final Text:	

Resolved, That the 78th General Convention of The Episcopal Church, mindful of the suffering which statelessness imposes upon thousands of people, strongly support the automatic grant of citizenship by the country in which a person is born (“birthright citizenship”), particularly by the countries in which our member dioceses are located; and be it further

Resolved, That The Episcopal Church oppose legal changes which would repeal such birthright citizenship, particularly any such repeal which is retroactive; and be it further

Resolved, That this Resolution be communicated to the appropriate authorities in all of the nations in which our member dioceses are located.

Citation:	General Convention, <i>Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015</i> (New York: General Convention, 2015), p. 947-948.
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VII. Courtesy Resolutions

CR-1. In Honor of The Rev. Dr. Jerome Woods Berryman

WHEREAS, the Rev. Dr. Jerome Woods Berryman (1937-2024), an ordained (1962) Presbyterian Minister who was received as an Episcopal Priest in 1984, is a world-recognized theologian with profound and faithful interest in children and their spirituality; and

WHEREAS, Dr. Berryman created and founded the Godly Play method of education and spiritual guidance, now practiced in more than sixty countries; and

WHEREAS, Dr. Berryman nurtured the faith of both children and adults for more than fifty years; and

WHEREAS, he published eighteen books and countless articles devoted to the principle that Jesus taught, that “becoming like a child” is the path to spiritual maturity; and

WHEREAS, Dr. Berryman continued to work and publish prolifically until his death on August 5, 2024, at the age of 87; and

WHEREAS, the passage of this resolution would not only honor Dr. Berryman personally but would announce to the Church at large the commitment of this diocese to Christian education and to the spirit of children, therefore, be it

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of the Rev. Jerome Woods Berryman and acknowledges his impact of Godly Play on generations of Christians, young and old.

Submitted by:
The Rev. Rosemary Beales

CR-2. Resolution Recognizing Jack and Nancy Schick for Their Service to the Diocese of Virginia

WHEREAS, Jack and Nancy have been members of St. Peter’s Episcopal Church, Arlington, Virginia, since 1968; and

WHEREAS, Jack and Nancy Schick raised their children, Susan and Stephen, at St. Peter’s where both were baptized and confirmed and where, along with their parents, they were active members of the parish; and

WHEREAS, Jack and Nancy were founding members of the “Friends of St. Peter’s;” and

WHEREAS, Jack served in almost every lay role available at St. Peter’s including as a member of the Vestry (three terms), two Rector search committees, Finance Committee (10 years), Usher, Reader, and Adult Forum presenter; and

WHEREAS, Nancy taught Sunday School, participated on the Pastoral Care Committee, Prayer Groups and served on a clergy Search Committee; and

WHEREAS, Jack served as a Lay Delegate to the Diocese for over 31 years as

- Delegate for the Diocesan Council/Convention;
- Vice President of the Executive Board of the Diocese (two terms);
- As Chairman of the Finance Committee of Exec Board and Annual Convention;
- Member of the Search/Calling Committee for Bishop Johnston (succeeded Bishop Lee);
- Member of the standing Committee (one term);
- Member of the Committee on Congregational Missions which includes the Diocese’s 21 mission churches (Latino/African American and Korean Missions) that it finances and oversees; and

WHEREAS, Jack’s and Nancy’s models of service have and continue to be examples of quiet, effective, kind, and thoughtful service to the members of St. Peter’s and to the Diocese of Virginia, now therefore be it

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia give thanks to God for the lives and examples of Jack and Nancy Schick as disciples of Jesus, as faithful servants to the Church, and as examples and friends to all, and be it further

RESOLVED, that this 231st Annual Convention of the Diocese of Virginia directs the Secretary to send a presentation copy of this resolution to the Rector, St. Peter’s Episcopal Church, Arlington, Virginia, for presentation to Jack and Nancy Schick.

Submitted by:
Vestry, St. Peter’s Episcopal Church, Arlington, Virginia.

CR-3. Recognizing and Remembering Jeffrey Ray Guenther and Doris Hawkins Guenther for their Service to Various Ministries in Emmanuel Episcopal Church, Woodstock, and the Diocese of Virginia

WHEREAS, Jeff and Doris were members of Emmanuel, Woodstock from 1989 to 2020 when they moved to Pennsylvania to be nearer to their daughter; and

WHEREAS, Jeff began teaching art in Pittsylvania County, later ran his own store, Guenther's Corner Cupboard, returned to the classroom at Massanutten Military Academy and then Shenandoah County Public Schools, retiring from Strasburg High in 2013 after being named Teacher of the Year in 2010. He served as President of Region XIV and the Southern Shenandoah Region, Junior and Senior Warden at Emmanuel, and was a founding member of the Valley Educational Center for the Creative Arts (VECCA). A gifted artist, Jeff created many linens for the church and hand-woven stoles for clergy; and

WHEREAS, Doris taught mathematics in the Pittsylvania County, VA Public School system for many years, later at Hargrave Military Academy in Chatham, VA and then finished her 41-year teaching career at Massanutten Military Academy in Woodstock, VA. She was an active member of the Daughters of the King chapter at Emmanuel, the Altar Guild and served as member of the Vestry. She enjoyed knitting, gardening, and caring for her dear friends, neighbors, and beloved pets; and

WHEREAS, Doris went to be with our Lord on December 2, 2024, and Jeff went to be with our Lord on July 15, 2025. They are now both interred in Emmanuel Episcopal Church's columbarium, returning to the Shenandoah Valley they loved so much; now therefore be it

RESOLVED, That the 231st Annual Convention of the Diocese of Virginia give thanks to God for Jeff and Doris Guenther's model and example as quiet, kind, and thoughtful servants to their church and their friends, to the Diocese of Virginia and as disciples of Jesus; and be it further

RESOLVED, that this 231st Annual Convention of the Diocese of Virginia directs the Secretary to send a presentation copy of this resolution to the Rector, Emmanuel Episcopal Church, Woodstock, for presentation to Jeff and Doris' daughter, Courtney Guenther Burgan.

Submitted by:

The Very Rev. Kathleen Murray, Rector, Emmanuel Episcopal Church, Woodstock; Dean—Southern Shenandoah Region

The Rev. Cathy Tibbetts, Retired; Past Dean—Southern Shenandoah Region

CR-4. Resolution Saluting the Rev. Andrew T. P. Merrow

RESOLVED, by the 231st Annual Convention of the Diocese of Virginia, that Convention, to:

Congratulate the Rev. Andrew T.P. Merrow on his recent retirement after more than forty years of service as the Rector of St. Mary's, Arlington;

Celebrate the many blessings Father Merrow's ministry gave to St. Mary's as a parish, to the community, to our Diocese, and to the wider Anglican Communion; and

Recognize that St. Mary's grew sevenfold in membership during Fr. Merrow's time as rector, as people responded to his faithfulness and consistency in pastoral ministry, his steady focus on service to the community, his repeated initiatives in helping start new and enduring outreach ministries in northern Virginia, and his faithful and insightful witness to Jesus empowering people to apply the Gospel to build up kindness, community, and care for our neighbors;

Heartily thank Fr. Merrow for his unstinting service to our Diocese, service that included vital roles in:

- helping to plant and nurture the vibrant congregation of Iglesia Santa Maria in Falls Church;
- three terms of service on the Standing Committee, including service as President;
- leadership of the 2014-15 Shrine Mont Capital Campaign, as well lengthy service on the Shrine Mont Board

- two decades of work as Diocesan Missionary Society Trustee;
- lengthy service on the Resolutions Committee, including service as chair during very difficult controversies over human sexuality, as well as lengthy service on the Sexuality Dialogue Group; and
- two decades of work on the Board of Examining Chaplains.

Salute his outstanding service to the wider Episcopal Church and to the Anglican Communion, including:

- Over two decades of teaching as an adjunct Professor at Virginia Theological Seminary (VTS), and lengthy service on the VTS Board of Trustees;
- Service on the Board of Directors of the Anglican Communion Compass Rose Society from 2016 through 2024;
- Over twenty years, working with our Bishops and with sister parishes in our Diocese to help build and dedicate St. Matthew's Cathedral, in Renk, South Sudan, to help install the Archbishop of the Episcopal Church of Sudan (ECS), to support refugee relief and the translation of the New Testament into the Dinka language, and to advocate for peace efforts, protection of human rights, and humanitarian relief in Sudan and South Sudan through the American Friends of the Episcopal Churches of Sudan and South Sudan (AFRECS); and
- Initiating multiple parish partnerships with the Diocese of Central Tanganyika in Tanzania, with the Jerusalem Princess Basma Center, and with San Lucas Parish in the Diocese of Honduras.

And be it further

RESOLVED, that Convention wish Father Merrow and his wife, Cameron, a long, happy, and healthy retirement, and commend the splendid example of Father Merrow's faithful ministry to our clergy and lay leaders.

Submitted by:

Vestry of St. Mary's, Arlington, by unanimous vote, October 14, 2025

CR-5. Honoring Lois Tapscott for her Service and Leadership in a Small Mission Church in the Blue Ridge Mountains of the Diocese of Virginia

Lois Tapscott
(December 4, 1946 - April 18, 2025)

WHEREAS, Lois Ann McCarty Tapscott, the youngest of six children, was baptized, confirmed, and married at The Church of the Good Shepherd, Bluemont, and

WHEREAS, Lois was a valued member of the youth group, the choir, and Bible studies, a Sunday School teacher, and by the age of 16 was the recording secretary for many committees, and

WHEREAS, Lois became a strong Christian leader by learning from her mother, Mattie McCarty, the importance of setting aside time each day to be with God, and

WHEREAS, Lois was first elected Senior Warden in the 1980s and served in that role, almost continuously, for the next 40 years, and

WHEREAS, Lois was a servant leader and as her peers faded away, she would take on any church task that needed to be done, and

WHEREAS, Lois was recognized as a Christian leader by the local community through helping anyone who entered the church seeking comfort, prayer, or a priest, and

WHEREAS, Lois was a primary force for Good Shepherd’s commitment to FISH of Clarke County (an interfaith food and clothing distribution charity), organizing church fundraisers and food donations, coordinating church volunteers for preparing and distributing boxed lunches, and sharing Christian fellowship those who sought help from FISH, and

WHEREAS, the Church of the Good Shepherd, inspired by her life, commitment, and faith has adopted a new mission statement: Follow Christ. Welcome All. Serve Humbly, therefore be it

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of Lois Ann McCarty Tapscott and acknowledges the lasting impact that the faith, love, and commitment of a single person can have on a congregation, and be it further

RESOLVED, that a presentation copy of this resolution be sent to the Church of the Good Shepherd, Bluemont, for prominent display.

Submitted by:

Judy Hall, senior warden, on behalf of The Church of the Good Shepherd, Bluemont

CR-6a. Honoring the Life and Legacy of Thelma Jean Funkhouser Moomaw

Thelma Jean Funkhouser Moomaw
(December 29, 1936 – October 5, 2025)

WHEREAS, Thelma Jean Funkhouser Moomaw, born December 29, 1936, in Jerome, Virginia, devoted her life to faith, family, community, and Shrine Mont until her passing on October 5, 2025; and

WHEREAS, the Board of Directors of Shrine Mont, Inc. has honored her memory in recognition and thanksgiving for her lifelong commitment to faith, family and community, and for her enduring contributions to Shrine Mont and the Shenandoah Valley; and

WHEREAS, she was the beloved daughter of William Aldine and Ethel May Miller Funkhouser, the loving wife of Donald Richard (“Dick”) Moomaw, a lifelong member of St. Paul’s Lutheran Church in Jerome, Virginia, before becoming a faithful member of the Cathedral Shrine of the Transfiguration at Shrine Mont in Orkney Springs, Virginia; and

WHEREAS, with her husband, Dick, Thelma raised three children, Jennifer, Karen, and Kevin, and was the beloved grandmother to her six grandchildren, William and Thomas Gregory, Lucy and Lettie Rose, and Margaret Moomaw Gomez and Elizabeth Moomaw Somers; and

WHEREAS, Thelma’s life was deeply intertwined with Shrine Mont, where she found spiritual renewal, fellowship, and joy, and managed the kitchen for 25 years after having worked there as a teenager, and where she will be remembered as a steadfast presence in worship and community life; and

WHEREAS, Thelma expressed her love for life and community through her passion for music, especially the Shenandoah Valley Music Festival concerts, which she cherished as a highlight of every summer in her own backyard; and

WHEREAS, Thelma’s kindness, hospitality, and devotion to her family and friends enriched the lives of all who knew her, leaving a legacy of warmth, generosity, and faithfulness; and

WHEREAS, Thelma’s life of service and love stands as an example of Christian discipleship and community spirit, inspiring future generations to live with the same grace and devotion; and

WHEREAS, Thelma’s loving presence will always be felt at Shrine Mont — a place apart that was dear to her for her entire life and where generations of Shrine Mont visitors were warmly greeted by her; and

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

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

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia hereby gives thanks to God for the life and example of Thelma Jean Funkhouser Moomaw as a disciple of Jesus, a faithful servant to the Church, and a friend to all; and be it further

RESOLVED, that the 231st Annual Convention directs the Secretary to send a framed presentation copy of this resolution to her son Kevin in care of Shrine Mont, PO Box 10, Orkney Springs, Virginia 22845.

Submitted by:

The Rev. Anderw Merrow on behalf of the Board of Directors of Shrine Mont, Inc.

Pastoral Address

Bishop Stevenson's Pastoral Address

Exodus 22:21-27

John 1:1-14

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

The true light, which enlightens everyone, was coming into the world. He was in the world, and the world came into being through him; yet the world did not know him. He came to what was his own, and his own people did not accept him. But to all who received him, who believed in his name, he gave power to become children of God. (John 1:9-12)

This from one of my favorite passages of Holy Scripture – the prologue to the Gospel according to St. John – and a fine foundation from which to begin this 231st Convention of the Diocese of Virginia!

Good evening, my friends and colleagues – it is so good to be here with you once again. It is hard for me to believe it has been a full year since we last gathered; but yet, so much has happened that it also hard for me to believe a year has captured it all. It has been a joyous time in many ways, and an anxious time in others. Through it all, I am thankful to travel this journey with you, and with the tens of thousands of Episcopalians across this diocese. I would not want it any other way.

Many of you know that I have something big *besides* this Convention that I am in the midst of planning right now – I have a little party coming up in February that has more than its share of moving pieces that have to be organized. For those who don't know, I am getting married on February 7th. It is a good and holy thing, and I am thrilled about it! I have known Kendall for nearly a decade, and over those years I have felt honored to have her as a friend; and now that we have discovered love in the midst of that friendship, I consider myself blessed beyond words. As one of our clergy colleagues pointed out recently, your bishop is very, very happy.

As I often say, it is dangerous to start thanking people at events like these, but I do want to draw our attention to the hard work of at least a couple of folks. First, as always, the staff of the diocese and the volunteers who have been supporting them as this Convention has been planned and put into motion are all saints of God. The long hours and stress-filled moments are nonstop for weeks leading up to this day, and they handle it with grace and good humor. They are second to none, and I am fortunate to be able to work with them.

The Diocesan Commission on Liturgy and Music has once again come through with a well-rounded and Christ-centered worship experience. The Rev'd Crystal Hardin, who chairs the group, is always patient, curious, and creative – even when I throw in last minute changes or requests. This year, we have something truly special that will be a part of our worship, as we will receive the Rev'd Zacchaeus Katta into The Episcopal Church from the Anglican Church of South India, one of the other Provinces of the Anglican Communion. That event will happen in the context of our Convention Eucharist tomorrow afternoon and is a liturgy that I have only seen a couple of times before. This is a gift to us – a gift to receive a fine priest, and a gift to celebrate our connections across the globe.

I want to thank all those who worked hard on the matters of business that will come before us this week – especially those who have served on the working group to revise our diocesan canons. You may remember that last year that group brought us a set of grammatical and stylistic edits for approval; over the past year they have been combing through the canons to suggest edits to the functionality and practicality of the parameters that we set for ourselves that guide our common life. Their work, and the resolutions that embody it, have resulted in solid improvements that will make *that common life* more understandable and fairer. Well done, all.

A special “*thank you*” goes out to Dr. Lisa Kimball, who will be with us over the next couple of days to help us with our conversation regarding discipleship. More on that later, but I do want to point out how fortunate we are to have this deeply knowledgeable, committed Christian apologist at the table with us. Dr. Kimball lives and breathes discipleship, Christian formation, and faith development. It is such an honor to have her with us.

I extend a word of thanks, and welcome, to our newest Assistant Bishop, the Right Reverend Mark Bourlakas, who comes to us after a very successful twelve years as Bishop Diocesan in Southwestern Virginia. Bishop Gayle Harris and I are having great fun with him as a part of our collective ministry – although she does keep saying that she feels like she should change her name to *Martha* or *Marcia* to fit in with the Mark theme... Bp. Bourlakas is a gift to us, and his skills are already bearing great fruit for us in this diocese.

And, there is one more person I would like to call out and give thanks for – an individual who has been doing work for all of us for several years now that most know nothing about. Some of you – maybe many of you – do know Julian Bivins. He has long been a leader in this diocese and all across The Episcopal Church. He has served on church-wide committees and commissions, and seminary boards; and his diocesan resume goes on for pages.

But the work that I am particularly thankful for is that of his being the President of our Diocesan Disciplinary Board for the past several years. In that work, he has been a calm and thoughtful colleague, mentor, and voice of reason in what is often an emotional or confusing conversation. The fact that the overwhelming number of clergy disciplinary conflicts that arise in this diocese are often settled quickly and pastorally can be – and should be – directly attributed to the deep faith and true competence of Julian Bivins. Julian's eligibility to serve in this role times-out at the close of this Convention. And, my friend, you will be missed.

And now, let me turn to what is before us – a gathering of the faithful from all around the Diocese of Virginia, as we consider what it means in this time to Love Jesus, Embody Justice, and Be Disciples.

Over the past nearly three years that I have been your bishop, I have spoken quite a lot about how I consider justice and discipleship to be intertwined – two pillars of truth and mission bound together by our love for Jesus, and his love for us. The past two Conventions featured keynotes that called us to see how the pillar of *justice* – especially *racial* justice – informs our calling as disciples of the Son of God. Two years ago, Dr. Catherine Meeks, and last year, the Rev'd Dr. Luke Powery, gave us encouragement and challenge in this area, calling us to the beloved community that is, as the late prophet Verna Dozier often spoke and wrote about, “*the very dream of God.*”

That work, that ministry, is ongoing – never ending – always at the forefront of our life – and is itself life giving. We make progress, sometimes slowly, but committed progress nonetheless. And we never give up.

This year, I have asked that we come at this notion of living into the dream of God from a slightly different angle. This year, I want us to lean a bit into the other pillar of truth and mission, as we discuss *discipleship* more broadly *and* specifically – that process whereby we live more fully into the teaching of Jesus, patterning our life after his for the betterment of all.

Discipleship – as I recently heard the Rev'd Chris Giratta preach at St. Michael's and All Angels Church in Dallas – “discipleship is a commitment that transforms us over time; it is more than a nice box that we get to check off, like a hobby or club; instead, discipleship anchors us, and creates an identity – the root from which we grow our impact on the world around us.”

Over the next few days, we will learn from each other and share stories about how we can deepen our discipleship – deepen our relationship with Jesus – deepen our relationship with the One who is light and life.

I do believe that God puts into every place at every time all the things necessary to accomplish the divine goal of love and mutual respect that grounds the beloved community – it is simply our task to uncover those gifts and turn them loose. This diocese is rich in resources, opportunities, and skills. Our history – long term and more recent – provides education and inspiration. There is never a one-size-fits-all program, but there are plenty of experiences among us that can generate new life and excitement.

And so, to frame our conversation, I want to begin that process with a story of my own.

You might remember that last year I told you about some kids playing in a water fountain outside of Wrigley Field in Chicago. Well, I don't have a Cubs story for you, but I do want to tell you a *Chicago-based* story.

Some of you may be familiar with the artistic landmark known as Cloud Gate – or, as it is more usually called, the Great Chicago Bean. I think you can see by the image on screen why it has that moniker.

The Bean is a sculpture, actually – created by an Indian-born British artist named Anish Kapoor. (https://en.wikipedia.org/wiki/Cloud_Gate) It sits at one of the entrances to Millennium Park in the heart of the Loop, and was completed in 2006. It is “made up of 168 stainless steel plates welded together, and its reflective and highly polished exterior has no visible seams. It measures 33 by 66 by 42 feet, and weighs more than 100 tons.” Kapoor reported that the design was inspired by liquid mercury. And, *it is just a lot of fun to look at.*

I visited the Bean *twice* this past year, and was quite taken by it both times. When you stand back and look at it, you are treated to *broad reflections* of the city and of the people around you. No matter where you stand in the plaza, you can see a reflection of the many lives gathered there at that particular moment. There are couples and families, single persons, and lots of dogs. There is laughter, and a few tears. There is life, and life abundant, reflected from the surface of this great sculpture. In fact, given the curvature of the Bean, I think you can see more of what is going on in the space by looking *at the reflections* than you can by just looking around the plaza.

But, because of the unique curvature of the Cloud Gate – of the Bean – there are also some curious distortions in what you see – sort of like standing in front of a giant curved mirror at a carnival. It is fascinating to see both *clarity* and *distortion* at the same time.

My favorite view is at the very center of the underbelly – called the omphalos – a place where, looking up, the distortions become so overwhelming that you really cannot see reality – except for the very center, where there is a clear reflection that seems to be both hundreds of feet away and yet entirely focused on – and present with – you. It is awe-inspiring.

Not long ago, I learned that the day before I was last there (to see a Cubs game with Kendall and her boys, of course) a small group of folks – as a joke – started a rumor that there was a man *trapped inside the Bean*, and that he had been imprisoned there by the sculptor nearly twenty years ago. They showed up to the park with placards and bullhorns, and boldly proclaimed, tongue in cheek, that a conspiracy was afoot – and called for immediate action. Someone got a video recording, of course, and the social media account “@maninbean” now has over 47 thousand followers, with over 9 million views. Alderman Brendan Reilly, whose 42nd ward is home to the Bean, said his office has been inundated with calls about the man trapped in the sculpture. I guess what PT Barnum was reported to have said is true – that there's one born every minute.

As a Cubs fan, I could envision any number of *rival* fans locked away... But come on folks, really?

College pranks aside, the Cloud Gate – the Chicago Bean – has been a metaphor that I have been toying around with quite a bit as I think about our mission as disciples in this diocese in this time. The reflections of tremendous beauty, the new angles that challenge us to rethink long-entrenched

ideas, the distortions that can lead us astray, and the call to a center where everything unimportant fades away and we know that there is but one point of clarity for us all – as St. John remind us, “*The true light, which enlightens everyone.*” And, as St. Paul proclaims and the Prayer Book reminds us, in this there is One Lord, One Faith, One Baptism.

So, let me stand back a bit, and first help us gaze upon the myriad reflections of grace and beauty that can be seen in the tremendous work that has been happening – and continues to happen – in the Diocese of Virginia.

I want to begin with a topic that has been much discussed over the past couple of years – the work to which this diocese called itself when meeting in Convention in 2021 through Resolution R-10a – a resolution that drew into focus the need for the people of this diocese to come to a reckoning with its past *and present* regarding the cruel and un-Christian practice of *chattel slavery*, and the ongoing economic, educational, emotional, and spiritual harm that *it specifically* – and racial injustice *more generally* – has caused.

The resolution called for the establishment of an initial fund in the amount of \$10 million to be put to use in the work of repair, and created a Task Force to help discern God's will for its use. In the months after that resolution passed such a Task Force was created, and was populated by some of the most faithful, creative, and dedicated Christians in this diocese. In the time that followed, their work opened the minds of many and moved us to holy ground.

During this past year, however, the Standing Committee and I – having been jointly tasked with oversight of this project by Resolution R-10a – came to the conclusion that a fresh perspective was needed as we look to the work that is still before us. So, we have refreshed the Task Force with a new roster of members, fine-tuned its directives, and began the process of implementing new processes to achieve our desired goals.

But what of the funding? Well, I stand before you this evening with the ability to tell you – for the first time in a Convention address – that we have identified sources for the initial \$10 million fund called for in 2021-R-10a.

Thanks to the hard work of Diocesan Treasurer Ted Smith and others, we have identified sufficient assets that we may liquidate and are in the process of doing just that. *Conservatively* speaking, the sale of these assets – *all now approved by the Standing Committee* – will get us to the \$10 benchmark. Keep in mind, though, that commercial real estate sales take time, and their negotiations require a certain level of confidentiality until the contracts close. Talking openly about too much could adversely affect our negotiating position, or even the final prices. All that being said – the grace and beauty of this moment is that we are now funding the ministry called for in R-10a. Of that I am confident.

Further, I want to say two things for clarification. First, there has recently been some inaccurate and misleading reporting about this project that, *among other things*, raised a question about a possible sale of the Truro Church property to be used to fund our reparations work. I need to remind us all – as the Task Force was reminded – that *that* asset is *leased out* through the year 2037 and is therefore not eligible to be put on the open market. But again, separate from that issue – we have identified and are marketing assets that will get us to the goal of the initial fund.

And second, I want to once again point out that I see an initial \$10 million for this work *not as a goal*, but as a *beginning*. This work is far too important to limit.

Our work in the area of racial justice continues in other ways, as well, and is a reflection of God's love and grace. The Diocesan Ministry for Racial Justice and Healing also has recently been refreshed in membership and charge, much like the Truth and Reparations Task Force. The Ministry is working diligently on educational and training programs, and is positioned well to be a resource to all of us as we strive to more fully respect the dignity of every human being.

Additionally, several of us are involved in the work of the Shockoe Legacy Foundation in Richmond, and the effort to build a museum in Shockoe Bottom that will tell a more full story of our region's complicity in the slave trade. Similarly, St. Philip's and St. Paul's in Richmond are collaborating on a project that invites us to "walk with the enslaved," which calls us to postures of remembrance, reflection, and concrete acts of reconciliation. My thanks in particular go out to the Rev'd Ben Campbell for his leadership in these projects.

Now if, as you stare at my metaphorical reflective sculpture, you turn your head just slightly, you will notice that a little more than year after taking a group of adults on a pilgrimage to sites across the southern United States to learn about and from our nation's history of racial prejudice and injustice, Canon Hill and his team led a similar pilgrimage across the Commonwealth of Virginia this past fall. The conversation was rich, the learning intense, and the growing awareness of what has been and continues to be was transformative.

Similarly, our Triangle of Hope Youth Pilgrimage – a partnership with the dioceses of Liverpool in the UK and Kumasi in Ghana – gathered again this summer, this time here in Virginia. Unfortunately, the United States government denied entry visas to the Ghanaian delegation; the stated reason being that these teens – who would have been accompanied by adult chaperones – did not have a strong enough tie to their home country and might try to overstay their allowed time. But the Americans and Brits did their best to be in communication with their fellow pilgrims across the ocean during the pilgrimage nonetheless. Next summer, the gathering will be in Ghana – barring anything unusual preventing it. I continue to be impressed by the way lives are being changed through this program – and not just the lives of the youth, but of those they encounter as well.

Before I move off the topic of *pilgrimage*, let me tell you about something that happened last year. I was supposed to go to Ghana with a planning team from Virginia, but something came up a couple of weeks before departure and I could not go. At the last minute, we recruited a young woman named Isabelle Cresswell – then a senior in High School, and a member of St. Paul's, Richmond and of the Diocesan Ministry for Racial Justice and Healing – to go in my stead. From what I hear it was a true God moment for all concerned, as she deeply engaged the people of Ghana, and taught some things to our own delegation as well.

I don't want to be accused of putting my finger on the scales, but it would not surprise me if Isabelle is elected to be the 16th or 17th Bishop of Virginia. Just saying. But let's let her finish college at Sewanee first, shall we?

And there are, of course, more reflections of grace that we can see in our common work together. These include a renewed focus on congregational vitality – the identification and empowering of the life and energy of all of our congregations, regardless of membership size.

Our Minister for Congregational Vitality, the Rev'd Shirley Smith Graham, has hit the ground running this year, gathering the faithful and the curious alike in all sixteen of our regions and in dozens upon dozens of our congregations. I have tasked our newest Assistant Bishop, Mark Bourlakas, to work with her and to bring his own experiences to bear as we seek to empower the work of the Gospel in each of our communities. And in places where there has been conflict, Canon d'Rue Hazel and a team of volunteers and staff have been working hard to reconcile hurts and bring the people of God together. It has been a long road for some, and there are some still on their travels, but the reawakening of love and care that we have seen time and again is sure proof that God is good, all the time.

We now have a full time Canon for Discipleship in place, and the Rev'd Ricardo Sheppard is nothing *but* reflected grace. His heart is so full of the love and care of Jesus, and enthusiasm for Jesus, that just being in the same room with him puts me in a good mood. He and others are working hard to network the talent that is present in this diocese, and to discern how best to connect us so that we

may love Jesus, empower justice, and be disciples.

Canon Sheppard is but one person among many, of course, who are dedicated to the work of deepening every single member of this diocese's relationship with God. Our campus ministries and our schools glisten with power and light. I was at St. Andrew's School in Richmond a couple of weeks ago, and when I asked the students what they thought I had in my crozier bag, I was treated to such joyful responses that I smiled and giggled the whole rest of the day. A couple of my favorite guesses were "your lunch" and "a secret map" – but the kid that thought it contained a stack of photos of myself caused a bit of *self*-reflection on my part, to abuse my metaphor a bit.

Sunday after Sunday, I and our other bishops visit our congregations, experiencing love and care and a longing to fully know God. A few weeks ago I was privileged to participate in a Pride Eucharist in Richmond; there was such power and hope in the room, even in the face of the hate that is so often directed at the LGBTQ+ community. Our congregations all over the diocese, especially in Northern Virginia, are providing pastoral care for those affected by employment layoffs in this time of political gamesmanship, and are finding creative and productive ways, and developing new networks, to minister to Latino/Latina persons when any public gathering could be a magnet for an ICE raid. And an adult confirmand at Trinity Church, Washington, recently told me that finally, finally, after years for searching for a church, he said that for the very first time he felt like he "was home." And we see and hear that over and over again.

The loving and graceful work of discipleship is also reflected in our worldwide mission efforts – in places like Haiti, the Sudan, Honduras, Cuba, and Tanzania – work that calls us to look beyond our borders and to be present with all of God's creation. Ms. Diane Wright chairs our diocesan ministry and deserves our gratitude for her hard and creative work – as do the many others who are called by God to this effort all across the Diocese of Virginia.

And, our ministry in the Commonwealth among the incarcerated – in our jails and prisons – reflects God's call to reach through all that separates us, and to proclaim that God loves everyone, regardless of circumstance.

I would be completely remiss if I did not ask us to turn our gaze upon the wonderful gift that is Shrine Mont. We celebrated the 100th anniversary of the Shrine this August, and it was glorious. Now, we are embarking on a capital campaign that will set the stage for a successful next 100 years.

Speaking of Shrine Mont, nothing reflects an image of grace and love in this diocese more than our summer camping program. This year, we saw a 12% increase in campership over last year; we implemented new policies and procedures to ensure safety, transparency, and accountability; and we gave an experience of the divine to family after family. We were blessed by the interim leadership of Marybeth Abplanalp, and welcomed a new director for the coming years in the person of Greg Randall. And, we did good, holy work with drawing into conversation and reconciliation many who have experienced emotional or spiritual hurt over recent years through their interaction with the camps. No effort in this life ever cures all ills, but this work has brought new health in so many ways. Shrine Mont is indeed a place apart; a place that reflects boldly our commitment to discipleship.

Now let me talk a bit about a reflection that has been there without really being seen much this past year, but one that is about to become a critical piece of our faith development. I reported to you at our last Convention that the Diocese of Virginia has been awarded a 5-year, \$1.25 million grant to experiment with ways to increase and improve worship for and with children from birth through age 10. We are calling this program "Pathways to Prayer and Practice," and, after a year of doing foundational work, we now are ready to begin the experimenting and learning in earnest. This is not a Sunday School program, or an effort at a turnkey program to make all things wonderful, but a work of true learning that will develop resources to make children and their families feel more connected to our corporate worship.

To draw this time of reflection to a close, I want to highlight that our diocesan communications continue to be *retooled* to show off all of these reflections of grace more clearly. We are offering church website redesign, and telling stories of successes, and looking for new ways to connect with people where they are in this, the 21st century. We are committed to telling the stories *well* – because we are all a gift, one to another. We are a multicultural, multi-background, multigenerational, multi-perspective Church, and I have recently heard from more than one person, on more than one subject, that there is a deep sense of optimism in this diocese at present. Given this, sometimes it helps to step back and admire all that God has made.

But equally so, as with the Cloud Gate in Chicago, it is also important to step back and pay attention to the *distortions* that we find surrounding us in our society, our culture, and our country in these days. Especially when they reflect an abuse of our values, or a corruption of our faith. And, my siblings in Christ, make no mistake about it – such *distortions* are *legion* in this time.

Let me start with this: Arguments about the separation of Church and State aside, I have nothing against the desire to post the Ten Commandments in places where folks can see and learn from them. I think they are pretty good writing, actually, and very good teaching. After all, God came up with them. But, if we are going to post scripture to learn from, I ask the same question many ask – why not the Beatitudes? You know, those words of Jesus – blessed are the poor, the meek, those who cry out in grief, the hungry, the merciful? Why not those words? Or, if you want to stick with the Old Testament, then why not the passage that we read today from Exodus, found just two short chapters after the Commandments themselves? You know, all that stuff about how mad God gets when we treat foreigners badly; or mistreat the poor, or widows, or orphans? Why not those words?

Well, my theory is that those passages do not fit the distortions being perpetrated in the lust for power that we are witnessing day in and day out – a lust for power at the expense of people of color, and of non-binary and transgender persons, and of gay and lesbian persons, and of persons who the privileged can easily and quickly label as “the other.” We are witnessing distortions that use the words of the Christian faith, but without context or the love and grace of that faith.

When politicians call us to dream of a time before “they” (whoever “they” may be) started changing things, and work to take us back to such a time, it is then that the *dream of God* so eloquently described by Verna Dozier is being at best distorted, and at worse being outright ignored or lied about.

When love of God and family is equated with the love of guns or racial purity, that is a distortion of the dream of God.

When the totalism of a movement often referred to as Christian Nationalism proclaims that one country is favored by God over all others, that is a distortion of the dream of God.

When Old Testament theology around the nature of a chosen people is co-opted for a modern and racist philosophy of Discovery and white-centric Manifest Destiny, that is a distortion of the dream of God.

When people who have followed the laws for seeking asylum in this country are rounded up by masked officials and held captive without due process or basic human dignity, that is a distortion of the dream of God.

When women, men, and children who have fled hunger or tyranny and come to this country without proper documentation, but who desperately want it and would willingly accept it, are subjected to that same cruel and authoritarian arrest policy while also being dehumanized and labeled as an “illegal” instead of recognized as persons who desperately need our care and compassion, well, that is a distortion of the dream of God.

When children are separated from their parents and put in cages by the government, that is a distortion of the dream of God.

When for-profit detention centers are the order of the day, when companies make a living off of locking up immigrants, that is a distortion of the dream of God.

When a religious leader stands before an elected representative and calmly begs for mercy for those living in fear and is labeled as “nasty,” that is a distortion of the dream of God.

When supplemental food benefits for the unemployed and working poor are cut off while elected leaders throw lavish parties and play golf three days a week, that is a distortion of the dream of God.

And when whole groups of people believe that these things – and more – are okay, then the *dream of God* has been replaced by a *human nightmare*. Folks seem willing to believe anything in this nightmare. It’s as if we are saying, “Sure, there’s been a man trapped in the Bean for twenty years. *Yeah, that makes sense.*” But it doesn’t. Not if you read the words printed in red. You know – the ones *Jesus* actually said.

So, how do we, as disciples of Jesus, effectively deal with these distortions? Well, we must, *must, must* re-center ourselves in and with the true love and grace of God in Christ Jesus. We must stand firm at the point where distortion gives way to focus – at the omphalos of our created being and relationship with the One who created us. We must be, as Howard Thurman wrote of Jesus, we must be “simply, directly *truthful*, whatever may be the cost in life, limb, or security.” [*Jesus and the Disinherited*]

To our siblings who live in fear of arrest and deportation, or of loss of marital status, or of a denial of medical benefits or education or affordable housing or food security – for these human beings and others, those of us who live in privilege must be allies and be willing to say clearly that we see you for who you are – without the distortions of the day – and we will fight for your right to live as an equal to all.

We must stand firm and create not only *safe* spaces for people in need, but *brave* spaces for people to proclaim *right* in the face of *wrong*, and *love* in the face of *hate*.

In a day when reality is being redefined – and the very definition of “Christian” is being challenged and abused – and loud voices metaphorically but effectively are claiming *that a man is trapped inside the Bean* – and countless individuals are believing it – it is then that we must, as disciples of Jesus, recenter ourselves and stand firm in the truth proclaimed at the beginning of the Gospel according to St. John:

“In the beginning was the Word, and the Word was with God, and the Word was God. What has come into being in him was life, and the life was the light of all people. (Not just those who look, pray, love, or speak like the privileged class, but all people.) The light shines in the darkness, and the darkness has not overcome it.”

My siblings in Christ: The distortions are real, and legion. But a “legion,” as historians will tell you, is a finite and human-made construct. The reflections of grace and love of God, however, are counted as myriads of myriads – *infinite* in a life lived standing in humility, awe, and resolve before our creator.

My siblings in Christ – the man inside the Bean is a distortion, and evil. Distortions of the gospel are *evil*. Do not give in to that fallacy.

Instead, stay centered, stay focused, and speak the truth. Instead: Love Jesus. Embody Justice. Be Disciples.

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

Proceedings

Proceedings of the 231st Annual Convention of the Diocese of Virginia

Friday, November 7, 2025
Fredericksburg, Virginia

First Session

The 231st Annual Convention of the Diocese of Virginia convened on Friday, November 7, 2025 at the Fredericksburg Convention Center in Fredericksburg, Virginia at 8:30 a.m.

Mr. Scott Perkins of St. Francis, Great Falls, took the stage to introduce the gathering hymn and provide the opening prayer.

The Rt. Rev. E. Mark Stevenson, Bishop of Virginia, called the 231st Annual Convention of the Diocese of Virginia to order, and offered the Diocese's recognition of the sufferings of both First Nations people and enslaved Africans throughout the Diocese's past. Bishop Stevenson was joined on stage by: the Rt. Rev. Gayle E. Harris, Assistant Bishop of Virginia, and Mr. J. P. Causey, Jr., Chancellor of the Diocese, to his right; and by Mr. Mark Eastham, Secretary and Chief of Staff of the Diocese, the Rev. Canon d'Rue Hazel, Canon to the Ordinary, and the Rt. Rev. Mark A. Bourlakas, Assistant Bishop of Virginia to his left.

Bishop Stevenson thanked all of the Diocesan staff and volunteers for their work in organizing this year's convention, and made note of all of the volunteers in red shirts throughout the convention center and their willingness to provide assistance to any members in need. Bishop Stevenson thanked the Rev. Mark Furlow, of St. Michael's, Arlington, for his building of the altar used at this year's convention. He built it several years prior; however, it went unused due to the pandemic, until Bishop Stevenson's consecration, and has been used at every convention, since.

Bishop Stevenson announced the theme of the 2025 Annual Convention - "Love Jesus. Embody Justice. Be Disciples: TELLING OUR STORIES—SHARING OUR GIFTS."

Determination of Quorum

Bishop Stevenson appointed Mr. Mark Eastham, Secretary and Chief of Staff of the Diocese of Virginia, as Secretary of Convention, who he then called upon for a determination of quorum. Mr. Eastham reported:

According to Article IV of the diocesan Constitution: "One third of the members of the Clerical Order and one half of the members of the Lay Order shall constitute a quorum for the transaction of any business at any regular or special meetings of the Convention." There being 477 members of the Clerical Order, 159 are required for a quorum. There being 289 members of the Lay Order, 145 are required for a quorum. At 8:16 a.m. a quorum was achieved, with 159 members of the Clerical Order and 160 members of the Lay Order having checked in.

Bishop Stevenson reminded those gathered that only canonically resident clergy, lay delegates, and ex-officio delegates have seat, voice, and vote during the proceedings. Clergy Under License, Alternates, and the Vice-Chancellor, Mr. John Keith, do have seat and voice but no vote. Clergy Under License includes clergy in denominations in full communion with the Episcopal Church. He also made clear that the rules of order for the 231st Annual Convention had been posted to the Diocese's Convention website, and that as the rules have not been amended since the previous Convention, the prior Convention rules remain in effect.

Bishop Stevenson requested a motion to adopt the program of the 231st Annual Convention; the program was adopted.

Appointments and Credentials

Bishop Stevenson then appointed J. P. Causey, Jr. of St. John's, West Point, as Parliamentarian, and Mr. John A. C. Keith of St. Mary's, Arlington as Assistant Parliamentarian of the 231st Annual Convention. Bishop Stevenson called Bruce LeLacheur, of Grace, The Plains and chair of the Committee on Credentials, for his report. Mr. LeLacheur reported that he examined the certificates of election of lay delegates, which were filed with the Secretary of Convention as a list of those persons elected as delegates.

Bishop Stevenson thanked Mr. LeLacheur, and proceeded to remind those in attendance of the rules regarding resolutions and amendments to the Constitution and Canons, specifically that, according to the rules of order, resolutions and amendments to the Constitution and Canons not submitted not less than eighteen days prior to convention, are subject to provisions of the rules of order requiring two-thirds of the convention vote to allow resolutions from the floor in order to be considered. 600 copies of the resolution must be available for distribution immediately after the resolution is accepted for consideration. Courtesy resolutions do not require 600 copies or a two-third's consent of convention. Bishop Stevenson asked if there were any additional resolutions to be offered, and recognized the Rev. Julie Bryant, St. John's, Arlington.

Rev. Bryant moved to suspend the rules of order to propose a new resolution pertaining to the study of the Episcopal Church's policy on immigration and refugee issues, and for consideration of new ministries in the diocese to support immigrants and the wider Latino community. Bishop Stevenson asked if there was support for suspending the rules of order to consider the resolution; Bishop Stevenson, as chair of the convention, ruled that a two-thirds majority had been met, and that the resolution would be considered, with volunteers handing out 600 copies of it. Bishop Stevenson then recognized the Rev. Dr. Marian Windell, retired, who offered a resolution for prayer and action in response to the ongoing massacre in the Sudanese Civil War.

Bishop Stevenson then introduced the consent agenda, explaining its contents were distributed to all members before convention, and that they would also be placed on screen in the ballroom for all in attendance to review. Two-thirds support was again met, and Rev. Windell's resolution was slated for consideration, and 600 copies of it distributed. The consent agenda was adopted.

Bishop Stevenson requested that all youth delegates stand and be recognized, and introduced several guests of note in attendance. The Rt. Rev. Susan E. Goff was recognized, with Bishop Stevenson reminding members to visit the art show in the Exhibitor's Hall, organized by, and containing several works by, Bishop Goff. Bishop Stevenson recognized the Rt. Rev. Shannon S. Johnston; the Rt. Rev. David C. Jones, and his wife Kay; the convention's keynote speaker, Dr. Lisa Kimball; and noted that his fiancé Kendall Martin and Bishop Bourlakas' wife, Martha, would be joining convention shortly.

Mr. Eastham was then called to make announcements. Mr. Eastham reminded members to ensure their wireless connections were operating correctly, as required for voting; and to also wear nametags throughout the duration of the convention. He noted that a real-time translation into Spanish was displayed on the ballroom's main screens, and that the application Interpretify was available for download, with earbuds also obtainable for any who required them.

Mr. Eastham recognized and thanked this year's convention sponsors. The Platinum Sponsor was Church Schools in the Diocese of Virginia; and the Bronze Sponsors consisted of R. A. Daffer Church Organs, Goodwin Living, Ministry Architects, Shenandoah Valley Westminster Canterbury, Shrine Mont, Virginia Episcopal Real Estate Partners (formerly Virginia Diocesan Homes), and Westminster Canterbury of the Chesapeake Bay.

Postulants and Candidates to the Diaconate and Priesthood

Following the conclusion of announcements, Bishop Stevenson moved to recognize all those currently in formation for ordination to the diaconate and the priesthood, requesting that all applause be held until the names are fully read, and that for those present to stand when called.

Postulants and Candidates for the Diaconate, as of November 2025:

- Bill Birkhofer
- Maureen Carey
- Melissa Carter
- Ted Culley
- Dorothy Suskind

Postulants and Candidates for Priesthood, as of November 2025:

- Benjamin Baker
- Paris Ball
- John Barkmeyer
- Mary Bramley
- Matthew Carter
- Thomas Conroy
- John Hager
- Lindsey Hepler
- Darrin Hostetler
- Joshua House
- Emily Rutledge
- Blair Sokol
- Julie Tran
- Paige Trivett

Ordinations to the Diaconate and Priesthood

Bishop Stevenson then acknowledged all those ordained to the diaconate or priesthood over the course of the preceding year, their names read and their photographs posted to the ballroom's main screens.

Priests ordained on February 1, 2025:

- The Rev. Rebecca Casey
- The Rev. Caroline Mitchell

Deacons (Transitional) ordained on March 1, 2025, and also ordained Priests on September 20, 2025:

- The Rev. Kara Laughlin
- The Rev. Anne Kristine Rose
- The Rev. Joy Warburton

Deacons (Vocational) ordained on April 26, 2025:

- The Rev. Cabell Jones
- The Rev. Florian Jones-Stamm
- The Rev. Judi Thomas
- The Rev. Stephanie Werner

Deacons (Transitional) ordained on August 2, 2025, and scheduled to be ordained to the priesthood in 2026:

- The Rev. Jackson Davey
- The Rev. Bart Natoli
- The Rev. Theodore Renaud

Scheduled for ordination to the diaconate (vocational), shortly after convention:

- Maureen Carey, on Saturday, November 15, 2025.

Bishop Stevenson asked anyone who was, or knew someone that may be, sensing a call to ordained ministry to contact the Diocese's Minister for Vocations, the Rev. Dr. Sarah Kye Price.

Dr. Lisa Kimball – First Presentation

Bishop Stevenson and Bishop Harris introduced the convention's keynote speaker – Dr. Lisa Kimball, James Maxwell Chair of Lifelong Christian Formation, and vice-president of Lifelong Learning, at Virginia Theological Seminary

At approximately 9:30, Dr. Kimball presented her first program, entitled *Baptized For Life!*

<https://www.youtube.com/watch?v=01oRdOhYU30&list=PLJXldZ39oczIHAwFaZ02tH8f-Nld1LwwM&index=5>



Following Dr. Kimball's presentation, Bishop Stevenson called Mr. Scott Casey, founder and CEO of Vistacom, to explain the new voting process and practice ballots were cast to ensure all in attendance understood the system. A recess was called at 10:18 AM.

Second Session

Election of Province III Deputies

At noon, convention was called back to session by Bishop Stevenson, and the election of Province III deputies commenced. As Mr. Eastham explained:

The Episcopal Church is divided into nine Provinces, and each has a House of Bishops and a House of Deputies. The primary purposes of the Provinces are to facilitate inter-diocesan collaboration to achieve diocesan and Episcopal Church goals, and to enable more effective communications and regional advocacy of significant programmatic efforts.

Per Canon 3 of the Diocese of Virginia, at the regular meeting of the Convention preceding the meeting of the Provincial Synod, there shall be elected 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 unable to attend.

Three member of the clerical order and two members of the lay order have offered themselves for election to this office. Successful candidates must receive a majority of all ballots cast.

With no additional nominees called for, nominations were closed, and the candidates were named by Mr. Eastham, and displayed on the ballroom's two screens.

Clergy Nominees:

- The Rev. Deacon David Curtis
- The Rev. David Rose
- The Rev. Mary Staley

Lay Nominees:

- Dr. Christine Cameron
- Mrs. Helen Penrod

For clergy nominees, a second ballot was needed as the results were: Rev. Deacon Curtis, 178 votes; Rev. Staley, 112 votes; and Rev. Rose, ninety-five votes – lacking a two-third’s majority.

While the second ballot for clergy nominees was being prepared, Bishop Stevenson conferred with the Parliamentarian, asking, seeing as how two individuals had offered to serve as Lay Deputies, and two were required, if the rules of order could be suspended in order to elect those two by acclamation. Members voted to suspend the rules of order, and elected by acclamation Dr. Cameron and Mrs. Penrod as Lay Deputies for Province III. As there were no other nominees, no election was held for alternate deputies from the laity.

Ballot two then commenced, with Rev. Deacon Curtis and Rev. Staley on the ballot. Rev. Deacon Curtis was elected, having received 246 votes, and Rev. Staley, with 134 votes. As the only remaining clergy on the ballot, Rev. Staley automatically became Alternate Deputy.

Following the Province III elections, a short video was presented, chronicling the work of ministry in congregational vitality. With the video’s conclusion, Bishop Stevenson invited Mr. John McGrath, of St. Timothy’s Herndon, to lead in noonday prayer.

With noonday prayer complete, Bishop Stevenson called on Mr. Eastham for any announcements. Mr. Eastham informed those gathered: that the worship bulletin for Annual Convention was available online as well as by QR code; of the location and time of lunch; of information relating to the day’s upcoming series of workshops and the evening’s Holy Eucharist; and of the schedule for Saturday’s session.

Announcements complete, the 231st Annual Convention was in recess as of 12:30 p.m.

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 10 of this Journal.

Proceedings of the 231st Annual Convention of the Diocese of Virginia

*Friday, November 7, 2025
Fredericksburg, Virginia*

*Holy Eucharist
4:45 p.m. – 6:15 p.m.*

*The Rt. Rev. Mark Bourlakas, Homilist
The Rt. Rev. Gayle E. Harris, Celebrant*

Bishop Bourlakas - Homily

Wow, what a great night of blessing this is. I haven’t seen this many people gathered in a diocesan convention since I was a priest in North Carolina. Michael Curry was the diocesan bishop. Don’t try the math.

It is a great joy and blessing to be with you as we gather here in convention as disciples of the risen Christ. I’m grateful to Bishop Stevenson for this new call to be an assistant Bishop in this great diocese and the opportunity to serve alongside all of you in these rich fields of our gospel mission. After twelve years serving as bishop in the southwestern part of this Commonwealth, Martha and I are glad to live in Virginia, and we’re pretty well settled in Alexandria at this point, and I’m looking forward to get to know all of you in the places you live and carry out your ministries.

So a few weeks ago, while all of our Diocesan staff members were sitting around a table in Richmond, working on some convention planning, Bishop Stevenson casually turned toward me and said “Bishop, are you comfortable and ready to preach at convention?” And caught a bit off-guard I said “sure.” That’s the only right answer, right?

In those moments when I am asked to preach or speak and I’m not sure, I recall St. Peter’s direction, always be prepared to make a defense to anyone who calls you to account for the hope that is in you. So, I set my hope on Christ and I dive in. Now St. Peter’s directive is not just for preachers, but for all of us who are baptized into Jesus’s name. And this might make us a little nervous, as I am right now. But that’s okay, right? We should always be a little bit nervous to proclaim the gospel because it’s important. It matters.

Bishop Stevenson’s emphasis for this convention centers on our growth as disciples with a focus of bravely telling our stories knowing Jesus and his healing love in our lives.

And every time we have the opportunity to renew our baptismal covenant in worship, as Lisa Kimball stressed this morning, we make again those promises that guide our discipleship. There we promise to proclaim, by word and example, the good news that is in us.

And in that moment, we might wonder what’s required. Maybe I can keep this proclamation on the down-low. Maybe no one will ask me about my following Jesus. I mean, I read this Sunday in church a few months back. Does that count?

We are not unlike those early disciples of Jesus’s who he sent out to proclaim all that he was teaching them the good news of God’s grace and love, and we are sent in mission. This missionary team that he’s assembled and has been coaching up. Jesus says the harvest is plentiful and the laborers are few. Go on your way. Carry no purse, no bag, no sandals. Get on out there, team. Make it happen.

Wait, what? Jesus, can, can we have just a few more details? Is there perhaps a playbook to go with this game plan?

Now, several years ago, Martha put this little book in my Christmas stocking. It's the Worst-Case Scenario Survival Handbook. And my three girls, and they all got a big kick out of this, because they all call me Danger Dave because over their growing up I always had too, they say, overly cautious directives – you know like don't run in your flipflops and they learned the lesson that's one of those you just have to learn on your own.

Now this little book's not a joke; it offers real survival how-to's from real experts and I've learned many useful things from it. There are some basics like how to hotwire a car, how to deal with a down power line, and even how to perform an emergency tracheotomy with a sharp knife and a straw. But more worst-case, you can learn the best strategies for fending off a cougar, a shark, or one of my great fears, an alligator. Now, these are scenarios that I, you know, imagine could arise in my life.

So, I'm interested and I'm appreciative of the information.

And while this book is not a joke, I do find many of the worst-case scenarios amusing. That's my sense of humor. And that's why I've collected the other editions in this series. Because if you're Danger Dave, you're interested in what to do when you find yourself in dangerous situations. For instance, humorous to me, there is an instruction on how to maneuver on the top of a moving train and get inside. Seriously, there's how to leap from a motorcycle into a car and how to jump several stories down from a building on fire into a dumpster below. Now, I cannot imagine a scenario where I'm find myself on top of a moving train or needing to leap from a motorcycle into an open window of a moving car, but then, you know; life's unpredictable.

Now, I suppose I could find myself in a building fire, considering a jump into a dumpster several stories down. Now, the very first instruction for jumping from a building into a dumpster fire is: jump straight down. If you leap off and away from the building at an angle, you will miss the dumpster. Resist your natural tendency to push off. Sounds like good advice, but it's not filled me with great confidence. And there's the addition to this note, and these are the things I love about this book. Be aware the dumpster may be filled with bricks or other unfriendly materials. Well, this is, after all, for worst-case scenarios. So, if jumping from a building into a dumpster is your last option, jump straight down. Aim for the center of the dumpster, and pray that it's full of friendly materials, like cardboard boxes and an old mattress.

St. Luke tells us how Jesus prepares to send out a team of seventy to spread his message of love and reconciliation. They are to travel light, with hardly any provisions. They're to carry no backpacks or cash or cell phones. And they're to eat and sleep as hospitality is extended to them. Does not look like they're going to have a worst-case scenario handbook. And I'm sure that they might have wished for more guidance and more direction. There was surely great trepidation among them, right before the night before that mission, right? Many "what if" type questions. Hey Jesus, what if we have to jump from a building into a dumpster, or deliver a baby in a taxicab? But Jesus simply instructs them to be on their way, adding, "See, I am sending you out like lambs into the midst of wolves." Great.

What those first disciples did have was knowing Jesus and experiencing his ministry of grace. And they had his teaching. And this would have to be enough.

See, Jesus knows that proclaiming God's kingdom of radical love and putting ourselves out there in the cause of justice will indeed be risky business. We just have to turn on the news to see this all over the world. It makes no sense for Jesus to sugarcoat it for this early missionary team. He knows the cost. Throughout our history, this has always been the case for disciples who venture out from the comfortable sidelines into the places of risk. And this will always be the case. The real frontier of proclaiming a message of love and forgiveness will always involve pushing up against human selfishness and indifference.

Throughout his gospel and on through the Acts of the Apostles, St. Luke tells of the many ways that Jesus and the power of the Holy Spirit mysteriously compelled men and women to spread the gospel into unknown circumstances and into unfamiliar territory, even among unreceptive people.

In every generation, baptized followers of Christ Jesus are to make themselves available to the work of the forward mission of the gospel.

That's us. That's our mission as the baptized.

And every Sunday around this beautiful diocese, as we listen to the gospel proclaimed, we hear the accounts of those who went forward with courage and conviction to commend the faith that was in them, and to make disciples in the name of Jesus. Right? Committed disciples, make new disciples.

And remember Lisa Kimball talking about baptism is a way of life. Fear of the unknown, fear of how we will respond when placed in unfamiliar territory, fear of worst-case scenarios. These fears can keep us from fully engaging our baptized discipleship. Right? No half-ass baptism. We are resurrection people, who seek transformation for ourselves and for our neighbors. And we need to go out there and proclaim that, right? What will happen in the next town? What will I say? What if I'm not welcomed? What if people laugh at me and roll their eyes and don't invite me to the next cocktail party? What if I get attacked by a cougar?

Most of us, if we are honest, prefer not to be pushed into situations where the possibility for a worst-case scenario is high. We do not like to be put out. Being put out is a state that we instinctively avoid. But putting ourselves out for Christ's sake, and for the sake of others, is what the gospel calls us into. Now, each of us has had and will continue to have opportunities to reach out and to go deeper, both with those we know and those we do not know. And in a given situation, we may hesitate, let the moment pass and then regret that we did not offer something more meaningful, inspired perhaps by the Holy Spirit, just given her a place to enter in. We will also be confronted with the opportunity to speak up for justice and peace, when we find ourselves in the midst of intolerance and divisive prejudice.

These are moments when it's easier to remain silent or to do nothing. But disciples of Christ cannot be timid wild wallflowers. Throughout the biblical narrative, unsuspecting folks are called and sent by God. Most are hesitant and pretty much reluctant. They start out like we do. And when those first missionary teams were sent out, they had to draw on their faith in Jesus's teaching, while trusting in the mysterious power of the Holy Spirit.

Those of us who Jesus calls into ministry in his name are to travel light, with a faith deep enough to preach the gospel with our words and our actions, come what may. Those first disciples did not need anything else. And neither do we. They were reading Jesus. They were reading Jesus with their minds and with their hearts. And we're called to do the same.

This is why we, the people of God, continue to read and ponder these stories of calling and discipleship. And unlike those first missionary teams, we do have the gospel texts, and a really great prayer book as guides and handbooks for the way. You can find most of what you need in there when you're out there. Both are filled with good news. The deeper we immerse ourselves in Jesus's teachings and actions, the more we will be available to be used by the Holy Spirit as instruments of God's grace and love in this world of division that surround us and threatens to engulf us.

Love Jesus. Embody justice. Be disciples. As those of us who love Jesus and know that he loves us. Let us embrace our neighbors, embodying peace and justice in his holy name. And may we be disciples who proclaim the good news of God's grace and mercy for the world. Let us go boldly from this gathering of blessing into the plentiful harvest that God has given us, for Christ's sake and for the world. Amen.

Bishop Harris – Consecration of a new paten and chalice for St. Peter's, Oak Grove.

A diocese is the basic unit of the Episcopal Church. And as a community knit together in spiritual worship, we are together the ministry of the gospel of Jesus. We share our sorrows and our joys and our love of God.

Washington Parish in Oak Grove was founded in 1653 as St. Peter's Church. It has had a long and historic ministry with ties to the Washington family. You know which Washington I'm talking about. In the year 1849, a new church was built and consecrated for holy worship and dedicated to the ministry of the community at large.

Unfortunately, as many of you know, a fire on December 19th, 2023, that's two years ago, completely gutted the church edifice, and its contents of prayer books, musical instruments, the altar, vestments, and vessels. The building was a total loss. I'm sure everyone here can appreciate how they would feel, how they would suffer if such a tragedy took place at their church. Since then, several churches in the Northern Neck have offered help and support to the members of St. Peter's as they continue without a consecrated church building.

They are a strong congregation and have maintained their trust and hope in God as they plan and develop for a new construction for a new sanctuary. They continue together in proclaiming the good news in word and in deed and celebrating the sacraments of Christ's mysteries in the church.

St. Peter's having lost its paten and chalice in the fire has now received a new set. And today as a diocesan family gathered we will bless and consecrate them as holy vessels for holy worship among holy people.

Taste and see that the Lord is good.

Happy are they who trust in him.

The cup of blessing which we bless is the sharing in the blood of Christ.

The bread which we break is a sharing in the body of Christ.

Let us pray.

Almighty God whose blessed son instituted the sacrament of his body and blood.

Grant that all who receive the holy mysteries from these vessels, which we now consecrate for use in your church may be sustained by his presence and enjoy forever his heavenly benediction, who lives and reigns in glory everlasting.

Amen.

<https://youtu.be/RakGFQArwag?list=PLJXldZ39oczIHAwFaZ02tH8fNld1LwwM&t=1182>



Proceedings of the 231st Annual Convention of the Diocese of Virginia

*Saturday, November 8, 2025
Fredericksburg, Virginia*

Third Session

At approximately 8:30 a.m., the Rt. Rev. E. Mark Stevenson, Bishop of Virginia, called the 231st Annual Convention of the Diocese of Virginia to order, and invited Rev. Dr. Noelle York Simmons, rector of Christ Church, Alexandria, to lead those gathered in morning prayer.

Elections to Standing Committee

At 8:53 a.m., following morning prayer and the recitation of the Nicene Creed, Bishop Stevenson called on Mr. Eastham, Secretary of Convention, to begin elections for members 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 of each order for a term of three years. The Standing Committee acts as a Council of Advice to the Bishop, and in the absence of Bishops in a diocese is authorized to act as the diocesan Ecclesiastical Authority in accordance with the Constitution and Canons of the Episcopal Church.

Four members of the clerical order and three members of the lay order have offered themselves for election to this office. To be elected, candidates must receive a majority of all ballots cast.

Bishop Stevenson pointed out that the rules of order require that nominations be submitted seven days prior to convention, and any additional nominations would require a suspension of the rules of order and asked if there was any such request. No request forthcoming, the nominees were introduced.

Clergy Nominees:

- The Rev. Rod Gordon
- The Rev. Laura Minnich Lockey
- The Rev. Justin McIntosh
- The Rev. Colleen Schiefelbein

Lay Nominees:

- Mr. Harry Dickinson
- Mr. James Dinan
- Ms. Deborah Gandy

On the first ballot, Rev. Lockey was elected to the Standing Committee, with 224 votes; Rev. Gordon received 161 votes; Rev. McIntosh, 156; and Rev. Schiefelbein 155. Mr. Eastham announced that a second ballot would begin, with Rev. Gordon and Rev. McIntosh on the ballot. Rev. Sven VanBaars, Abingdon, approached, and requested the rules of order be suspended to allow all three remaining names to be placed on the second ballot. A two-thirds majority agreed, and all three names were placed on ballot two.

On the second ballot, Rev. Gordon received 145 votes; Rev. McIntosh, 107; and Rev. Schiefelbein, 99. A third ballot was then introduced, with Rev. Gordon and Rev. McIntosh receiving 190 and 147 votes, respectively. Rev. Gordon was elected to the Standing Committee.

Before moving on to the ballot for lay nominees to the Standing Committee, Bishop Stevenson took a moment to welcome to the convention Martha Bourlakas, wife of Bishop Bourlakas, and Kendall

Martin, fiancé of Bishop Stevenson.

On the first ballot for lay nominees, Ms. Gandy received 326 votes; Mr. Dickinson, 224; and Mr. Dinan, 154. Ms. Gandy and Mr. Dickinson were elected to the Standing Committee.

Truth and Reparations Task Force

Bishop Stevenson then acknowledged and celebrated the efforts of the members of the original iteration of the Truth and Reparations Task Force, asking those named to stand and be recognized.

- Donna Archer
- Tom Baker
- Jeanette Cadwallender
- The Rev. Ben Campbell
- Dennis Carter-Chand
- Amy Keenan-Amago
- Laura Lafayette
- The Rev. Colleen Schiefelbein
- Alex Peterson
- Davette Himes
- Thomas Howard
- Wendy Ikezawa
- Kristen Layng Szakos
- Alda White
- The Rev. Noelle York-Simmons
- Deb Gandy
- Ernestine Gilpin
- Jay Greene
- Jabriel Hasan

Bishop Stevenson then introduced the new roster of the Truth and Reparations Task Force.

- The Rev. Benjamin Badgett
- John Chilton
- Larry Clark
- Connor Crafton-Tempel
- The Rev. Dawn McNamara
- Maria Poindexter
- Ryan K. Smith
- Marco White
- The Rev. Kristen Farrington
- Melanie Pressley
- Pat Roane
- The Rev. Julius Rodriguez
- Thomas Howard
- Amy Marshak
- Karen Franklin
- The Rev. Marlene Forrest
- Jabriel Hassan

Meet Me In Galilee Award

At 9:23 a.m., Bishop Stevenson introduced the 2025 recipient of the Meet Me in Galilee Award. This award is given in honor of the lifelong efforts of Mareea Wilson, Gladys Lewis, Joseph Royster, and Maurice Spraggins as leaders in the Diocese for reconciliation, especially among those divided because of race and ethnicity.

This award honors congregations and/or individuals in their church who are active in the ministries that support the charge of the Baptismal Covenant to, “strive for justice and peace among all people, and respect the dignity of every human being.” Nominees must either be a church of the Diocese of Virginia or a member of one of those churches.

Bishop Stevenson named Ms. Carolyn Lanier as the 2025 recipient. In presenting Ms. Lanier with the Award, Bishop Stevenson spoke briefly concerning her efforts that led to her being chosen.

Carolyn Lanier has a rich history of professional and personal experiences that have shaped her career in human resources and diversity. She was baptized and raised as an Episcopalian in a military family. She briefly explored the United Methodist Church and even served as an UMCOR missionary in central Africa but ultimately found her way back to the Episcopal Church.

Carolyn’s career spans more than two decades in the human resources and diversity field. Prior to moving to Richmond, she was the Chief of Staff and Vice President for Diversity, Equity, and Inclusion at Northeast Ohio Medical University for two and a half years. Before that, she was the Chief Diversity Officer at Western Connecticut State University for 12 years. She holds an undergraduate degree from the University of Michigan and a master’s degree in Public Administration from Seattle University.

She relocated to Richmond in January 2019 and began attending St. Philips Episcopal Church, where her parents had been members since 1999. Following the recent loss of both her parents, she expressed deep gratitude for the support and kindness shown by her St. Philips community.

Currently, Carolyn is the Register for St. Philip’s, an ex-officio member of the Vestry, and a member of the Episcopal Church Women. She also serves as an usher and greeter.

Carolyn firmly believes that Civil Rights are Human Rights, and that people must stand together to support one another regardless of race, gender, religion, sexual orientation, disability, or socioeconomic status. She has a strong commitment to service, which was further highlighted by her work with the National Park Service on the 1619 Project and Commemoration at Ft. Monroe. Most recently Carolyn served as the Chair for the Ministry for Racial Justice and Healing for the Diocese.

Shrine Mont Camps

A short film about Shrine Mont Camps was shown to those gathered; followings its conclusion, Bishop Stevenson acknowledged camp directors’ efforts in Shrine Mont’s success, and asked that former directors stand and be recognized for their work. Bishop Stevenson read out the names of all Shrine Mont Camp directors since 1988, and was joined on stage by Mr. Ken Malcolm, Ms. Paris Ball, Ms. Mary Beth Abplanalp, and Mr. Greg Randall.

- Happy Pullman, 1988-2000
- Ken Malcolm, 2001–2004
- Joe Wingenbach, 2005
- Paris Ball, 2006–2022
- James Williams, 2023–2024
- Mary Beth Abplanalp, 2025
- Greg Randall, 2025 —

Bishop Stevenson noted that Happy Pullman, who served as Shrine Mont Camp director from 1988 to 2000, passed away in 2002; The Happy Pavilion at Shrine Mont is named in her honor, as is the Happy Pullman Award for Community Service, established during the 2003 Annual Council of the Diocese of Virginia. As of this year (2025), a plaque has been commissioned, listing all directors and their years of service, to be installed at Shrine Mont, in Virginia House, to formally acknowledge the Diocese’s appreciation of their ministry.

Bishop Stevenson then officially installed Mr. Greg Randall as the new director of Shrine Mont Camps, and offered a prayer for Mr. Randall’s success in his new ministry.

Gracious and loving God, we give you thanks for the gift of Shrine Mont Camps — for the laughter, the faith, and the lifelong friendships that have been born there.

We thank you for those who have led this ministry before — for their faithful service, their creativity, and their care for every camper and counselor who came through those campsites.

We now ask your blessing upon Greg Randall, whom we install as Director of Shrine Mont Camps.

Fill him with your wisdom and your joy. Grant him patience and courage for the work ahead. Surround him with a strong community of support and collaboration.

May this ministry continue to be a place where your people — young and old — discover your presence in creation, your grace in community, and your joy in play.

We ask this through Jesus Christ our Lord. Amen.

Dr. Kimball – Second Presentation and Roundtable

Bishop Stevenson then invited Dr. Lisa Kimball, keynote speaker, to the stage for her second presentation.

https://youtu.be/_PgWThwssYI?list=PLJXldZ39oczIHAwFaZ02tH8fNld1LwwM&t=4953



At 10:29 a.m., Bishop Stevenson called for a recess.

Fourth Session

Election of Deputies to General Convention

At 10:50 a.m., Annual Convention resumed, and Bishop Stevenson called on Mr. Eastham to begin proceedings for the election of deputies to General Convention.

Mr. Eastham reported:

The General Convention of the Episcopal Church is the governing body of The Episcopal Church. Every three years it meets as a bicameral legislature that includes the House of Deputies and the House of Bishops, composed of deputies and bishops from each diocese. The General Convention sets the mission priorities, budget, and policies of the Episcopal Church for the next three years. It approves changes to the Church's Constitution and Canons and broadly defines the standards of worship.

Per Article 1.4 of the General Convention Constitution, "All jurisdictions of this Church entitled by the Constitution or Canons to choose Deputies to the General Convention shall be required to do so not later than twelve months preceding the opening date of the General Convention for which they are chosen. Deputies of jurisdictions failing so to elect may not be seated unless permitted by ruling of the Presiding Officer."

The next General Convention takes place in Phoenix, Arizona, on July 3-8, 2027 and this is the

last meeting of the Convention of the Diocese of Virginia, at least one year prior to that date, mandating this election at this time.

For the House of Deputies, each Diocese is entitled to four Clergy and four Lay Deputies, as well as four Clergy Alternate and four Lay Alternate Deputies.

Nine members of the clerical order and six members of the lay order have offered themselves for election to this office. Winning candidates must receive a majority of all ballots cast. We will first elect the Deputies to General Convention, after which a separate election will be held for the election of Alternate Deputies.

Bishop Stevenson asked if there were any requests to suspend the rules of order, to allow for any additional nominations not already received. A request was made, and with two-thirds of those gathered supporting the motion, the rules of order were suspended to allow for an additional nomination. Ms. Margaret "Mickie" Jones, of St. Mark's, Richmond, was then put forth as a nominee for a Lay Deputy to General Convention. With the calls for any further nominations closed, the elections commenced.

Clergy Nominees:

- The Rev. Steve Bragaw
- The Rev. Will Dickinson
- The Rev. Amanda Kotval
- The Rev. Kathleen Murray
- The Rev. Santiago Rodriguez
- The Rev. David Rose
- The Rev. Deacon Nancy Searby
- The Rev. Sven vanBaars
- The Rev. Bryan Velez Garcia

There was an error with the new balloting system, so any votes submitted were rendered null and void, and a reset, first ballot was then sent out to delegates.

The results of the first ballot were: Rev. Dickinson, 206 votes; Rev. Kotval, 198; Rev. Rodriguez, 174; Rev. Deacon Searby, 162; Rev. vanBaars, 154; Rev. Garcia, 111; Rev. Murray, 89; Rev. Bragaw, 71; and Rev. Rose, 66.

Elected on the first ballot – Rev. Dickinson, Rev. Kotval, and Rev. Rodriguez.

On the second ballot were Rev. Searby and Rev. vanBaars; Rev. Searby received 188 votes, and Rev. vanBaars received 152. Rev. Searby was elected as the fourth deputy to General Convention from the clergy order.

Lay Nominees to General Convention

- Mrs. Mary Beth Abplanalp
- Mrs. Cindi Bartol
- Ms. Karen Franklin
- Mr. Russell Lockey
- Mr. Russ Randle
- Mr. Mac Sims
- Ms. Margaret "Mickie" Jones

On the first ballot, Mrs. Abplanalp received 241 votes; Ms. Franklin, 232; Mr. Randle, 165; Mrs. Bartol, 148; Mr. Lockey, 144; Mr. Sims, 143; and Ms. Jones, 119.

Elected on the first ballot – Mrs. Abplanalp and Ms. Franklin.

On the second ballot were Mr. Randle, Mrs. Bartol, Mr. Lockey, and Mr. Sims. Mr. Randle received 176 votes; Mrs. Bartol, 155; Mr. Lockey, 144; and Mr. Sims, 139. Mr. Randle was elected on the second ballot.

On the third ballot were Mrs. Bartol and Mr. Lockey. Mrs. Bartol received 164 votes, and Mr. Lockey 133. Mrs. Bartol was elected on the third ballot.

Election of Alternate Deputies to General Convention

Those not selected on the first round of balloting, move to a second series of ballots to determine alternate delegates to General Convention.

Clergy Nominees:

- The Rev. Steve Bragaw
- The Rev. Kathleen Murray
- The Rev. David Rose
- The Rev. Sven vanBaars
- The Rev. Bryan Velez Garcia

Rev. vanBaars received 228 votes; Rev. Murray, 224; Rev. Garcia, 206; Rev. Rose, 170; and Rev. Bragaw, 146. Rev. vanBaars, Rev. Murray, Rev. Garcia, and Rev. Rose were elected as alternate delegates one through four, respectively, to General Convention from the clergy order.

Lay Nominees:

- Mr. Russell Lockey
- Mr. Mac Sims
- Ms. Margaret “Mickie” Jones

Mr. Lockey received 157 votes; Ms. Jones, 102; and Mr. Sims, 97. Mr. Lockey, Ms. Jones, and Mr. Sims were elected as alternate delegates one through three, respectively, to General Convention from the lay order.

With all elections concluded, Bishop Stevenson thanked Ms. Lindsay Ryland, of Immanuel, Mechanicsville, and chief judge for elections during convention, for her efforts.

Report of the Committee on Constitution and Canons

At 11:35 a.m., following the conclusion of a short video regarding the importance of discipleship in the Diocese, Bishop Stevenson called Mr. J. P. Causey, Jr, St. John’s, West Point and Chair of the Committee on Constitution and Canons, for that committee’s report.

Mr. Causey opened his report by thanking the members of the committee and asking that they stand and be recognized. He also offered thanks to the members of the Constitution and Canon work group, chaired by Scott Caulkins. Mr. Causey thanked the convention for passing C-1 on the consent agenda and explained that C-2 is a follow-up to the efforts undertaken the previous year by the Committee’s workgroup, who generated C-2 and C-3 this year. Mr. Causey thanked the members of the workgroup – Mr. Scott Caulkins (chair), Mr. Garway Bright, Rev. Michael Cadaret, Trevor Cox, Rev. Amanda Kotval, Rev. Emily Krudys, Rev. Jay Morris, Ms. Allison Otto, and Rev. Sven vanBaars.

Mr. Causey reported that the committee recommends adoption of C-2 and C-3, to be passed on the first reading. C-2 was passed on first reading, as was C-3. It was recommended that C-4 be rejected because a constitutional amendment is not required to deal with the issue in question. The amendment was rejected.

C-5a, written in light of a drop in youth delegates and allowing for the ability of regional councils to elect youth delegates not from their region, was recommended for adoption. Rev. Kathleen Murray approached the microphone and voiced her support of the amendment. A two-thirds majority was attained, and the amendment passed.

C-6, related to C-5a, in the sense that it directs the secretary of the Diocese to lead an investigation into both the causes of the lack of youth delegates ,and possible avenues to address it, was recommended for adoption. Mr. Gabriel Dole, the collegiate delegate from George Mason University (GMU), also voiced support for the amendment. Ms. Rachel Morton, of Emmanuel, Harrisonburg and a youth delegate, voiced her support for this amendment, as did Mr. Jackson Martinez, youth delegate from the University of Virginia (UVA); Ms. Emma Brice, from Grace Episcopal, Alexandria; and Rev. Dina Widlake, rector at Epiphany, Oak Hill. C-6 was adopted, and Bishop Stevenson thanked the committee for their efforts, and discharged them.

Report of the Committee on Resolutions

Bishop Stevenson, at 11:49 a.m., called upon the Rev. Jo Belser, rector of the Church of the Resurrection, Alexandria, and chair of the Committee on Resolutions, to present that committee’s report.

R-3 was recommended for adoption; there was a vote to suspend the rules of order to allow for an amendment to be attached to R-3, and Ms. Olivia Andres, Virginia Commonwealth University (VCU) collegiate delegate introduced and explained the proposed amendment. Rev. Sven vanBaars asked for clarification on how the amendment would be attached to the resolution, which Bishop Stevenson answered; and the Very Rev. Daniel Vélez Rivera, vicar of Saint Gabriel’s – San Gariel, voiced his support for the proposed amendment, as did Mr. Martinez, UVA youth delegate, who had helped draft the amendment. The Rev. Carey Connors, rector of St. Christopher’s, Springfield offered her support for the amendment as well, and explained much of what her church has done in service of the needs expressed in the resolution and its amendment. Mr. Marvin Sterns, Mr. Dole, and Bridgett Dudley, youth delegates from the University of Mary Washington (UMW), GMU, and Christ Church, Luray, respectively, were joined by Rev. Katherine Ferguson, longtime supply priest to Iglesia de San José, Arlington, and Iglesia de Christo Rey, Springfield in support of the amendment. The amendment was voted on and approved; and the resolution, R-3a, was adopted.

Bishop Stevenson took a moment to thank the youth delegates who worked on this resolution and amendment, not only for the substance of their efforts, but their dedication in ensuring it was approached correctly and thoroughly.

R-4 was introduced, and Mr. Russell Randle, of St. Mary’s, Arlington and drafter of the resolution in question, explained it’s importance and cited the Diocese’s history of solidarity with the church in Sudan, dating back to 1997. The vote was held, and the resolution carried.

Report of the Committee on Budget

At 12:10 p.m., Bishop Stevenson then thanked Rev. Belser and discharged the Committee on Resolutions. He then called on Mr. Ted Smith, Diocesan Treasurer, for his report.

Ms. Kat Turner, of Church of the Resurrection, Alexandria, and chair of the Committee on Budget, took the stage and introduced the 2026 budget – \$6,967,921, an increase of \$438,921, or 6.3%, over

the previous year. An open hearing in October did not result in any changes to the proposed budget. Ms. Turner explained that the increase was driven by augmented support for youth programs, as well as work related to racial reconciliation. Staffing costs represented a full staff, including three bishops and the filling of all vacant positions as of the middle of 2025. An increase in covenantal giving was also noted, as was the results rendered by the Virginia Episcopal Investment Funds, formerly the Trustees of the Funds. Ms. Turner then turned the podium over to Mr. Smith, for his report.

Report of the Treasurer

*** This section not submitted in time for publication for the Draft version of the 231st Annual Convention Journal. It will be included in the final edition. ***

Following Mr. Smith's report, Bishop Stevenson thanked the staff of the Fredericksburg Convention Center, and the staff and volunteers of the Diocese of Virginia, and Mr. Eastham in particular for his support throughout convention. He then asked Mr. Eastham for any remaining announcements.

Mr. Eastham informed those gathered that Dr. Kimball's slides would be made available via email for any who request them. He announced a lunch, for outgoing and incoming Standing Committee members, would immediately follow the adjournment of the convention, and that the Rev. Melissa Fauci was scheduled to be ordained to the priesthood on December 6, 2025, and the first ordination to the priesthood in 2026 will be February 7, at 10:30 AM at St. Mark's, Richmond. Mr. Eastham encouraged all gathered to fill out the evaluations scheduled to be sent out following convention, as the previous year's responses informed the structure of this year's convention, and this year's will inform 2026's Annual Convention, likewise. The Spring Clergy Retreat at Shrine Mont is scheduled to be held April 27th through 29th, 2026.

Mr. Eastham announced that the 232nd Annual Convention of the Diocese of Virginia will be held at the Fredericksburg Convention Center, on November 5 through 7, 2026, and offered thanks to all of the convention's sponsors.

Bishop Stevenson invited those gathered to join him in prayer, and declared the 231st Annual Convention of the Diocese of Virginia adjourned at 12:39 p.m.

Resolutions

Resolutions as Submitted

CR-6 Resolution Honoring the Life and Legacy of Thelma Jean Funkhouser Moomaw

Whereas, Thelma Jean Funkhouser Moomaw, born December 29, 1936, in Jerome, Virginia, devoted her life to faith, family, community, and Shrine Mont until her passing on October 5, 2025; and

Whereas, she was the beloved daughter of William Aldine and Ethel May Miller Funkhouser, the loving wife of Donald Richard (“Dick”) Moomaw, a lifelong member of St. Paul’s Lutheran Church in Jerome, Virginia, before becoming a faithful member of the Cathedral Shrine of the Transfiguration at Shrine Mont in Orkney Springs, Virginia; and

Whereas, with her husband, Dick, Thelma raised three children, Jennifer, Karen, and Kevin, and was the beloved grandmother to her six grandchildren, William and Thomas Gregory, Lucy and Lettie Rose, and Margaret Moomaw Gomez and Elizabeth Moomaw Somers; and

Whereas, Thelma’s life was deeply intertwined with Shrine Mont, where she found spiritual renewal, fellowship, and joy, managed the kitchen for 25 years after having worked there as a teenager, and where she will be remembered as a steadfast presence in worship and community life; and

Whereas, Thelma expressed her love for life and community through her passion for music, especially the Shenandoah Valley Music Festival concerts, which she cherished as a highlight of every summer in her own backyard; and

Whereas, Thelma’s kindness, hospitality, and devotion to her family and friends enriched the lives of all who knew her, leaving a legacy of warmth, generosity, and faithfulness; and

Whereas, Thelma’s life of service and love stands as an example of Christian discipleship and community spirit, inspiring future generations to live with the same grace and devotion; and

Whereas, Thelma’s loving presence will always be felt at Shrine Mont — a place apart that was dear to her for her entire life and where generations of Shrine Mont visitors were warmly greeted by her; and

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

Whereas, Thelma was known by thousands upon thousands of retreat and conference attendees, campers, and vacation families as a quiet, kind, and thoughtful person to whom many owe their transformative Shrine Mont experiences and who always welcomed them home to Shrine Mont;

Now, therefore, be it resolved, that the Board of Directors of Shrine Mont, Inc. hereby extends its deepest sympathy to her family and friends, and commends her soul to God’s eternal care, giving thanks for the gift of her life among us; and

Be it further resolved, that the Board hereby honors the memory of Thelma Jean Funkhouser Moomaw for her lifelong commitment to faith, family and community, and for her enduring contributions to Shrine Mont and the Shenandoah Valley by the adoption of this resolution and its submission to the 231st Annual Convention for its adoption by the Annual Convention; and

Be it further resolved, that the 231st Annual Convention of the Diocese of Virginia hereby joins with the Board in giving thanks to God for the life and example of Thelma Jean Funkhouser Moomaw as a disciple of Jesus, a faithful servant to the Church, and a friend to all; and

Be it further resolved, that the 231st Annual Convention directs the Secretary to send a framed presentation copy of this resolution to her son Kevin in care of Shrine Mont, P.O. Box 10, Orkney Springs, Virginia 22845.

SUBMITTED BY THE REV. ANDERW MERROW ON BEHALF OF THE BOARD OF DIRECTORS OF SHRINE MONT, INC.

R-3a Resolution Commending Study of the Episcopal Church’s Policy on Immigration and Refugee Issues and Consideration of New Ministries to Support Immigrants and our Latine Members, Congregations, and Neighbors

Resolved, by the 231st Convention of the Diocese of Virginia, that Convention remind our congregations, clergy, and people about The Episcopal Church’s policies in support of immigrants, refugees, and asylum seekers and condemning inhumane policies, and be it further

Resolved, that the churches, clergy, and people of the Diocese of Virginia be made aware of and asked to donate to Bishop Stevenson’s Immigration Assistance Fund, established to assist congregations with members experiencing difficulties with their immigration status, and be it further

Resolved, that this Convention urge our congregations, clergy, and people to continue their ministries which support immigrants, refugees, and asylum seekers in our congregations and communities, and to find new ways to respect the dignity of every human being in line with our baptismal covenant.

Resolved, that the Diocese of VA will not knowingly collaborate with ICE agents or with law enforcement or other federal agents working in the capacity of cooperating with the DHS and ICE in immigration enforcement for the purposes of immigrant detention, outside of complying with legal requirements (i.e., a valid judicial warrant) and be it further

Resolved, that for the purposes of this amendment that “cooperation” and “collaboration with immigration enforcement” constitutes allowing agents acting in the capacity of immigration enforcement onto church property, giving immigration status information of employees, congregants, parishioners, or community members to authorities, and giving names, addresses, and other identifying information to authorities.

SUBMITTED BY:

SUBMITTED BY THE REVEREND JULIE D BRYANT, FOR THE SOUTH FAIRFAX REGIONAL COUNCIL
JACKSON K. MARTINEZ, UVA COLLEGIATE DELEGATE
OLIVIA C. ANDRES, VCU COLLEGIATE DELEGATE
GABRIEL M. DOLE, GMU COLLEGIATE DELEGATE
JORDAN S. TAN, JMU COLLEGIATE DELEGATE
MARVIN T. STEARNS, UMW COLLEGIATE DELEGATE

Required Statements:

This resolution has no financial impact on the Diocesan Budget.

This resolution does not conflict with the Constitution or Canons of The Episcopal Church or The Diocese.

Rationale:

More than a million immigrants live in the Commonwealth of Virginia. Ten percent of the population identify as Latine, with a significant concentration of Latine and other immigrant

communities in Northern Virginia. Immigration and Customs Enforcement in the Commonwealth is increasing, leaving a real and pervasive sense of dread, fear, and vulnerability for many, including even persons in compliance with immigration and citizenship documentation requirements, and for United States citizens. This resolution proposed for the 231st Annual Convention of the Diocese of Virginia would bring the work of The Episcopal Church in relation to immigrants, refugees, and asylum seekers to the attention of our congregations, clergy, and people and ask them to discern and implement new ministries that would show our love and support for immigrants, refugees, and asylum seekers as required by scripture.

In addition, this resolution highlights the Episcopal Church's strong policies and ministries which support immigrants, refugees, and asylum seekers, and resettlement efforts and resolutions which now define the policy of our Church. Among them are:

- **Migration with Dignity:** The 81st General Convention passed Resolution 2024-C031, which declares the Church's support for "Migration with Dignity" and calls for governing bodies to protect the human rights of migrants, refugees, and asylum seekers.
- **Advocacy for comprehensive reform:** Directed by 2024-D067 and 2018-C033, the Episcopal Church advocates for comprehensive immigration reform, including creating pathways to citizenship, preserving the right to asylum, and supporting policies like Temporary Protected Status (TPS).
- **Opposition to harmful practices:** The church has also passed resolutions opposing certain practices, such as the increased use of electronic monitoring of immigrants and the use of detention as a primary method for processing migrants.
- **Support for resettlement and ministries:** The Episcopal Church supports the work of Episcopal Migration Ministries, which resettles refugees, and encourages dioceses and congregations to engage in welcoming and advocacy programs.
- **Ecumenical and interfaith support:** The Church has signed declarations with other religious organizations, such as Church World Service, to publicly support immigrant communities.
- **Affirm comprehensive immigration reform to include:** Keeping families together, Respecting the United States Bill of Rights, Honoring Human and Worker Rights, Providing a Pathway to Citizenship (2018-C033).
- **Urge all governments to keep their commitments and legal obligations to respect the rights and dignity of all people,** including access to justice and social services, while recognizing the complexity of developing just immigration policies in any country, and the legitimate need to protect borders and address security threats to sovereign nations (2018-D009) and call for an immediate end to the inhumane practice of family detention. (2015-D033).
- **Support U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes** (2018-A178) and (2018-C009).
- **Anti-family detention and separation.** Urge for a halt to the implementation and intensification of inhumane and unjust immigration policies and practices (2018-A178).
- **Stress biblical basis of support for resident aliens:** Urge our members, as people of faith and people of conscience, pledge to challenge and question any unjust immigration law, policy, or practice that is inconsistent with our biblical mandate to "not wrong or oppress a resident alien" (Exodus 22:21) (2018-C009).

Further rationale:

Some churches have already made noncompliance their official policy, and making this a diocesan policy helps to support churches in their stance.

This resolution calls to condemn inhumane policies. Our proposed amendment names what those inhumane policies are and makes clear that we are both condemning and not complying with those policies.

The Diocese of VA has recognized that ICE employs harmful tactics to surveil and detain immigrants. We therefore have a responsibility to prevent more people being harmed by these tactics.

In the effort to respect the US laws, this is a noncompliance policy, not an explicit save-haven policy. Individuals have a right to refuse to answer questions from ICE agents provided there is not a signed judicial warrant. Without a warrant, compliance with immigration enforcement is voluntary rather than mandatory.

Additionally, ICE has become a form of racial discrimination against our Black and brown siblings, regardless of citizenship status. We have a responsibility to oppose and refuse to comply in a system of racial oppression.

Resolutions as Adopted

CR-6a. Honoring the Life and Legacy of Thelma Jean Funkhouser Moomaw

Thelma Jean Funkhouser Moomaw
(December 29, 1936 – October 5, 2025)

WHEREAS, Thelma Jean Funkhouser Moomaw, born December 29, 1936, in Jerome, Virginia, devoted her life to faith, family, community, and Shrine Mont until her passing on October 5, 2025; and

WHEREAS, the Board of Directors of Shrine Mont, Inc. has honored her memory in recognition and thanksgiving for her lifelong commitment to faith, family and community, and for her enduring contributions to Shrine Mont and the Shenandoah Valley; and

WHEREAS, she was the beloved daughter of William Aldine and Ethel May Miller Funkhouser, the loving wife of Donald Richard ("Dick") Moomaw, a lifelong member of St. Paul's Lutheran Church in Jerome, Virginia, before becoming a faithful member of the Cathedral Shrine of the Transfiguration at Shrine Mont in Orkney Springs, Virginia; and

WHEREAS, with her husband, Dick, Thelma raised three children, Jennifer, Karen, and Kevin, and was the beloved grandmother to her six grandchildren, William and Thomas Gregory, Lucy and Lettie Rose, and Margaret Moomaw Gomez and Elizabeth Moomaw Somers; and

WHEREAS, Thelma's life was deeply intertwined with Shrine Mont, where she found spiritual renewal, fellowship, and joy, and managed the kitchen for 25 years after having worked there as a teenager, and where she will be remembered as a steadfast presence in worship and community life; and

WHEREAS, Thelma expressed her love for life and community through her passion for music, especially the Shenandoah Valley Music Festival concerts, which she cherished as a highlight of every summer in her own backyard; and

WHEREAS, Thelma’s kindness, hospitality, and devotion to her family and friends enriched the lives of all who knew her, leaving a legacy of warmth, generosity, and faithfulness; and

WHEREAS, Thelma’s life of service and love stands as an example of Christian discipleship and community spirit, inspiring future generations to live with the same grace and devotion; and

WHEREAS, Thelma’s loving presence will always be felt at Shrine Mont — a place apart that was dear to her for her entire life and where generations of Shrine Mont visitors were warmly greeted by her; and

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

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

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia hereby gives thanks to God for the life and example of Thelma Jean Funkhouser Moomaw as a disciple of Jesus, a faithful servant to the Church, and a friend to all; and be it further

RESOLVED, that the 231st Annual Convention directs the Secretary to send a framed presentation copy of this resolution to her son Kevin in care of Shrine Mont, PO Box 10, Orkney Springs, Virginia 22845.

SUBMITTED BY: THE REV. ANDERW MERROW ON BEHALF OF THE BOARD OF DIRECTORS OF SHRINE MONT, INC.

R-3a Resolution Commending Study of the Episcopal Church’s Policy on Immigration and Refugee Issues and Consideration of New Ministries to Support Immigrants and our Latino Members, Congregations, and Neighbors

Resolved, by the 231st Convention of the Diocese of Virginia, that Convention remind our congregations, clergy, and people about The Episcopal Church’s policies in support of immigrants, refugees, and asylum seekers and condemning inhumane policies, and be it further

Resolved, that the churches, clergy, and people of the Diocese of Virginia be made aware of and asked to donate to Bishop Stevenson’s Immigration Assistance Fund, established to assist congregations with members experiencing difficulties with their immigration status, and be it further

Resolved, that this Convention urge our congregations, clergy, and people to continue their ministries which support immigrants, refugees, and asylum seekers in our congregations and communities, and to find new ways to respect the dignity of every human being in line with our baptismal covenant.

Resolved, that the Diocese of VA will not knowingly collaborate with ICE agents or with law enforcement or other federal agents working in the capacity of cooperating with the DHS and ICE in immigration enforcement for the purposes of immigrant detention, outside of complying with legal requirements (e.g., a valid judicial warrant) and be it further

Resolved, that for the purposes of this amendment that “cooperation” and “collaboration with immigration enforcement” constitutes allowing agents acting in the capacity of immigration enforcement onto church property, giving immigration status information of employees, congregants, parishioners, or community members to authorities, and giving names, addresses, and other identifying information to authorities.

SUBMITTED BY:
SUBMITTED BY THE REVEREND JULIE D BRYANT, FOR THE SOUTH FAIRFAX REGIONAL COUNCIL
*JACKSON K. MARTINEZ, UVA COLLEGIATE DELEGATE
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*JORDAN S. TAN, JMU COLLEGIATE DELEGATE
*MARVIN T. STEARNS, UMW COLLEGIATE DELEGATE

* Submitters of an amendment consisting of the third and fourth resolves.

Required Statements:
This resolution has no financial impact on the Diocesan Budget.

This resolution does not conflict with the Constitution or Canons of The Episcopal Church or The Diocese.

Rationale:
More than a million immigrants live in the Commonwealth of Virginia. Ten percent of the population identify as Latine, with a significant concentration of Latine and other immigrant communities in Northern Virginia. Immigration and Customs Enforcement in the Commonwealth is increasing, leaving a real and pervasive sense of dread, fear, and vulnerability for many, including even persons in compliance with immigration and citizenship documentation requirements, and for United States citizens. This resolution proposed for the 231st Annual Convention of the Diocese of Virginia would bring the work of The Episcopal Church in relation to immigrants, refugees, and asylum seekers to the attention of our congregations, clergy, and people and ask them to discern and implement new ministries that would show our love and support for immigrants, refugees, and asylum seekers as required by scripture.

In addition, this resolution highlights the Episcopal Church’s strong policies and ministries which support immigrants, refugees, and asylum seekers, and resettlement efforts and resolutions which now define the policy of our Church. Among them are:

- Migration with Dignity: The 81st General Convention passed Resolution 2024-C031, which declares the Church’s support for “Migration with Dignity” and calls for governing bodies to protect the human rights of migrants, refugees, and asylum seekers.
- Advocacy for comprehensive reform: Directed by 2024-D067 and 2018-C033, the Episcopal Church advocates for comprehensive immigration reform, including creating pathways to citizenship, preserving the right to asylum, and supporting policies like Temporary Protected Status (TPS).
- Opposition to harmful practices: The church has also passed resolutions opposing certain practices, such as the increased use of electronic monitoring of immigrants and the use of detention as a primary method for processing migrants.
- Support for resettlement and ministries: The Episcopal Church supports the work of Episcopal Migration Ministries, which resettles refugees, and encourages dioceses and congregations to engage in welcoming and advocacy programs.

- Ecumenical and interfaith support: The Church has signed declarations with other religious organizations, such as Church World Service, to publicly support immigrant communities.
- Affirm comprehensive immigration reform to include: Keeping families together, Respecting the United States Bill of Rights, Honoring Human and Worker Rights, Providing a Pathway to Citizenship (2018-C033).
- Urge all governments to keep their commitments and legal obligations to respect the rights and dignity of all people, including access to justice and social services, while recognizing the complexity of developing just immigration policies in any country, and the legitimate need to protect borders and address security threats to sovereign nations (2018-D009) and call for an immediate end to the inhumane practice of family detention. (2015-D033).
- Support U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes (2018-A178) and (2018-C009).
- Anti-family detention and separation. Urge for a halt to the implementation and intensification of inhumane and unjust immigration policies and practices (2018-A178).
- Stress biblical basis of support for resident aliens: Urge our members, as people of faith and people of conscience, pledge to challenge and question any unjust immigration law, policy, or practice that is inconsistent with our biblical mandate to “not wrong or oppress a resident alien” (Exodus 22:21) (2018-C009).

Rationale for the amendment consisting of the third and fourth resolves:
Some churches have already made noncompliance their official policy, and making this a diocesan policy helps to support churches in their stance.

This resolution calls to condemn inhumane policies. Our proposed amendment names what those inhumane policies are and makes clear that we are both condemning and not complying with those policies.

The Diocese of VA has recognized that ICE employs harmful tactics to surveil and detain immigrants. We therefore have a responsibility to prevent more people being harmed by these tactics.

In the effort to respect the US laws, this is a noncompliance policy, not an explicit save-haven policy. Individuals have a right to refuse to answer questions from ICE agents provided there is not a signed judicial warrant. Without a warrant, compliance with immigration enforcement is voluntary rather than mandatory.

Additionally, ICE has become a form of racial discrimination against our Black and brown siblings, regardless of citizenship status. We have a responsibility to oppose and refuse to comply in a system of racial oppression.

Resolutions as Submitted and Adopted

CR-1. In Honor of The Rev. Dr. Jerome Woods Berryman

WHEREAS, the Rev. Dr. Jerome Woods Berryman (1937-2024), an ordained (1962) Presbyterian Minister who was received as an Episcopal Priest in 1984, is a world-recognized theologian with profound and faithful interest in children and their spirituality; and

WHEREAS, Dr. Berryman created and founded the Godly Play method of education and spiritual guidance, now practiced in more than sixty countries; and

WHEREAS, Dr. Berryman nurtured the faith of both children and adults for more than fifty years; and

WHEREAS, he published eighteen books and countless articles devoted to the principle that Jesus taught, that “becoming like a child” is the path to spiritual maturity; and

WHEREAS, Dr. Berryman continued to work and publish prolifically until his death on August 5, 2024, at the age of 87; and

WHEREAS, the passage of this resolution would not only honor Dr. Berryman personally but would announce to the Church at large the commitment of this diocese to Christian education and to the spirit of children, therefore, be it

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of the Rev. Jerome Woods Berryman and acknowledges his impact of Godly Play on generations of Christians, young and old.

SUBMITTED BY THE REV. ROSEMARY BEALES

CR-2 Resolution Recognizing Jack and Nancy Schick for Their Service to the Diocese of Virginia

WHEREAS, Jack and Nancy have been members of St. Peter’s Episcopal Church, Arlington, Virginia, since 1968; and

WHEREAS, Jack and Nancy Schick raised their children, Susan and Stephen, at St. Peter’s where both were baptized and confirmed and where, along with their parents, they were active members of the parish; and

WHEREAS, Jack and Nancy were founding members of the “Friends of St. Peter’s,” and

WHEREAS, Jack served in almost every lay role available at St. Peter’s including as a member of the Vestry (three terms), two Rector search committees, Finance Committee (10 years), Usher, Reader, and Adult Forum presenter; and

WHEREAS, Nancy taught Sunday School, participated on the Pastoral Care Committee, Prayer Groups and served on a clergy Search Committee; and

WHEREAS, Jack served as a Lay Delegate to the Diocese for over 31 years as

- Delegate for the Diocesan Council/Convention;
- Vice President of the Executive Board of the Diocese (two terms);
- As Chairman of the Finance Committee of Exec Board and Annual Convention;
- Member of the Search/Calling Committee for Bishop Johnston (succeeded Bishop Lee);
- Member of the standing Committee (one term);
- Member of the Committee on Congregational Missions which includes the Diocese’s 21 mission churches (Latino/African American and Korean Missions) that it finances and oversees; and

WHEREAS, Jack's and Nancy's models of service have and continue to be examples of quiet, effective, kind, and thoughtful service to the members of St. Peter's and to the Diocese of Virginia, now therefore be it

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia give thanks to God for the lives and examples of Jack and Nancy Schick as disciples of Jesus, as faithful servants to the Church, and as examples and friends to all, and be it further

RESOLVED, that this 231st Annual Convention of the Diocese of Virginia directs the Secretary to send a presentation copy of this resolution to the Rector, St. Peter's Episcopal Church, Arlington, Virginia, for presentation to Jack and Nancy Schick.

SUBMITTED BY VESTRY, ST. PETER'S EPISCOPAL CHURCH, ARLINGTON, VIRGINIA.

CR-3. Recognizing and Remembering Jeffrey Ray Guenther and Doris Hawkins Guenther for their Service to Various Ministries in Emmanuel Episcopal Church, Woodstock, and the Diocese of Virginia

WHEREAS, Jeff and Doris were members of Emmanuel, Woodstock from 1989 to 2020 when they moved to Pennsylvania to be nearer to their daughter; and

WHEREAS, Jeff began teaching art in Pittsylvania County, later ran his own store, Guenther's Corner Cupboard, returned to the classroom at Massanutten Military Academy and then Shenandoah County Public Schools, retiring from Strasburg High in 2013 after being named Teacher of the Year in 2010. He served as President of Region XIV and the Southern Shenandoah Region, Junior and Senior Warden at Emmanuel, and was a founding member of the Valley Educational Center for the Creative Arts (VECCA). A gifted artist, Jeff created many linens for the church and hand-woven stoles for clergy; and

WHEREAS, Doris taught mathematics in the Pittsylvania County, VA Public School system for many years, later at Hargrave Military Academy in Chatham, VA and then finished her 41-year teaching career at Massanutten Military Academy in Woodstock, VA. She was an active member of the Daughters of the King chapter at Emmanuel, the Altar Guild and served as member of the Vestry. She enjoyed knitting, gardening, and caring for her dear friends, neighbors, and beloved pets; and

WHEREAS, Doris went to be with our Lord on December 2, 2024, and Jeff went to be with our Lord on July 15, 2025. They are now both interred in Emmanuel Episcopal Church's columbarium, returning to the Shenandoah Valley they loved so much; now therefore be it

RESOLVED, That the 231st Annual Convention of the Diocese of Virginia give thanks to God for Jeff and Doris Guenther's model and example as quiet, kind, and thoughtful servants to their church and their friends, to the Diocese of Virginia and as disciples of Jesus; and be it further

RESOLVED, that this 231st Annual Convention of the Diocese of Virginia directs the Secretary to send a presentation copy of this resolution to the Rector, Emmanuel Episcopal Church, Woodstock, for presentation to Jeff and Doris' daughter, Courtney Guenther Burgan.

SUBMITTED BY THE VERY REV. KATHLEEN MURRAY, RECTOR, EMMANUEL EPISCOPAL CHURCH, WOODSTOCK; DEAN—SOUTHERN SHENANDOAH REGION, THE REV. CATHY TIBBETTS, RETIRED; PAST DEAN—SOUTHERN SHENANDOAH REGION

CR-4. Resolution Saluting the Rev. Andrew T. P. Merrow

RESOLVED, by the 231st Annual Convention of the Diocese of Virginia, that Convention, to:

Congratulate the Rev. Andrew T.P. Merrow on his recent retirement after more than forty years of service as the Rector of St. Mary's, Arlington;

Celebrate the many blessings Father Merrow's ministry gave to St. Mary's as a parish, to the community, to our Diocese, and to the wider Anglican Communion; and

Recognize that St. Mary's grew sevenfold in membership during Fr. Merrow's time as rector, as people responded to his faithfulness and consistency in pastoral ministry, his steady focus on service to the community, his repeated initiatives in helping start new and enduring outreach ministries in northern Virginia, and his faithful and insightful witness to Jesus empowering people to apply the Gospel to build up kindness, community, and care for our neighbors;

Heartily thank Fr. Merrow for his unstinting service to our Diocese, service that included vital roles in:

- helping to plant and nurture the vibrant congregation of Iglesia Santa Maria in Falls Church;
- three terms of service on the Standing Committee, including service as President;
- leadership of the 2014-15 Shrine Mont Capital Campaign, as well lengthy service on the Shrine Mont Board
- two decades of work as Diocesan Missionary Society Trustee;
- lengthy service on the Resolutions Committee, including service as chair during very difficult controversies over human sexuality, as well as lengthy service on the Sexuality Dialogue Group; and
- two decades of work on the Board of Examining Chaplains.

Salute his outstanding service to the wider Episcopal Church and to the Anglican Communion, including:

- Over two decades of teaching as an adjunct Professor at Virginia Theological Seminary (VTS), and lengthy service on the VTS Board of Trustees;
- Service on the Board of Directors of the Anglican Communion Compass Rose Society from 2016 through 2024;
- Over twenty years, working with our Bishops and with sister parishes in our Diocese to help build and dedicate St. Matthew's Cathedral, in Renk, South Sudan, to help install the Archbishop of the Episcopal Church of Sudan (ECS), to support refugee relief and the translation of the New Testament into the Dinka language, and to advocate for peace efforts, protection of human rights, and humanitarian relief in Sudan and South Sudan through the American Friends of the Episcopal Churches of Sudan and South Sudan (AFRECS); and
- Initiating multiple parish partnerships with the Diocese of Central Tanganyika in Tanzania, with the Jerusalem Princess Basma Center, and with San Lucas Parish in the Diocese of Honduras.

And be it further

RESOLVED, that Convention wish Father Merrow and his wife, Cameron, a long, happy, and healthy retirement, and commend the splendid example of Father Merrow's faithful ministry to our clergy and lay leaders.

SUBMITTED BY VESTRY OF ST. MARY'S, ARLINGTON, BY UNANIMOUS VOTE

CR-5. Honoring Lois Tapscott for her Service and Leadership in a Small Mission Church in the Blue Ridge Mountains of the Diocese of Virginia

Lois Tapscott
(December 4, 1946 - April 18, 2025)

WHEREAS, Lois Ann McCarty Tapscott, the youngest of six children, was baptized, confirmed, and married at The Church of the Good Shepherd, Bluemont, and

WHEREAS, Lois was a valued member of the youth group, the choir, and Bible studies, a Sunday School teacher, and by the age of 16 was the recording secretary for many committees, and

WHEREAS, Lois became a strong Christian leader by learning from her mother, Mattie McCarty, the importance of setting aside time each day to be with God, and

WHEREAS, Lois was first elected Senior Warden in the 1980s and served in that role, almost continuously, for the next 40 years, and

WHEREAS, Lois was a servant leader and as her peers faded away, she would take on any church task that needed to be done, and

WHEREAS, Lois was recognized as a Christian leader by the local community through helping anyone who entered the church seeking comfort, prayer, or a priest, and

WHEREAS, Lois was a primary force for Good Shepherd's commitment to FISH of Clarke County (an interfaith food and clothing distribution charity), organizing church fundraisers and food donations, coordinating church volunteers for preparing and distributing boxed lunches, and sharing Christian fellowship those who sought help from FISH, and

WHEREAS, the Church of the Good Shepherd, inspired by her life, commitment, and faith has adopted a new mission statement: Follow Christ. Welcome All. Serve Humbly, therefore be it

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia gives thanks for the life and ministry of Lois Ann McCarty Tapscott and acknowledges the lasting impact that the faith, love, and commitment of a single person can have on a congregation, and be it further

RESOLVED, that a presentation copy of this resolution be sent to the Church of the Good Shepherd, Bluemont, for prominent display.

SUBMITTED BY JUDY HALL, SENIOR WARDEN, ON BEHALF OF THE CHURCH OF THE GOOD SHEPHERD, BLUEMONT

R-1 Resolution to General Convention on Adding Anti-Slavery Activists to the Church Calendar

Resolved, the House of concurring, that the church calendar be amended to add Thomas Clarkson and Olaudah Equiano, leading figures in the British abolitionist movement, to the commemoration of William Wilberforce on July 30th; and be it further

Resolved, That the General Convention direct the Standing Commission on Liturgy and Music to prepare appropriate biblical lessons, collects, and other liturgical resources to commemorate the life and work of Thomas Clarkson and Olaudah Equiano.

SUBMITTED BY THE DIOCESE OF VIRGINIA

Explanation:

Renowned British parliamentarian William Wilberforce is justifiably commemorated on July 30th for his anti-slavery activism. However, the commemoration overlooks the comparable impact on the abolitionist cause of two of his associates, Thomas Clarkson and Olaudah Equiano. The Church of England recognizes all three together on July 30th, and this resolution proposes that The Episcopal Church do likewise. Clarkson and Equiano are models of public witness to advance reform, and their impact extended beyond Great Britain. Both men demonstrated personal courage and a moral compass by distancing themselves from the Church of England—to which they belonged—because of its connections to the slave trade.

Commemorating Equiano would additionally elevate the profile and voice of a formerly enslaved individual.

Thomas Clarkson (1760-1846): Clarkson's work models diaconal support for the oppressed and the pursuit of mission to reconcile humanity. The son of an Anglican priest, Clarkson as a young man intended to join the clergy and was ordained a deacon in 1783. After researching slavery—a topic about which he was previously ignorant—for an essay contest, he discerned a call to devote his time to abolition. Together with Anglican and Quaker associates, Clarkson helped establish the Society for the Abolition of the Slave Trade in 1787 and also helped recruit parliamentarian William Wilberforce to the cause. While the efforts of Wilberforce are more widely known, Clarkson played a critical supporting role through his extensive research and eloquent publications that supplied evidence of slavery's cruelty and helped turn public opinion. In this, Clarkson serves as an example of applying one's gifts to God's service: his writing skills were praised by no less than Jane Austen, William Wordsworth, and Samuel Coleridge. Great Britain abolished first the slave trade (1807) and then slavery itself (1833), but Clarkson continued to crusade for abolition worldwide until his death. Never ordained a priest, Clarkson drifted from the Church of England and ultimately felt more at home among the Quakers. He nonetheless is honored on the Church of England's calendar and has a commemorative tablet in Westminster Abbey.

Olaudah Equiano (1745-1797): Originally from an area in present-day Nigeria, Olaudah Equiano was captured and enslaved at age 11. He was brought to the Americas, living for a time in

Virginia, but traveled widely after he was sold to a naval officer. He learned to read and write and received early instruction in Christianity from the officer's relatives. From his next owner, Equiano learned business skills which he parlayed for personal gain, saving enough money to buy his freedom in 1766. Equiano eventually settled in England and became involved in the abolitionist movement. In 1789 he published his autobiography, *The Interesting Narrative of the Life of Olaudah Equiano, or Gustavus Vassa, the African*. It became a bestseller and went through multiple editions, including in translation to other languages. Equiano's first-hand witness to atrocities and eloquent writing helped turn British public opinion against slavery. Accounts of Equiano's faith life vary. Official Church of England sources state he was baptized (as Gustavus Vassa) as an enslaved adolescent in 1759, while his autobiography describes how he personally accepted Jesus as his savior in 1774. Equiano was also attracted to evangelical Methodism; he was acquainted with renowned preacher George Whitefield and, ultimately, was buried at a Methodist chapel. A commemorative plaque hangs at St. Margaret's Church Westminster, where Equiano was baptized; other Church of England parishes annually celebrate their links to him and his family.

The Church of England provides this collect for July 30th: God our deliverer,
who sent your Son Jesus Christ
to set your people free from the slavery of sin:
grant that, as your servants William Wilberforce,

Olaudah Equiano, and Thomas Clarkson toiled against the sin of slavery,
so we may bring compassion to all
and work for the freedom of all the children of God; through Jesus Christ our Lord.

C-4 Prayer and Action to Respond to Ongoing Massacres in Sudanese Civil War

Resolved by the 231st Convention of the Diocese of Virginia, that we acknowledge with deep sorrow the news over the past two weeks of ongoing massacres of large numbers of unarmed civilians, including many children, in El Fasher, Sudan, recently fallen to the Rapid Support Forces (RSF), one of the two major combatants in the current Sudanese Civil War, begun in April 2023; and be it further

Resolved, that we request our Bishop to designate a day of prayer across our Diocese in the near future for peace in Sudan and for the relief of the millions of displaced people and refugees fleeing that ongoing conflict; and be it further

Resolved, that we urge our clergy and people to reach out to members of the Sudanese diaspora, many of whom are members of our congregations, to learn more about this conflict and to help support those whose kin and friends may be among those who have been killed, injured, displaced, or made refugees by this war, and be it further

Resolved, that we urge our clergy and people to review General Convention Resolution 2024-D047, adopted last year as the policy of The Episcopal Church urging action by the United States Government and others to bring about peace in Sudan, and to contact their elected representatives urging the United States, consistent with D047, to take a more active role in seeking to bring about peace in Sudan and to bring the perpetrators of these atrocities to justice, and be it further

Resolved, that consistent with that General Convention Resolution, we urge our congregations and people to donate to organizations such as Episcopal Relief and Development (ERD) and the American Friends of the Episcopal Church of the Sudans (AFRECS), and similar organizations that will help provide relief to the displaced persons and refugees from the Sudanese Civil War, and are advocating for peace in Sudan, and be it further

Resolved, that we ask our Bishop, working with appropriate colleagues in the office of the Presiding Bishop, to contact Archbishop Ezekiel Kondo, Primate of the Episcopal Church of Sudan, to provide a copy of this resolution, and to learn what tangible support our congregations may be able to offer to our lay and clergy colleagues in the ECS through prayer, donations, support for Bible translation, and advocacy.

SUBMITTED BY THE REV. MARIAN K. WENDEL, MR. RUSSELL RANDLE

Required Statements:

This resolution has no financial impact on the Diocesan Budget.

This resolution does not conflict with the Constitution or Canons of The Episcopal Church or The Diocese.

Explanation:

Since at least 1998, the Diocese of Virginia, our congregations, clergy, and people have actively worked with the Episcopal Church of Sudan, and after the division of Sudan into two countries in 2011, the Episcopal Church of South Sudan as well. We have persevered with this work through the brutal civil war that began in 1983 and ended in 2005, as well as the subsequent division of the

country, and the civil war in South Sudan (2013-2018).

We have visited in mission trips, formed partnerships, and with our partners there built clinics, churches, and schools, and helped fund the translation of the Bible into tribal languages which did not have the Scriptures in their mother tongue. We have hosted our Sudanese and South Sudanese colleagues to build and sustain our congregations' partnerships with dioceses and schools in Sudan and South Sudan.

Using money raised by our Diocese, our partners in the Diocese of Renk built St. Matthew's Cathedral, which Bishop Frank Gray and others from our Diocese joined with the Archbishops of Canterbury and Sudan in February 2006 to consecrate in Renk, South Sudan. In addition, three of our Bishops – the Rt. Rev'ds Peter Lee, Shannon Johnston, and David Jones – visited Sudan and South Sudan in support of the church in these countries including the 2008 Enthronement of Archbishop Danel Deng Bul.

Some of our people are members of the Sudanese diaspora, who came to the United States as refugees or who were granted asylum because of persecution in Sudan for their faith.

With the replacement of the Bashir regime in Sudan in 2019 and the cessation of hostilities in South Sudan in 2018, hopes rose that these war-torn countries would be able to reap the benefits of peace. Sadly, the civilian government in Sudan was overthrown by the Sudanese Armed Forces (SAF) and their militia counterpart, the Rapid Support Forces (RSF), in 2021. In April 2023, the SAF and RSF began fighting each other for control of Sudan, a war that has devastated that country as detailed in General Convention Resolution 2024- D047 (below). Many atrocities, committed by both sides, have since occurred. More recently, the war in the western part of Sudan (Darfur) has further degenerated into ethnic cleansing, directed by the RSF against Black African tribes there. In the most recent reports, received late in October, the situation has grown even worse, with the fall of El Fasher, the last major city in Darfur held by the SAF. Soldiers from the RSF are reportedly executing large numbers of unarmed civilians, raping many of the women, and holding many other people for ransom. It is feared that thousands have already died, and that many more may soon be executed based simply on their color, tribe, and language.

Given our Diocese's long and deep connections with the Episcopal Church of Sudan, it is important the we reach out to our colleagues, pray for and with them, and take tangible action to help them in this time of great turmoil and distress for their country.

Committee on Resolutions

RESOLUTIONS

R-1 Resolution to General Convention on Adding Anti-Slavery Activists to the Church Calendar

The Committee recommends the **adoption** of R-1 as submitted and recommends that R-1 be placed on the Consent Agenda.

R-2 Resolution Commending Study of 2015 General Convention Resolutions D-069 Regarding Birthright Citizenship and Supporting Scriptures

The Committee recommends the **adoption** of R-2 as submitted and recommends that R-2 be placed on the Consent Agenda.

COURTESY RESOLUTIONS

CR-1 In Honor of The Rev. Dr. Jerome Woods Berryman

The Committee recommends the **adoption** of CR-1, forwarded with no first-order amendments, and recommends that CR-2 be placed on the Consent Agenda.

CR-2 Recognizing Jack and Nancy Schick for their Service to the Diocese of Virginia

The Committee recommends the **adoption** of CR-2, forwarded with no first-order amendments, and recommends that CR-2 be placed on the Consent Agenda.

CR-3 Recognizing and Remembering Jeffrey Ray Guenther and Doris Hawkins Guenther for their Service to Various Ministries in Emmanuel Episcopal Church, Woodstock, and the Diocese of Virginia

The Committee recommends the **adoption** of CR-3, forwarded with no first-order amendments, and recommends that CR-3 be placed on the Consent Agenda.

CR-4 Resolution Saluting the Rev. Andrew T. P. Merrow

The Committee recommends the **adoption** of CR-4, forwarded with no first-order amendments, and recommends that CR-4 be placed on the Consent Agenda.

CR-5 Honoring Lois Tapscott for her Service and Leadership in a Small Mission Church in the Blue Ridge Mountains of the Diocese of Virginia

The Committee recommends the **adoption** of CR-5, forwarded with no first-order amendments, and recommends that CR-5 be placed on the Consent Agenda.

CR-6 Honoring the Life and Legacy of Thelma Jean Funkhouser Moomaw

The Committee recommends the **adoption** of CR-6 with the amendment, as follows, and recommends that CR6a be placed on the Consent Agenda:

**CR-6a Honoring the Life and Legacy of Thelma Jean Funkhouser Moomaw
Thelma Jean Funkhouser Moomaw
(December 29, 1936 – October 5, 2025)**

WHEREAS, Thelma Jean Funkhouser Moomaw, born December 29, 1936, in Jerome, Virginia, devoted her life to faith, family, community, and Shrine Mont until her passing on October 5, 2025; and

WHEREAS, the Board of Directors of Shrine Mont, Inc. has honored her memory in recognition and thanksgiving for her lifelong commitment to faith, family and community, and for her enduring contributions to Shrine Mont and the Shenandoah Valley; and

WHEREAS, she was the beloved daughter of William Aldine and Ethel May Miller Funkhouser, the loving wife of Richard (“Dick”) Moomaw, a lifelong member of St. Paul’s Lutheran Church in Jerome, Virginia, before becoming a faithful member of the Cathedral Shrine of the Transfiguration at Shrine Mont in Orkney Springs, Virginia; and

WHEREAS, with her husband, Dick, Thelma raised three children, Jennifer, Karen, and Kevin, and was the beloved grandmother to her six grandchildren, William and Thomas Gregory, Lucy and Lettie Rose, and Margaret Moomaw Gomez and Elizabeth Moomaw Somers; and

WHEREAS, Thelma’s life was deeply intertwined with Shrine Mont, where she found spiritual renewal, fellowship, and joy, and managed the kitchen for 25 years after having worked there as a teenager, and where she will be remembered as a steadfast presence in worship and community life; and

WHEREAS, Thelma expressed her love for life and community through her passion for music, especially the Shenandoah Valley Music Festival concerts, which she cherished as a highlight of every summer in her own backyard; and

WHEREAS, Thelma’s kindness, hospitality, and devotion to her family and friends enriched the lives of all who knew her, leaving a legacy of warmth, generosity, and faithfulness; and

WHEREAS, Thelma’s life of service and love stands as an example of Christian discipleship and community spirit, inspiring future generations to live with the same grace and devotion; and

WHEREAS, Thelma’s loving presence will always be felt at Shrine Mont — a place apart that was dear to her for her entire life and where generations of Shrine Mont visitors were warmly greeted by her; and

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

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

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia hereby gives thanks to God for the life and example of Thelma Jean Funkhouser Moomaw as a disciple of Jesus, a faithful servant to the Church, and a friend to all; and be it further

RESOLVED, that the 231st Annual Convention directs the Secretary to send a framed presentation copy of this resolution to her son Kevin in care of Shrine Mont, PO Box 10, Orkney Springs, Virginia 22845.

SUBMITTED BY: THE REV. ANDREW MERROW ON BEHALF OF THE BOARD OF DIRECTORS OF SHRINE MONT, INC. AS AMENDED BY THE RESOLUTIONS COMMITTEE

Amendments to the Constitution and Canons

C-1: Resolved that the Constitution of the Diocese of Virginia be amended as set forth in the Attachment to this Resolution. (SECOND 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 ~~cChurch or Mission~~, and (2) the Lay members *ex officio*.
- d. There shall be at least only one Lay Delegate from each ~~cChurch and Misson~~, to be chosen by its Vestry or its Vestry Committee. ~~But F~~from every ~~cChurch 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 anone additional Lay Delegate and, thereafter, an additional Lay Delegate shall be chosen for each 300three hundred confirmed communicants in good standing, as set forth below; or major fraction thereof, above the first three hundred.

Communicants in gGood sStanding	Lay Delegates
0–450	1
451–750	2
751–1050	3
1051–14350	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~~ 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 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 ~~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~~ 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.

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 thise 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-2: Resolved that the Constitution of the Diocese of Virginia be amended as set forth below.
(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. Amanda Kotval, St. Paul's Ivy
The Rev. Emily Krudys, Church of Our Saviour, Montpelier
The Rev. Jay Morris, Aquia Episcopal Church, Stafford
Allison Otto, St. George's, Arlington
The Rev. Sven vanBaars, Abingdon Episcopal Church, White Marsh

Background of the proposed amendments to the Constitution (C-2) and Canons (C-3).

The Constitution and Canons Work Group was appointed by the Bishop in January 2024 to conduct a 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 revisions. Last year, the 230th Convention of the Diocese voted to approve amendments to the Constitution and Canons proposed by the Work Group which accomplished those objectives. The 2024 proposed amendments to the Constitution, which require approval by two consecutive Conventions for adoption, are the subject of Resolution C-1 of this year's Convention.

In the course of its work in 2024, the Work Group identified potential substantive revisions to several provisions of the Constitution and Canons that it recommended be considered for future revision. Consequently, following last year's Convention the Bishop requested that the Work Group conduct a more comprehensive review of the Constitution and Canons and present any additional proposed amendments that the Work Group recommends for consideration and approval by the 231st Convention of the Diocese. At the Bishop's invitation, two additional members joined the Work Group.

Over the course of six months, the Work Group held numerous meetings to discuss the provisions identified last year for further consideration and to discuss other potential revisions identified by members of the group, including revisions for improved clarity and organization. As a result, the Work Group made additional revisions to the Constitution and Canons that it recommends for adoption by the Convention as C-2 and C-3.

The rationale for each article of the Constitution and section of the Canons that the Work Group proposes for further amendment is followed by a markup of the proposed changes and a side-by-side comparison of the current version and the proposed amended version. The proposed revisions to the Constitution, which are the subject of Resolution C-2, assume that the proposed amendments to the Constitution approved by the 230th Convention that are the subject of C-1 are approved at the Convention this year on second reading.

Amendments to the Constitution

Preamble

Rationale for amendment:

Since its adoption in 1936, the preamble has occasionally been amended to modernize its language. Our group reached the conclusion that (a) the preamble is a historical document reflecting the position of the Diocese at the time of its adoption, and (b) continually amending it causes some confusion as to whether the proposed amendments are a revision of the Constitution or a proposal to adopt a new Constitution. Our proposed amendments at this time are thus to return the preamble to its original language and add a reference to the date of its adoption, with the intention that (like the preamble to the United States Constitution) it should be treated as a historical document and not amended with the rest of the Constitution.

Proposed amendment:

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

Preamble (Adopted May 13, 1936)

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, ~~amends~~~~doth~~ **amend** and ~~revises~~~~revise~~ the Constitution of this Diocese so that the same shall read as follows:

Text side-by-side:

Current text (assuming adoption of C1):

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, amends and revises the Constitution of this Diocese so that the same shall read as follows:

Text as proposed to be amended:

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

Preamble (Adopted May 13, 1936)

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

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

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

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

Articles I and II**Rationale for amendment:**

The proposed amendments to Articles I and II are solely for organization and increased clarity and are not intended to effect substantive change. The references to the Ecclesiastical Authority relate to proposed amendments to Article IX, described below.

Proposed amendment:

Article I.
Order, Government, and Discipline.

The order, government, and discipline of the Diocese of Virginia (“~~hereinafter~~ “the Diocese”), formerly and otherwise known as ~~the~~ Protestant Episcopal Church in the Diocese of Virginia, shall be vested in the Bishop ~~of the Diocese (hereinafter “the Bishop”)~~ and in the Convention of the Diocese, ~~constituted~~~~composed~~ 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, upon the date designated by the Ecclesiastical Authority (~~as described in Article IX~~) and at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority 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.

Text side-by-side:**Current text (assuming adoption of C1):****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, upon the date designated by the Ecclesiastical Authority and at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority

Text as proposed to be amended:**Article I.
Order, Government, and Discipline.**

The order, government, and discipline of the Diocese of Virginia (hereinafter “the Diocese”), formerly and otherwise known as the Protestant Episcopal Church in the Diocese of Virginia, shall be vested in the Bishop of the Diocese (hereinafter “the Bishop”) and in the Convention of the Diocese, composed 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, upon the date designated by the Ecclesiastical Authority (as described in

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 IX) and at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority 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**Rationale for amendment:**

The proposed amendments to Article III include global amendments also made throughout the rest of the Constitution to refer to Priests and Deacons specifically, as opposed to the vaguer “ministers” which as a term can also encompass nonordained ministers, where the intention is to refer to ordained clergy. Other proposed amendments to this Article are:

1. To clarify that all Missions, including a Mission of a Founding Church and a Mission of a Theological Seminary, have representation at Annual Convention. This Article is also the first instance of a global change throughout the Diocesan Canons to refer to Missions which are not a Mission of a Founding Church or a Mission of a Theological Seminary as “Diocesan Missions”, further explained in the proposed amendments to the Canons.
2. To allow Lay deputies to General Convention to have ex officio status at the Convention.
3. To streamline references to Canons of the General Convention for purposes of referring to adult confirmed communicants in good standing, so that language may be consistent and does not need to be repeated.

All other proposed amendments to this Article are for the sake of organization and clarity, and do not represent substantive change.

Proposed amendment:

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~~~~Priests and Deacons~~ 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 or Mission, and (2) the Lay members ex officio.~~
 1. Lay Delegates from the Churches and Missions, and
 2. Lay members ex officio.

- d. There shall be at least one Lay Delegate from each Church and ~~Mission~~Mission, to be ~~chosen~~elected by its Vestry or its Vestry Committee. ~~From every Church and Mission having more than 450 confirmed communicants in good standing reported to the Diocesan authorities in the last annual report, beginning with 451 the Vestry or Vestry Committee shall choose an additional Lay Delegate for each three hundred confirmed communicants in good standing as set forth below:~~as set forth below:

Communicants in Good Standing	Lay Delegates
0–450	1
451–750	2
751–1050	3
1051–1350	4
1351–1650	5
~~Etc.~~ <u>Each additional 300 (or fraction thereof)</u>	<u>1 additional</u>

- e. Lay members ex officio of the Convention shall be: 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, the Lay Deputies to the General Convention, 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 Collegiate Delegates who are Lay persons participants (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~~.
- f. Each ~~elected Delegate and ex officio~~ member of the Convention 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 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 Diocese of Virginia. For purposes of this Constitution, the terms “adult”, “confirmed”, “communicant”, and “good standing” have the meaning given by Canon I.17 of the General Convention Canon I.17).~~

Section 4. For purposes of this Constitution, the term “Mission” means a Diocesan Mission, a Mission of a Founding Church and a Mission of a Theological Seminary as provided in the Diocese of Virginia: Diocesan Canons.

Text side-by-side:

Current text (assuming adoption of C1):

Article III. Composition of the Convention.

Section 1

- a. The Convention shall be composed of the Clerical order and the Lay order.

Text as proposed to be amended:

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 or Mission, and (2) the Lay members ex officio.
- d. There shall be at least one Lay Delegate from each Church and Mission, to be chosen by its Vestry or its Vestry Committee. From every Church and Mission having more than 450 confirmed communicants in good standing reported to the Diocesan authorities in the last annual report, beginning with 451 the Vestry or Vestry Committee shall choose an additional Lay Delegate for each three hundred confirmed communicants in good standing as set forth below:

Communicants in Good Standing	Lay Delegates
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: 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.

- b. The Clerical order shall consist of the Bishop or Bishops and all other Priests and Deacons 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:
1. Lay Delegates from the Churches and Missions, and
 2. Lay members ex officio.
- d. There shall be at least one Lay Delegate from each Church and Mission, to be elected by its Vestry or its Vestry Committee. The number of Lay Delegates for each Church or Mission shall be determined based on the number of confirmed communicants in good standing reported to the Diocesan authorities in the last annual report as set forth below:

Communicants in Good Standing	Lay Delegates
0–450	1
451–750	2
751–1050	3
1051–1350	4
1351–1650	5
Each additional 300 (or fraction thereof)	1 additional

- e. Lay members ex officio of the Convention shall be: 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, the Lay Deputies to the General Convention, 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 Collegiate Delegates who are Lay participants (not over 25 years of age at the time of election) in an Episcopal higher education ministry in the Diocese, to be elected by the Standing Committee on or before May 1.

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 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 General Convention Canon I.17) in the Diocese of Virginia.

f. Each member of the Convention 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 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 in the Diocese of Virginia. For purposes of this Constitution, the terms “adult”, “confirmed”, “communicant”, and “good standing” have the meaning given by Canon I.17 of the General Convention.

Section 4. For purposes of this Constitution, the term “Mission” means a Diocesan Mission, a Mission of a Founding Church and a Mission of a Theological Seminary as provided in the Diocesan Canons.

[Article IV (no proposed change)]

Article V

Rationale for amendment:

The proposed amendments to Article V are solely for organization and increased clarity and are not intended to effect substantive change.

Proposed amendment:

Article V. Methods of Voting in the Convention.

~~In all matters~~Section 1. Except as otherwise provided in this Article and in Article VII, in any matter that may come before any meeting of the Convention, the Clerical order and 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 and each Lay member shall be entitled to one vote.~~

Section 2. Before a vote is taken upon any matter, five members of the Convention may, by request, require the vote to be taken by orders.

Section 3. In the case of a vote by orders, a concurrence of majorities in both orders shall be necessary for a decision.

Text side-by-side:

Current text (assuming adoption of C1):

Article V. Methods of Voting in the Convention.

In all matters that may come before any meeting of the Convention the Clerical order and 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 and each Lay member shall be entitled to one vote.

Article VI

Rationale for amendment:

The proposed amendments to Article VI are purely clerical to divide the provision into sections for ease of reference.

Proposed amendment:

Article VI. The Bishops, Officers, and Committees of the Diocese.

Section 1. 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.

Section 2. In addition to the Bishop or Bishops, the officers of the Diocese shall consist of a Secretary, Treasurer, Chancellor, and Registrar.

Section 3. 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.

Text side-by-side:

Current text (assuming adoption of C1):

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.

Text as proposed to be amended:

Article V. Methods of Voting in the Convention.

Section 1. Except as otherwise provided in this Article and in Article VII, in any matter that comes before any meeting of the Convention, the Clerical order and Lay order shall deliberate in one body and a majority of those voting shall be necessary for a decision.

Section 2. Before a vote is taken upon any matter, five members of the Convention may, by request, require the vote to be taken by orders.

Section 3. In the case of a vote by orders, a concurrence of majorities in both orders shall be necessary for a decision.

Article VI

Rationale for amendment:

The proposed amendments to Article VI are purely clerical to divide the provision into sections for ease of reference.

Proposed amendment:

Article VI. The Bishops, Officers, and Committees of the Diocese.

Section 1. 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.

Section 2. In addition to the Bishop or Bishops, the officers of the Diocese shall consist of a Secretary, Treasurer, Chancellor, and Registrar.

Section 3. 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.

Text side-by-side:

Text as proposed to be amended:

Article VI. The Bishops, Officers, and Committees of the Diocese.

Section 1. 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

In addition to the Bishop or Bishops, the officers of the Diocese shall consist of a Secretary, Treasurer, Chancellor, and 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

Rationale for amendment:

The proposed amendment to this article would require a majority of the members of both orders present for the election of a Bishop, rather than a majority of votes cast. The intention is to minimize the possibility of a Bishop being elected with less than majority support, as would be possible if those present chose to abstain from a vote.

Proposed amendment:

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 members of~~ each order ~~present~~ shall be necessary for the election of a Bishop.

Text side-by-side:

Current text (assuming adoption of C1):

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.

Article VIII

Rationale for amendment:

The proposed amendments to Article VIII are solely for organization and increased clarity and are not intended to effect substantive change.

Canons of the General Convention.

Section 2. In addition to the Bishop or Bishops, the officers of the Diocese shall consist of a Secretary, Treasurer, Chancellor, and Registrar.

Section 3. 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.

Proposed amendment:

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 may call a special meeting of the Convention at whatever time and place the Bishop may think necessary; and whenever requested by the Standing Committee, it shall be the Bishop's 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 one, shall preside at any meeting of the Convention from which the Bishop is absent or whenever the Bishop may request the Bishop Coadjutor to preside.

Section 3. The ~~ranking~~ active ~~Bishop~~ Suffragan ~~Bishop~~, if there is one, shall preside at any meeting of the Convention if ~~such Suffragan Bishop~~ 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. ~~If there is more than one active Bishop Suffragan, the preceding sentence shall apply first to the longest-serving active Bishop Suffragan.~~

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.

Text side-by-side:

Current text (assuming adoption of C1):

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 may call a special meeting of the Convention at whatever time and place the Bishop may think necessary; and whenever requested by the Standing Committee, it shall be the Bishop's 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 one, shall preside at any meeting of the Convention from which the Bishop is absent or whenever the Bishop may request the Bishop Coadjutor to preside.

Section 3. The ranking active Suffragan Bishop, if there is one, shall preside at any meeting of the Convention if such Suffragan Bishop 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.

Text as proposed to be amended:

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 may call a special meeting of the Convention at whatever time and place the Bishop may think necessary; and whenever requested by the Standing Committee, it shall be the Bishop's 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 one, shall preside at any meeting of the Convention from which the Bishop is absent or whenever the Bishop may request the Bishop Coadjutor to preside.

Section 3. The active Bishop Suffragan, if there is one, shall preside at any meeting of the Convention if 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. If there is more than one active

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.

Bishop Suffragan, the preceding sentence shall apply first to the longest-serving active Bishop Suffragan.

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

(current Article IX moved to Article X for organization purposes)

This is a proposed new article to consolidate, clarify, and simplify the rules for when someone other than the Bishop is the Ecclesiastical Authority. The intention is not to effect substantive change but to more clearly state the current rules to avoid confusion and uncertainty. The stated rules are drawn from the current Articles IX and XV.

Proposed amendment:

Article IX.

Vacancy in the Office~~Ecclesiastical Authority~~ of the **Bishop**~~Diocese~~

Section 1. Except as otherwise provided in this Constitution, the Ecclesiastical Authority of the Diocese is the Bishop.

Section 2. Upon the death of the Bishop or other vacancy in the Office of the Bishop not provided for in Sections 3 and 4 of this Article:

(a) The Ecclesiastical Authority of this Diocese is the Bishop Coadjutor, if there is one.

(b) If there is no Bishop Coadjutor, then the rankinglongest-serving active Bishop Suffragan Bishop shall be in charge of this Diocese and shall be is temporarily the Ecclesiastical Authority of this Diocese until such time as a new Bishop shall be is chosen and consecrated; or, if the Standing Committee declares the:

Section 3. Except as provided in Section 4 of this Article, upon the temporary 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; as declared by the Standing Committee or the Bishop or according to the provisions of the Canons of the General Convention, until such time as the Standing Committee shall declaredeclares the ability and presence of the Bishop.:

(a) The Ecclesiastical Authority of this Diocese is the Bishop Coadjutor, if there is one.

(b) If there is no Bishop Coadjutor, the Ecclesiastical Authority of this Diocese is the longest-serving active Bishop Suffragan.

Section 4. Subject to the provisions of Canon III.12.4 of the General Convention:

(a) If none of the individuals serving as Bishop, Bishop Coadjutor, or active Bishop Suffragan can perform the administrative duties of the Bishop, the Standing Committee shall be the Ecclesiastical Authority of this Diocese until one of the aforementioned individuals is able or present.

(b) In any other case when the Bishop may so authorize, the Standing Committee shall be the Ecclesiastical Authority of this Diocese for as long as the Bishop so authorizes.

Text side-by-side:

Current text (assuming adoption of C1):

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 until such time as a new Bishop shall be chosen and consecrated; or, if the Standing Committee declares 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 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 shall not have the power to call a special meeting of the Convention except when requested to do so by the Standing Committee, in which case the special meeting shall be at the time and place requested.

Text as proposed to be amended:

Article IX.

Ecclesiastical Authority of the Diocese

Section 1. Except as otherwise provided in this Constitution, the Ecclesiastical Authority of the Diocese is the Bishop.

Section 2. Upon the death of the Bishop or other vacancy in the Office of the Bishop not provided for in Sections 3 and 4 of this Article:

- The Ecclesiastical Authority of this Diocese is the Bishop Coadjutor, if there is one.
- If there is no Bishop Coadjutor, the longest-serving active Bishop Suffragan is temporarily the Ecclesiastical Authority of this Diocese until a new Bishop is chosen and consecrated.

Section 3. Except as provided in Section 4 of this Article, upon the temporary disability or absence of the Bishop, as declared by the Standing Committee or the Bishop or according to the provisions of the Canons of the General Convention, until such time as the Standing Committee declares the ability and presence of the Bishop:

- The Ecclesiastical Authority of this Diocese is the Bishop Coadjutor, if there is one.
- If there is no Bishop Coadjutor, the Ecclesiastical Authority of this Diocese is the longest-serving active Bishop Suffragan.

Section 4. Subject to the provisions of Canon III.12.4 of the General Convention:

- If none of the individuals serving as Bishop, Bishop Coadjutor, or active Bishop Suffragan can perform the administrative duties of the Bishop, the Standing Committee shall be the Ecclesiastical Authority of this Diocese until one of the aforementioned individuals is able or present.
- In any other case when the Bishop may so authorize, the Standing Committee shall be the Ecclesiastical Authority of this Diocese for as long as the Bishop so authorizes.

Article X**Rationale for amendment:**

The proposed amendment to this Article (formerly left empty) is a restatement and reorganization for clarity of the rules currently in Article IX.

Proposed amendment:Article X.Section 2 Vacancy in the Office of the Bishop.

Section 1. 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 no Bishop, determined under Article IX.~~

Section 2.

~~(a) The Bishop, or the~~ Bishop Coadjutor, ~~Bishop~~ Suffragan ~~Bishop~~, or Assistant Bishop ~~if the Bishop is not~~ present, shall ~~elect by ballot a President from among the order~~ preside over the special meeting of Presbyters the Convention.

~~(b) If none of such individuals is present, who shall remain in office until the election and consecration members of the Bishop. The special meeting of the Convention shall elect a President by ballot.~~

(c) Such President so elected:

(1) shall be a canonically-resident Priest of this Diocese,

(2) except as provided in subsection (d), shall perform all the duties and possess all the privileges of a presiding officer., and

3) shall remain in office until the election and consecration of a new Bishop.

(d) The President shall not have the power to call a special meeting of the Convention except when requested to do so by the Standing Committee, in which case the special meeting shall be at the time and place requested.

Text side-by-side:

Current text of Articles XI and X (assuming adoption of C1):

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 until such time as a new Bishop shall be chosen and consecrated; or, if the Standing Committee declares the disability or absence of the Bishop and there is no Bishop Coadjutor able and present, then the ranking

Text as proposed to be amended:

Article X.**Vacancy in the Office of the Bishop.**

Section 1. 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 determined under Article IX.

Section 2.

(a) The Bishop, or the Bishop Coadjutor, Bishop Suffragan, or Assistant Bishop if the Bishop is

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 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 shall not have the power to call a special meeting of the Convention except when requested 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.

Articles XI, XII, XIII, and XV**Rationale for amendments:**

The proposed amendment to Article XI is a minor clerical edit. The proposed amendments to Article XII are solely for organization and increased clarity and are not intended to effect substantive change. The proposed amendments to Articles XIII and XV are either purely clerical, or conforming changes with respect to other proposed amendments described above. One provision from Article XV has been moved to Article IX as noted above. There are no proposed amendments to Article XIV.

Proposed amendments:**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 shall, upon qualification, continue in the office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, the Secretary shall hold no other Clerical preferment. The Secretary shall also serve as Secretary of the Convention, take minutes of its proceedings, attest to the public acts of the body, and perform such other duties as may be prescribed by Canon.

Article XII.**The Treasurer of the Diocese.**Section 1.

(a) 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~~

not present, shall preside over the special meeting of the Convention.

(b) If none of such individuals is present, the members of the special meeting of the Convention shall elect a President by ballot.

(c) Such President:

(1) shall be a canonically-resident Priest of this Diocese,

(2) except as provided in subsection (d), shall perform all the duties and possess all the privileges of a presiding officer, and

(3) shall remain in office until the election and consecration of a new Bishop.

(d) The President shall not have the power to call a special meeting of the Convention except when requested to do so by the Standing Committee, in which case the special meeting shall be at the time and place requested.

~~Ecclesiastical Authority.~~ The Treasurer shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided.

~~(b) In case of misconduct by the Treasurer, or of the Treasurer's incapacity, refusal, or failure to discharge the duties of the office, the Bishop or the Standing Committee shall remove the Treasurer and a new appointment shall be made in the manner provided above.~~

Section 2. The Treasurer shall: ~~1~~

~~(a)~~ receive and keep safely all money and other property entrusted to the custody of the office; ~~2~~

~~(b)~~ disburse and dispose of the same as may be provided by Canon; and ~~3~~

~~(c)~~ report annually to the Convention an account showing all money and other property received, and the manner in which the money and property has been disbursed or disposed of.

Section 3. 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 office.

Section 4. 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 misconduct by the Treasurer, or of the Treasurer's incapacity, refusal, or failure to discharge the duties of the office, the Standing Committee shall remove the Treasurer and a new appointment shall be made in the manner provided above.~~

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 the office at the pleasure of the Ecclesiastical Authority. The Chancellor shall be a confirmed communicant in good standing (~~as defined in General Convention Canon I.17~~), in the Diocese of Virginia and a member of the Virginia State Bar. The Chancellor shall be the legal advisor to the Ecclesiastical Authority, the Convention of the Diocese, and the Executive Board of the Diocese.

Section 2.

~~(a)~~ 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 communicants in good standing (~~as defined in General Convention Canon I.17~~), 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.

~~(b)~~ Vice Chancellors shall have seat and voice at meetings of the Convention but shall not have a vote unless the Chancellor does not attend the meeting of the Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of the Convention in the place and stead of the Chancellor, in which case the certified Vice Chancellor shall have a vote.

[Article XIV. omitted; no change]

Article XV. The Standing Committee of the Diocese.

Section 1. The Standing Committee 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 and 18 years of age or over.~~

Section 2. At each regular meeting the Convention shall elect two members of each order ~~to the Standing Committee~~ for a term of three years. Each member of the Committee shall hold office for the term for which the member was elected and until a successor is elected or appointed. No member may serve consecutive full terms.

~~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 in any case when the Bishop shall authorize it to act, the Standing Committee shall be the Ecclesiastical Authority:~~

~~The Standing Committee at~~ Section 3. At every regular meeting of the Convention ~~the Standing Committee~~ 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.

Section 4. In ~~case~~ the event 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.

Text side-by-side:

Current text (assuming adoption of C1):

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 shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, the Secretary shall hold no other Clerical preferment. The Secretary shall also serve as Secretary of the Convention, take minutes of its proceedings, attest to the public acts of the body, and 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 shall, upon qualification, remain in office at the

Text as proposed to be amended:

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 shall, upon qualification, continue in the office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, the Secretary shall hold no other Clerical preferment. The Secretary shall also serve as Secretary of the Convention, take minutes of its proceedings, attest to the public acts of the body, and perform such other duties as may be prescribed by Canon.

Article XII. The Treasurer of the Diocese.

Section 1.

(a) A Treasurer of the Diocese shall be appointed by the Ecclesiastical Authority with the advice and consent of the Standing Committee. The Treasurer shall, upon qualification, remain in office at the pleasure of the Ecclesiastical

pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. The Treasurer shall: 1) receive and keep safely all money and other property entrusted to the custody of the office; 2) disburse and dispose of the same as may be provided by Canon; and 3) report annually to the Convention an account showing all money and other property received, and the manner in which the money and property has been disbursed or disposed of. 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 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 misconduct by the Treasurer, or of the Treasurer's incapacity, refusal, or failure to discharge the duties of the office, the Standing Committee shall remove the Treasurer and a new appointment shall be made in the manner provided above.

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 communicant in good standing (as defined in General Convention Canon I.17), in the Diocese of Virginia and a member of the Virginia State Bar. The Chancellor shall be the legal advisor to the Ecclesiastical Authority, the Convention of the Diocese, and 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 communicants in good standing (as defined in General Convention Canon I.17), 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

Authority or until removed as hereinafter provided.

(b) In case of misconduct by the Treasurer, or of the Treasurer's incapacity, refusal, or failure to discharge the duties of the office, the Bishop or the Standing Committee shall remove the Treasurer and a new appointment shall be made in the manner provided above.

Section 2. The Treasurer shall:

(a) receive and keep safely all money and other property entrusted to the custody of the office;

(b) disburse and dispose of the same as may be provided by Canon; and

(c) report annually to the Convention an account showing all money and other property received, and the manner in which the money and property has been disbursed or disposed of.

Section 3. 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 office.

Section 4. At the close of each fiscal year, accounts of the Treasurer shall be audited by a certified public accountant selected by the Standing Committee.

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 the office at the pleasure of the Ecclesiastical Authority. The Chancellor shall be a confirmed communicant in good standing in the Diocese of Virginia and a member of the Virginia State Bar. The Chancellor shall be the legal advisor to the Ecclesiastical Authority, the Convention of the Diocese, and the Executive Board of the Diocese

Section 2.

(a) The Ecclesiastical Authority may, in consultation with the Chancellor, also appoint one or more Vice Chancellors, who

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

Article XIV. omitted

Article XV. The Standing Committee of the Diocese.

The Standing Committee 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 and 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 was elected and until a successor is elected or appointed. No member may serve consecutive full terms.

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 in any case when the Bishop shall authorize it to act, the Standing Committee shall be the Ecclesiastical Authority.

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.

shall continue in office at the pleasure of the Ecclesiastical Authority. Vice Chancellors shall be confirmed communicants in good standing 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.

(b) Vice Chancellors shall have seat and voice at meetings of the Convention but shall not have a vote unless the Chancellor does not attend the meeting of the Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of the Convention in the place and stead of the Chancellor, in which case the certified Vice Chancellor shall have a vote.

Article XIV. omitted

Article XV. The Standing Committee of the Diocese.

Section 1. The Standing Committee 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.

Section 2. At each regular meeting the Convention shall elect two members of each order to the Standing Committee for a term of three years. Each member of the Committee shall hold office for the term for which the member was elected and until a successor is elected or appointed. No member may serve consecutive full terms.

Section 3. At every regular meeting of the Convention the Standing Committee 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.

Section 4. In the event 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**Rationale for amendment:**

In the current Constitution, this Article reads as though there were an entity called The Missionary Society of the Protestant Episcopal Church in the Diocese of Virginia, which there is not. The history of this Article dates back prior to the current form and function of the Diocesan Missionary Society (DMS), an entity managed by trustees which is not identical to the activities of the Executive Board and is not constituted of a membership of the members of the Diocese. The proposed amendment is intended to preserve the intention of earlier amendments to refer to the Canons of the General Convention, without making inaccurate statements about the DMS.

Proposed amendment:**Article XVI.****The Missionary Society.**

All baptized members of the Protestant Episcopal Church in ~~this~~the Diocese ~~of Virginia~~ shall, ~~as before, constitute a missionary society known as the be members of The Domestic and Foreign~~ Missionary Society of the Protestant Episcopal Church in the ~~Diocese of Virginia~~United States of America pursuant to Canon I.3 of the General Convention.

~~The direction and activities of the Society shall be identical with those of the Executive Board and shall be directed solely by it.~~

Text side-by-side:**Current text (assuming adoption of C1):****Article XVI.****The Missionary Society.**

All baptized members of the Protestant Episcopal Church in this Diocese shall, as before, 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.

Text as proposed to be amended:**Article XVI.****The Missionary Society.**

All baptized members of the Protestant Episcopal Church in the Diocese of Virginia shall be members of The Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America pursuant to Canon I.3 of the General Convention.

Article XVII**Rationale for amendment:**

The proposed amendment to Article XVII is to conform the heading to the language used in the text of the Article.

Proposed amendment:**Article XVII.****ParishesCongregations to be Bound by this Constitution.**

Every ~~Congregation~~congregation within the Diocese of Virginia, however called, shall be bound by this Constitution and the Diocesan Canons.

Text side-by-side:**Current text (assuming adoption of C1):****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.

Text as proposed to be amended:**Article XVII.****Congregations 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.

[Article XVIII: reserved for future use (no change)]Article XIX**Rationale for amendment:**

Sections 1 and 2 of this Article are amended for purposes of clarity and to provide more guidance regarding the requirements to be considered by the Convention for an amendment to the Constitution.

Section 3 is added to mirror a provision in Canon 30 (Amendments to the Canons).

Sections 4 and 5 are added. In the current Constitution and Canons, Canon 30 allows for the Constitution and Canons to be corrected after General Convention to accord any numbering or similar changes which have been made to the Canons of the General Convention. No similar authority exists for corrections to be made due to amendments adopted at the Diocesan Convention. Under the rules for amending the Constitution under current Article XIX, any amendment requires votes at two sessions to be adopted, which is cumbersome for a purely clerical correction.

The proposed addition of Sections 4 and 5 to this Article is to (a) mirror proposed amendments to Canon 30 to grant the same authority to make corrections necessitated by amendments adopted at General Convention and Diocesan Convention, and (b) divide the rules appropriately by jurisdiction, so that the rule in this Article applies only to changes to the Constitution, and Canon 30 would be revised to apply only to changes to the Canons.

Proposed amendment:**Article XIX.****Amendments to the Constitution.**

~~This~~

Section 1. The Constitution of the Diocese may be amended only in the following manner: At any regular meeting of the by the Convention a proposed amendment shall be referred to the appropriate committee, and a report thereon shall be presented by that committee and the. No proposed amendment shall be considered by the Convention. If approved by unless (a) the proposed amendment was submitted to the Secretary of the Diocese at least seven days before the Convention, convenes, and (b) the proposed amendment shall be again considered was referred to and reported upon by the Committee on Constitution and Canons.

Section 2. No amendment to the Constitution shall be adopted during the same Convention. If a majority of the Convention votes to approve the proposed amendment, the proposed amendment shall lie over for consideration at the next regular meeting of the Convention and, if again approved, If approved by a majority at the next regular meeting of the Convention, the amendment shall be

adopted. Unless otherwise provided for by the Convention, all amendments shall become effective immediately upon its adoption unless otherwise provided therein upon the adjournment of the meeting of the Convention at which final action was taken.

Section 3. Whenever the Constitution is amended, enacted, or repealed in different respects by two or more independent enactments at the same Convention, including the enactment of an entire Article, 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 4. At the conclusion of each regular meeting of the Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Constitution to the Constitution and Canons of the Diocese. Any corrections shall be reported to the Secretary of the Diocese.

Section 5. At the conclusion of each regular meeting of General Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Constitution to the Constitution and Canons of the General Convention. Any corrections shall be reported to the Secretary of the Diocese.

Text side-by-side:

Current text (assuming adoption of C1):

Article XIX. Amendments to the Constitution.

This Constitution may be amended only in the following manner: 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, 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.

Text as proposed to be amended:

Article XIX. Amendments to the Constitution.

Section 1. The Constitution of the Diocese may be amended by the Convention. No proposed amendment shall be considered by the Convention unless (a) the proposed amendment was submitted to the Secretary of the Diocese at least seven days before the Convention convenes, and (b) the proposed amendment was referred to and reported upon by the Committee on Constitution and Canons.

Section 2. No amendment to the Constitution shall be adopted during the same Convention. If a majority of the Convention votes to approve the proposed amendment, the proposed amendment shall lie over for consideration at the next regular meeting of the Convention. If approved by a majority at the next regular meeting of the Convention, the amendment shall be adopted. 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 3. Whenever the Constitution is amended, enacted, or repealed in different respects by two or more independent enactments

at the same Convention, including the enactment of an entire Article, 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 4. At the conclusion of each regular meeting of the Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Constitution to the Constitution and Canons of the Diocese. Any corrections shall be reported to the Secretary of the Diocese.

Section 5. At the conclusion of each regular meeting of General Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Constitution to the Constitution and Canons of the General Convention. Any corrections shall be reported to the Secretary of the Diocese.

C-3 Amendments to Canons

Canon 1

Rationale for amendment:

The proposed amendment conforms to the proposed changes to the Constitution by referring specifically to Priests and Deacons (and Bishops, where appropriate) rather than to ordained Ministers. Other changes are made to clarify the process of determining or challenging the eligibility of Clergy to have a vote at Convention, and for grammatical clarity.

Proposed amendment:

Canon 1. Official List of the Clergy of the Diocese.

Section 1. A list of all the Bishops, Priests, and Deacons of the Episcopal Church canonically resident or licensed to work in the Diocese of Virginia (hereinafter “the Diocese”), with their respective

mailing addresses, cures, stations, and positions, shall be prepared by the Ecclesiastical Authority and maintained at the headquarters of the Diocese. The Ecclesiastical Authority shall keep the Church Pension Fund informed of the employment by any parish, congregation, diocesan related institution, or other ecclesiastical organization in the Diocese, of Clergy canonically resident in the Diocese and of non-resident Clergy officiating in the Diocese.

Section 2.

- (a) The official list of the Clergy of the Diocese, with the names of those eligible 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 eligible to vote shall be determined from it.
- (b) 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 3.If the eligibility of any Clergy person to vote in the Convention is disputed, such person's eligibility shall be determined by the Convention according to the provisions of the Constitution and Canons.

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.

Text side-by-side:

Current text:

**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

Text as proposed to be amended:

**Canon 1.
Official List of the Clergy of the Diocese.**

Section 1. A list of all the Bishops, Priests, and Deacons of the Episcopal Church canonically resident or licensed to work in the Diocese of Virginia (hereinafter "the Diocese"), with their respective mailing addresses, cures, stations, and positions, shall be prepared by the Ecclesiastical Authority and maintained at the headquarters of the Diocese. The Ecclesiastical Authority shall keep the Church Pension Fund informed of the employment by any parish, congregation, diocesan related institution, or other ecclesiastical organization in the Diocese, of Clergy canonically resident in the Diocese and of non-resident Clergy officiating in the Diocese.

Section 2.

- (a) The official list of the Clergy of the Diocese, with the names of those eligible 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 eligible to vote shall be determined from it.
- (b) The list of the Clergy submitted to 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.

Convention shall be appended to the Journal and be transmitted to the Secretary of the General Convention.

Section 3. If the eligibility of any Clergy person to vote in the Convention is disputed, such person's eligibility shall be determined by the Convention according to the provisions of the Constitution and Canons.

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

Rationale for amendment:

The proposed amendment to this canon includes a change also made elsewhere in the Canons to insert the date of January 23, 1972, when the Diocesan restructuring plan was established, rather than referring to the effective date of canons. This is intended to promote clarity as to why certain boundaries, etc. were fixed as of this date. The proposed amendment also adds reference to Missions and Vestry Committees where appropriate, while the current text refers only to a Church or Vestry even though Missions do have delegates to the Convention. Other proposed changes are for organization and clarity and are not intended to effect substantive change.

Proposed amendment:

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

Section 1. The Churches of the 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 as of January 23, 1972, together with Churches thereafter constituted in accordance with the Canons of the Diocese and received into union by act of the Convention.

Section 2. The Missions of the Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such as of January 23, 1972, together with those Missions thereafter constituted in accordance with the Canons of the Diocese 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.

- (a) 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 and Missions entitled to multiple Lay Delegates, the Vestry or Vestry Committee 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 Vestry Committee (or if the Vestry or Vestry Committee is

unavailable, the Rector or Priest-in- Charge, in consultation with the Wardens) shall appoint a person qualified to serve as a Lay Delegate and so advise the Committee on Credentials.

(b) The election of the Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Priest-in-Charge, Register, 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 provided to the Secretary of the Diocese no later than April 15 of each year, and a copy shall be provided to each Delegate and each Alternate named therein.

Section 5. Each elected Lay Delegate and Lay Alternate shall be an adult confirmed communicant in good standing. For purposes of these Canons, each of the terms “adult”, “confirmed”, “communicant”, and “good standing” has the respective meaning given such term in Canon I.17 of the General Convention.

Section 6. Lay Delegates of Churches and Missions, 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.

(a) 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. Subject to subsections (b) and (c) of this Section, the roll made by the Secretary shall be accepted as the authentic roll of Lay Delegates and Alternates.

(b) 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 and Alternates certified under subsection (a) of this Section. The Committee on Credentials shall review the accuracy of the roll of the Lay Delegates and Alternates prepared by the Secretary and promptly report its determination to the Convention.

(c) 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. The Convention shall determine the matter based on the report of the Committee unless, by a vote of two-thirds of the members present, the Convention decides to hear the whole case de novo.

Text side-by-side:

Current text:

**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.

Text as proposed to be amended:

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

Section 1. The Churches of the 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 as of January 23, 1972, together with Churches thereafter constituted in accordance with the Canons of the Diocese 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

Section 2. The Missions of the Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such as of January 23, 1972, together with those Missions thereafter constituted in accordance with the Canons of the Diocese 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.

(a) 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 and Missions entitled to multiple Lay Delegates, the Vestry or Vestry Committee 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 Vestry Committee (or if the Vestry or Vestry Committee is unavailable, the Rector or Priest-in- Charge, in consultation with the Wardens) shall appoint a person qualified to serve as a Lay Delegate and so advise the Committee on Credentials.

(b) The election of the Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Priest-in-Charge, Register, 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 provided to the Secretary of the Diocese no later than April 15 of each year, and a copy shall be provided to each Delegate and each Alternate named therein.

Section 5. Each elected Lay Delegate and Lay Alternate shall be an adult confirmed communicant in good standing. For purposes of these Canons, each of the terms “adult”, “confirmed”, “communicant”, and “good standing” has the respective meaning given such term in Canon I.17 of the General Convention.

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.

Section 6. Lay Delegates of Churches and Missions, 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.

(a) 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. Subject to subsections (b) and (c) of this Section, the roll made by the Secretary shall be accepted as the authentic roll of Lay Delegates and Alternates.

(b) 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 and Alternates certified under subsection (a) of this Section. The Committee on Credentials shall review the accuracy of the roll of the Lay Delegates and Alternates prepared by the Secretary and promptly report its determination to the Convention.

(c) 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. The Convention shall determine the matter based on the report of the Committee unless, by a vote of two-thirds of the members present, the Convention decides to hear the whole case de novo.

Canons 3, 4, and 5

Rationale for amendment:

The proposed changes are for organization, clarity, and consistency of terminology and are not intended to effect substantive change.

Proposed amendments:

Canon 3. Deputies to the Provincial Synod.

Section 1. At the regular meeting of the Convention preceding the meeting of the Provincial Synod, there shall be elected by ballot:

- (a) one member of the Clergy and two Lay persons to be Deputies to the Provincial Synod, and

(b) 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.

Section 2. 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.

Section 3. A report shall be made by the Deputies to the regular meeting of the Convention following each meeting of the Provincial Synod.

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:

- (a) There shall be elected by ballot the full number of Clerical and Lay Deputies to the General Convention to which the Diocese is entitled, and a majority of all votes cast shall be necessary to a choice.
- (b) Following the election of the full number of Clerical and Lay Deputies, a ballot shall be taken for a like number of Clerical and Lay Alternate Deputies; and the proper number receiving the highest vote shall be declared Alternates in the order of preference of that ballot.
- (c) The Clerical Deputies and Clerical Alternate Deputies to the General Convention shall be Priests or Deacons canonically resident in the Diocese at the time elected and at the time of any meeting of the General Convention at which they serve.
- (d) The Lay Deputies and Lay Alternate Deputies to the General Convention shall be persons eligible for election to the Vestry of a Church in the Diocese at the time elected and at the time of any meeting of the General Convention at which they serve.
- (e) 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, Deputies to the General Convention shall meet (which may be done virtually) to elect a Deputation Chair and Vice-Chair, one of whom must be a Clerical 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:

- (1) Deputies and Alternates are trained in the most current procedures of the House of Deputies, including Committee procedures;

- (2) Deputies and Alternates are provided information needed to vote knowledgeably in General Convention elections for members of church-wide bodies;
- (3) The Diocese is fully represented when the General Convention votes on measures and elections before it;
- (4) Alternate Deputies are engaged in the work of the General Convention;
- (5) Specific concerns and resolutions offered by the Diocesan Convention for consideration by the General Convention are addressed;
- (6) The Diocese, especially the Diocesan Convention, receives a timely and informative post-General Convention report; and
- (7) 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 the Diocese, the qualified Lay employees of the Diocese, the qualified Lay employees of the Churches, Missions, and Related Organizations in the 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.

Text side-by-side:

Current text:

**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

Text as proposed to be amended:

**Canon 3.
Deputies to the Provincial Synod.**

Section 1. At the regular meeting of the Convention preceding the meeting of the Provincial Synod, there shall be elected by ballot:

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

- (a) one member of the Clergy and two Lay persons to be Deputies to the Provincial Synod, and
- (b) 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.

Section 2. 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.

Section 3. A report shall be made by the Deputies to the regular meeting of the Convention following each meeting of the Provincial Synod.

**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:

- (a) There shall be elected by ballot the full number of Clerical and Lay Deputies to the General Convention to which the Diocese is entitled, and a majority of all votes cast shall be necessary to a choice.
- (b) Following the election of the full number of Clerical and Lay Deputies, a ballot shall be taken for a like number of Clerical and Lay Alternate Deputies; and the proper number receiving the highest vote shall be declared Alternates in the order of preference of that ballot.
- (c) The Clerical Deputies and Clerical Alternate Deputies to the General Convention shall be Priests or Deacons canonically resident in the Diocese at the time elected and at the time of any meeting of the General Convention at which they serve.
- (d) The Lay Deputies and Lay Alternate Deputies to the General Convention shall be persons eligible for election to the Vestry of a Church in the Diocese at the time elected

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.

and at the time of any meeting of the General Convention at which they serve.

(e) 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, Deputies to the General Convention shall meet (which may be done virtually) to elect a Deputation Chair and Vice-Chair, one of whom must be a Clerical 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:

(1) Deputies and Alternates are trained in the most current procedures of the House of Deputies, including Committee procedures;

(2) Deputies and Alternates are provided information needed to vote knowledgeably in General Convention elections for members of church-wide bodies;

(3) The Diocese is fully represented when the General Convention votes on measures and elections before it;

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.

(4) Alternate Deputies are engaged in the work of the General Convention;

(5) Specific concerns and resolutions offered by the Diocesan Convention for consideration by the General Convention are addressed;

(6) The Diocese, especially the Diocesan Convention, receives a timely and informative post-General Convention report; and

(7) 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.
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(b) The Secretary of the Diocese shall keep the Church Pension Fund informed of the Clergy canonically resident in the Diocese, the qualified Lay employees of the Diocese, the qualified Lay employees of the Churches, Missions, and Related Organizations in the 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

Rationale for amendment:

The amendment proposes a substantive change to permit a Priest to serve as Archdean without resigning the Priest's cure (as is permitted for Deans). The other proposed changes are for organization and clarity and are not intended to effect substantive change.

Proposed amendment:

Canon 6. Archdeacons, 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 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.
- (b) A Dean shall serve at the pleasure of the Bishop and shall be the official representative of the Bishop to the Region.
- (c) The Bishop may appoint an Archdean with the advice and consent of the Standing Committee. The Archdean may be a regional Dean, who may continue to serve as Dean, or another Priest appointed especially for that purpose.
- (d) An 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) Neither a Dean nor an Archdean shall serve more than four consecutive years.
- (f) A Priest may serve as Dean or Archdean without resigning the Priest's cure.

Text side-by-side:

Current text:

Canon 6. Archdeacons, 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 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.

Text as proposed to be amended:

Canon 6. Archdeacons, 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 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.
- (b) A Dean shall serve at the pleasure of the Bishop and shall be the official representative of the Bishop to the Region.
- (c) The Bishop may appoint an Archdean with the advice and consent of the Standing Committee. The Archdean may be a regional Dean, who may continue to serve as Dean, or another Priest appointed especially for that purpose.
- (d) An 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) Neither a Dean nor an Archdean shall serve more than four consecutive years.
- (f) A Priest may serve as Dean or Archdean without resigning the Priest's cure.

Canon 7**Rationale for amendment:**

The proposed amendment includes substantial reorganization for clarity, including the importation of some rules from current Canon 8 that pertain to the Executive Board and not properly to the function of a Regional Council. The amendment also clarifies that members of the Standing Committee are not eligible to be named as at-large members of the Executive Board, clarifies what is intended by naming at-large members with the goal of diversity, and clarifies the length of terms.

Proposed amendment:**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 such Regional Council pursuant to Section 4(d) of Canon 8.
- (b) The Bishop, the Bishop Coadjutor if there is one, and the Bishops Suffragan and Assistant Bishops if there are any.
- (c) Not more than three at-large members, Lay or Clerical, appointed by the Bishop with the advice and consent of the Standing Committee, to provide for wider diversity of representation based on demographics and professional expertise. At-large members shall be:
 - (1) chosen from among the Clergy who are on the Official List of the Clergy of the Diocese or from Lay persons eligible for election to the Vestry of a Church or Vestry Committee of a Mission in the Diocese, other than a Dean or President of a Region or any member of the Standing Committee, and
 - (2) appointed for a one-year term, with the option of reappointment for no more than two additional one-year terms.

Section 2.

- (a) Members and alternate members elected by a Regional Council shall 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.
- (b) The alternate member shall be a member of the same order as the member.
- (c) Each member and alternate member shall be elected for a term of three years. Terms of elected members and alternate members shall expire at the end of the third calendar year following the date of election.

Section 3. 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 for these officers shall be one year.

Section 4. 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 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. 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 8. 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.

Section 9. 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.

Text side-by-side:**Current text:****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

Text as proposed to be amended:**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 such Regional Council pursuant to Section 4(d) of Canon 8.
- (b) The Bishop, the Bishop Coadjutor if there is one, and the Bishops Suffragan and Assistant Bishops if there are any.
- (c) Not more than three at-large members, Lay or Clerical, appointed by the Bishop with the advice and consent of the Standing Committee, to provide for wider diversity of representation based on demographics and professional expertise. At-large members shall be:
 - (1) chosen from among the Clergy who are

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.

on the Official List of the Clergy of the Diocese or from Lay persons eligible for election to the Vestry of a Church or Vestry Committee of a Mission in the Diocese, other than a Dean or President of a Region or any member of the Standing Committee, and

(2) appointed for a one-year term, with the option of reappointment for no more than two additional one-year terms.

Section 2.

(a) Members and alternate members elected by a Regional Council shall 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.

(b) The alternate member shall be a member of the same order as the member.

(c) Each member and alternate member shall be elected for a term of three years. Terms of elected members and alternate members shall expire at the end of the third calendar year following the date of election.

Section 3. 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 for these officers shall be one year.

Section 4. 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 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

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.

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. 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 8. 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.

Section 9. 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.

Canon 8

Rationale for amendment:

The proposed amendment strikes the rule relating to Rules of Order as not necessary to mandate for the operation of Regional Councils and clarifies procedures in the case of churches that are aggrieved by the actions of the Executive Board acting for a Regional Council. Other proposed changes are for clarity.

Proposed amendment:

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 is 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), the Bishops Suffragan (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 Regional 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 for terms set forth in Section 2 of Canon 7. 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.

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, adopt and administer a budget.

(b) Any proposal to found a Mission or a Church must, as provided in Canon 10 (Churches and

Missions), 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, or by the Executive Board acting on behalf of a Regional Council pursuant to subsection (d), its Rector or Priest-in-Charge, 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 the Ecclesiastical Authority requests any action of a Dean of a Region and the Regional Council of such Region fails to meet and act upon the request within 60 days, the Executive Board of the Diocese shall have the authority to act on behalf of the Regional Council. 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.

Text side-by-side:

Current text:

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.

Text as proposed to be amended:

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 is 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), the Bishops Suffragan (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

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 Regional 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 for terms set forth in Section 2 of Canon 7. 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.

Section 5.

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

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, adopt and administer a budget.

Any proposal to found a Mission or a Church must, as provided in Canon 10 (Churches and Missions), have the approval of the Regional Council of the Region in which such Mission or Church is to be established.

In any case when a Church is aggrieved by an action of its Regional Council, or by the Executive Board acting on behalf of a Regional Council pursuant to subsection (d), its Rector or Priest-in-Charge, 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.

If the Ecclesiastical Authority requests any action of a Dean of a Region and the Regional Council of such Region fails to meet and act upon the request within 60 days, the Executive Board of the Diocese shall have the authority to act on behalf of the Regional Council. 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.

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

Rationale for amendment:

The proposed amendment removes reference to the jurisdiction of Churches and Missions within a Region, as this concept appears to be outdated.

Proposed amendment:

Canon 9. Boundaries.

The historical Parishes of the Diocese and their boundaries, having been fixed as of January 23, 1972, shall not be changed henceforth.

Text side-by-side:

Current text:

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

Rationale for amendment:

The proposed amendment clarifies procedures for becoming a Church or a Mission, creates a process for the merger of two or more Churches, and more clearly establishes three types of Missions of the Diocese: a Diocesan Mission (formerly referred to as just a “Mission”), a Mission of a Founding Church, and a Mission of a Theological Seminary, to avoid confusion in using an umbrella term that sometimes refers to just one type of Mission and sometimes to all three. The term “Vicar” is also removed from the Canons, as such term is not used in the Canons of the General Convention, and replaced with “Priest-in-Charge” (see also explanation for Canon 11). The requirement for Vestries to elect representatives to the Regional Council is moved to Canon 12. Other proposed changes are for clarity and organization.

Text as proposed to be amended:

Canon 9. Boundaries.

The historical Parishes of the Diocese and their boundaries, having been fixed as of January 23, 1972, shall not be changed henceforth.

Proposed amendment:

Canon 10. Churches and Missions.

Section 1.

(a) 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 ministrations of The Episcopal 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.

(b) All congregations designated as Parish Churches, Parishes, or Separate Congregations as of January 23, 1972, are classified as Churches as of such date.

(c) A list of all Churches shall be published annually in the Journal of the Convention.

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 be submitted for presentation to and approval by the Convention. The petition shall 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 Rector and Vestry of a Church as herein defined are expressly designated as the Rector and Vestry of a Parish for purposes of applying the Constitution and Canons of The Episcopal Church.

Section 5.

(a) Two or more Churches may seek to merge to create a new Church according to the process described in subsection (b) of this Section.

(b) For two or more Churches to merge:

(1) The Vestry of each Church shall give notice to the Bishop in writing of their intention to enter a period of discernment.

(2) Each Church shall engage in a period of not less than six months of intentional discernment to consider prayerfully the will, vocational call, and nature of the Church and

other related considerations for the merger.

(3) At each Church's annual meeting or congregational meeting called in accordance with Canon 11.13, each Church shall vote on whether to:

- a. end the mission and ministry of the existing Church, and
- b. begin a mission and ministry as a merged Church.

(4) A two-thirds majority of each Church's members eligible to vote shall be required to approve the decision to merge.

(5) The vestries of the Churches desiring to merge shall jointly petition the Executive Board to endorse the merger and shall demonstrate compliance with this subsection.

(6) If endorsed by the Executive Board, the petition for merger shall be submitted to the Convention, and if approved by the Convention, the merged Church shall become a Church within the Diocese.

(c) Nothing in this Canon shall be construed to deny the ability of two or more Churches that do not seek to merge, or do not meet the requirements for merger, to enter into a written agreement to collaborate in their missions and ministries, with the consent of the Bishop. Such collaborating or historically yoked Churches shall remain distinct Churches within the Diocese.

(d) Nothing in this Canon shall be construed to alter or otherwise affect the rights and responsibilities according to these Canons of the Vestries, Rectors or Priests-in-Charge of collaborating or historically yoked Churches.

Section 6.

(a) For purposes of these Canons, a Diocesan Mission, a Mission of a Founding Church, and a Mission of a Theological Seminary are Missions of the Diocese.

(b) 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 Churches.

(c) A Mission and one or more Churches or Missions may merge or collaborate as set forth in Section 5.

Section 7.

(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) Any Church may petition to become or be remitted to be a Diocesan Mission upon the failure of such Church to meet all the requirements of Section 1 of this Canon or to operate otherwise as a Church of the Diocese. The Rector, Wardens, and Vestry, or if there be no Rector, the Wardens and Vestry of an existing Church, shall unite in a petition to the Bishop, asking that such Church shall become or be remitted to the status of a Diocesan Mission, stating fully the grounds for such petition. The Bishop, with the advice and consent of the Standing Committee, or the Standing Committee itself if it is the Ecclesiastical Authority, may grant or refuse the petition.

(c) Upon the failure of any Church to meet all the requirements of Section 1 of this Canon, the Bishop, with the advice or 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.

(d) 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 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 Priest-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 all the regular duties and obligations of a Vestry Committee with respect to the Mission of a Founding Church other than any functions which the founding Church may retain to itself. The founding Church shall remain 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 "Diocesan Mission," and when the change in designation becomes effective, such Mission shall have the status of a Diocesan 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 Priest-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 all the regular duties and obligations of a Vestry Committee with respect to the Mission of a Theological Seminary other than any functions which the theological seminary may retain to itself. The theological seminary shall remain 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 "Diocesan Mission". When such designation becomes effective, the Mission will have the status of a Diocesan 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.

Text side-by-side:

Current text:

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).

Text as proposed to be amended:

Canon 10. Churches and Missions.

Section 1.

(a) 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 ministrations of The Episcopal 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.

(b) All congregations designated as Parish Churches, Parishes, or Separate Congregations as of January 23, 1972, are classified as Churches as of such date.

(c) A list of all Churches shall be published annually in the Journal of the Convention.

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 be submitted for presentation to and approval by the Convention. The petition shall

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.

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 Rector and Vestry of a Church as herein defined are expressly designated as the Rector and Vestry of a Parish for purposes of applying the Constitution and Canons of The Episcopal Church.

Section 5.

(a) Two or more Churches may seek to merge to create a new Church according to the process described in subsection (b) of this Section.

(b) For two or more Churches to merge:

(1) The Vestry of each Church shall give notice to the Bishop in writing of their intention to enter a period of discernment.

(2) Each Church shall engage in a period of not less than six months of intentional discernment to consider prayerfully the will, vocational call, and nature of the Church and other related considerations for the merger.

(3) At each Church's annual meeting or congregational meeting called in accordance with Canon 11.13, each Church shall vote on whether to:

a. end the mission and ministry of the existing Church, and

b. begin a mission and ministry as a merged Church.

(4) A two-thirds majority of each Church's members eligible to vote shall be required to approve the decision to merge.

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

(5) The vestries of the Churches desiring to merge shall jointly petition the Executive Board to endorse the merger and shall demonstrate compliance with this subsection.

(6) If endorsed by the Executive Board, the petition for merger shall be submitted to the Convention, and if approved by the Convention, the merged Church shall become a Church within the Diocese.

(c) Nothing in this Canon shall be construed to deny the ability of two or more Churches that do not seek to merge, or do not meet the requirements for merger, to enter into a written agreement to collaborate in their missions and ministries, with the consent of the Bishop. Such collaborating or historically yoked Churches shall remain distinct Churches within the Diocese.

(d) Nothing in this Canon shall be construed to alter or otherwise affect the rights and responsibilities according to these Canons of the Vestries, Rectors or Priests-in-Charge of collaborating or historically yoked Churches.

Section 6.

(a) For purposes of these Canons, a Diocesan Mission, a Mission of a Founding Church, and a Mission of a Theological Seminary are Missions of the Diocese.

(b) 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 Churches.

(c) A Mission and one or more Churches or Missions may merge or collaborate as set forth in Section 5.

Section 7.

(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

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.

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) Any Church may petition to become or be remitted to be a Diocesan Mission upon the failure of such Church to meet all the requirements of Section 1 of this Canon or to operate otherwise as a Church of the Diocese. The Rector, Wardens, and Vestry, or if there be no Rector, the Wardens and Vestry of an existing Church, shall unite in a petition to the Bishop, asking that such Church shall become or be remitted to the status of a Diocesan Mission, stating fully the grounds for such petition. The Bishop, with the advice and consent of the Standing Committee, or the Standing Committee itself if it is the Ecclesiastical Authority, may grant or refuse the petition.

(c) Upon the failure of any Church to meet all the requirements of Section 1 of this Canon, the Bishop, with the advice or 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.

(d) 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 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 Priest-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 all

the regular duties and obligations of a Vestry Committee with respect to the Mission of a Founding Church other than any functions which the founding Church may retain to itself. The founding Church shall remain 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 “Diocesan Mission,” and when the change in designation becomes effective, such Mission shall have the status of a Diocesan 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 Priest-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 all the regular duties and obligations of a Vestry Committee with respect to the Mission of a Theological Seminary other than any functions which the theological seminary may retain to itself. The theological seminary shall remain 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 “Diocesan Mission”. When such designation becomes effective, the Mission will have the status of a Diocesan 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

Rationale for amendment:

In Section One of this Canon and in other Sections of the Canons the word “Vicar” is used to refer to a Priest in charge of a Mission. Although “Vicar” has historically been and still is used in this and other dioceses to refer to the Priest in charge of a Mission, it is not a canonical title used anywhere in the Constitution or Canons of the General Convention. Further, it no longer is uniformly used within the Diocese as the title for a Priest in charge of a Mission. Accordingly, in the proposed amendments to this and other Canons the word “Vicar” is deleted and replaced with “Priest-in-Charge”, which is a canonical title. See, Canon III.9.3.b of the General Convention. This change is not intended to and does not preclude the use of “Vicar” or another designation as a title for a Priest in charge of a Mission. The proposed amendment to Section 3.a. is for purposes of clarity.

Proposed amendment:

Canon 11.

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

Section 1. In this Canon, the term “Rector” refers to a Rector or Priest-in-Charge, 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:

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

Section 3.

(a) 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 calendar days' advance 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.

(b) 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.

(c) 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, 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, 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.

[Sections 6 through 11 omitted; no change proposed]

Section 12.

(a) 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.

(b) 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.

(c) 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. (d) 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 calendar days advance notice of the time, place, and purpose of the meeting has 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 to be called the Vestry Committee.

Text side-by-side:**Current text:**

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:

Text as proposed to be amended:

Canon 11.
Election and Organization of Vestries, and
Call of Congregational Meetings.

Section 1. In this Canon, the term "Rector" refers to a Rector or Priest-in-Charge, 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:

Communicants in Good Standing	Maximum Number of Vestry Members
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

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

Section 3.

(a) 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 calendar days' advance 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.

(b) 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.

(c) 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, 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.

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.

[Sections 6-11 omitted]

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

Section 5. All adult communicants in good standing, 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.

[Sections 6-11 omitted]

Section 12.

(a) 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.

(b) 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.

(c) 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. (d) 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.

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

Rationale for amendment:

The following amendments are proposed to Canon 12:

1. Section 7 is a new section addressing the obligation of a Vestry and Vestry Committee to elect Lay representatives to Regional Council and the Convention of the Diocese. The language was moved from Canon 10 because it better aligns with the duties of Vestries and Vestry Committees addressed in Canon 12.
2. Section 8 is a new section added to address the authority of the Rector or Priest-in-Charge to hire and terminate employees of a Church or Mission, a matter not directly addressed in the Diocesan Canons. Consistent with the practice in the Diocese and the general duties of a Rector and Priest-in-Charge found in the Canons of the General Convention, the amended provision provides that the Rector or Priest-in-Charge has the authority to hire and terminate employees after consultation with the Vestry.
3. Section 9.e is amended to clarify that the Rector or Priest-in-Charge has the authority to supervise employees of a Church. The current language states that Wardens are responsible for supervising employees. The proposed language states that Wardens have a duty to support the Rector or Priest-in-Charge in supervising employees.
4. This Canon is also amended to replace the word “Vicar” with “Priest-in-Charge” for the reasons previously addressed.

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 calendar days advance notice of the time, place, and purpose of the meeting has 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 to be called the Vestry Committee.

Proposed amendment:

Canon 12.

Duties of Vestries, Wardens, and Parish Officers.

Section 1.

- (a) The Vestry of a Church shall elect a Priest to serve as the Rector, with the advice of the Bishop and in compliance with Canon III.9.3(a) of the General Convention.
- (b) Upon the nomination by the Bishop, the Vestry Committee of a Mission shall elect a Priest to serve as Priest-in-Charge of a Mission. Absent timely election by a Vestry Committee, the Bishop may appoint a Priest to serve as the Priest-in-Charge. In all such congregations the Priest-in-Charge shall exercise the duties of a Rector, outlined in Canon III.9.6 of the General Convention, and serve at the pleasure of the Bishop.
- (c) The Bishop, after consultation with the Vestry, may appoint a Priest to serve as Priest-in-Charge of any Church in which there is no Rector, in accordance with Canon III.9.3(b) of the General Convention.
- (d) The Rector or Priest-in-Charge, subject to the approval of the Vestry or Vestry Committee, shall select any Priest or other ministers to serve as an assistant, by whatever title designated, in accordance with Canon III.9.3(c) of the General Convention.

Section 2. Each Vestry member shall cooperate with the Rector or Priest-in-Charge in promoting the spiritual welfare of the congregation and assist the Rector or Priest-in-Charge in the duties defined in Canon III.9.6 of the General Convention.

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 Priest-in-Charge is properly supported, that the Rector's and Priest-in-Charge'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 Priest-in-Charge 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 Priest-in-Charge, and subject to the control of the Rector or Priest-in-Charge.

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 Priest-in-Charge and Vestry to submit to the Bishop by March 1 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. 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 8. After consultation with the Vestry, the Rector or Priest-in-Charge of a Church has the authority to hire and terminate employees of the Church. After consultation with the Vestry Committee, the Priest-in-Charge of a Mission has the authority to hire and terminate employees of the Mission.

Section 9. With the assistance of the other members of the Vestry and the congregation, 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 support the Rector or Priest-in-Charge in supervising employees; and
- (f) To be familiar with the current General Convention and Diocesan Constitutions and Canons for the information and guidance of the Rector or Priest-in-Charge, the Vestry or Vestry Committee, and the congregation.

Section 10. 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 or appropriate digital form to be provided for that purpose and to deliver the records and minutes to the Rector, Priest-in-Charge, or Wardens, when the Register's term of office expires.

Section 11.

- (a) Except as provided in subsection (b) below, the Treasurer shall take charge of all funds 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.
- (b) Communion Alms shall be treated as provided for in Canon III.9.6(b)(6) of the General Convention.

Section 12. The provisions of this Canon are also applicable to Vestry Committees of Missions to the extent not in conflict with other Canons.

Text side-by-side:

Current text:

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.

Text as proposed to be amended:

Canon 12. Duties of Vestries, Wardens, and Parish Officers.

Section 1.

(a) The Vestry of a Church shall elect a Priest to serve as the Rector, with the advice of the Bishop and in compliance with Canon III.9.3(a) of the General Convention.

(b) Upon the nomination by the Bishop, the Vestry Committee of a Mission shall elect a Priest to serve as Priest-in-Charge of a Mission. Absent timely election by a Vestry Committee, the Bishop may appoint a Priest to serve as the Priest-in-Charge. In all such congregations the Priest-in-Charge shall exercise the duties of a Rector, outlined in Canon III.9.6 of the General Convention, and serve at the pleasure of the Bishop.

(c) The Bishop, after consultation with the Vestry, may appoint a Priest to serve as Priest-in-Charge of any Church in which there is no Rector, in accordance with Canon III.9.3(b) of the General Convention.

(d) The Rector or Priest-in-Charge, subject to the approval of the Vestry or Vestry Committee, shall select any Priest or other ministers to serve as an assistant, by whatever title designated, in accordance with Canon III.9.3(c) of the General Convention.

Section 2. Each Vestry member shall cooperate with the Rector or Priest-in-Charge in promoting the spiritual welfare of the congregation and assist the Rector or Priest-in-Charge in the duties defined in Canon III.9.6 of the General Convention.

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

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

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 Priest-in-Charge is properly supported, that the Rector's and Priest-in-Charge'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 Priest-in-Charge 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 Priest-in-Charge, and subject to the control of the Rector or Priest-in-Charge.

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 Priest-in-Charge and Vestry to submit to the Bishop by March 1 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. 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 8. After consultation with the Vestry, the Rector or Priest-in-Charge of a Church has the authority to hire and terminate employees of the Church. After consultation with the Vestry Committee, the Priest-in-Charge of a Mission has the authority to hire and terminate employees of the Mission.

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.

Section 9. With the assistance of the other members of the Vestry and the congregation, 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 support the Rector or Priest-in-Charge in supervising employees; and
- (f) To be familiar with the current General Convention and Diocesan Constitutions and Canons for the information and guidance of the Rector or Priest-in-Charge, the Vestry or Vestry Committee, and the congregation.

Section 10. 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 or appropriate digital form to be provided for that purpose and to deliver the records and minutes to the Rector, Priest-in-Charge, or Wardens, when the Register's term of office expires.

Section 11.

- (a) Except as provided in subsection (b) below, the Treasurer shall take charge of all funds 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.

(b) Communion Alms shall be treated as provided for in Canon III.9.6(b)(6) of the General Convention.

Section 12. The provisions of this Canon are also applicable to Vestry Committees of Missions to the extent not in conflict with other Canons.

Canon 13.

Rationale for amendment:

The proposed revisions to Section 1 and Section 2 are intended to remove ambiguity; they are not substantive. In Section 1, the non-specific reference to “Institution” is replaced with “Related Organization” because Related Organizations are specific entities described in Canon 17.

Proposed amendment:

Canon 13. Business Methods in Church Affairs.

Section 1. In every Church, Mission, and Related Organization connected with the Diocese, business methods shall be observed as contained in Canon 1.7 of the General Convention 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 the appropriate 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.

[Sections 3 through 5 omitted; no change proposed]

Text side-by-side:

Current text:

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

Text as proposed to be amended:

Canon 13. Business Methods in Church Affairs.

Section 1. In every Church, Mission, and Related Organization connected with the Diocese, business methods shall be observed as contained in Canon 1.7 of the General Convention and as supplemented herein.

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.

[Sections 3 through 5 omitted; no change proposed]

Canon 14

Rationale for amendment:

The proposed amendment adds “Mission” to clarify that the Canon is also applicable to Missions, and the reference to “institution” is replaced with the more specific reference to Related Organizations described in Canon 17.

Proposed amendment:

Canon 14. Creation of Church Debt.

Section 1. No indebtedness shall be incurred by a Church, Mission or Related Organization 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 Related Organization during the previous three fiscal years; or

(b) where the proposed indebtedness is for current expenses, the proposed indebtedness plus all

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 the appropriate 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.

[Sections 3 through 5 omitted; no change proposed]

indebtedness theretofore incurred for current expenses and still existing does not exceed 20% of the total current receipts of such Church, Mission or Related Organization during the preceding fiscal year.

[Sections 2 and 3 omitted; no change proposed]

Text side-by-side:

Current text:

**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.

[Sections 2 and 3 omitted; no change proposed]

Canon 15

Rationale for amendment:

Currently, under Section 2, a Church needs the Bishop's consent, acting with the advice of the Standing Committee, to transfer or encumber real property only if the property has been consecrated or is used solely for worship services. By contrast, the Bishop's consent is required before a Mission can "alienate" real property, without regard to whether the property has been consecrated. In addition, the Diocese does not have reliable records regarding what property is consecrated. Under the proposed revisions, the consent of the Bishop, with the advice and consent of the Standing Committee, will be required before a Church or a Mission can transfer or encumber real property, without regard to whether the property is consecrated. These revisions are intended to ensure a uniform approval process for the transfer of real property by Churches and Missions and to require the Bishop's approval, with the advice and consent of the Standing Committee, without regard to how the property is or has been used. The amendment to Section 3 is for purposes of clarity.

Text as proposed to be amended:

**Canon 14.
Creation of Church Debt.**

Section 1. No indebtedness shall be incurred by a Church, Mission or Related Organization 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 Related Organization 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, Mission or Related Organization during the preceding fiscal year.

[Sections 2 and 3 omitted; no change proposed]

Proposed amendment:

**Canon 15.
Church Property.**

Section 1. All real and personal property held by or for the benefit of any Church or Mission within the 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 or Mission, 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 the consent of the Bishop, acting with the advice and the consent of the Standing Committee.

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 the 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 property may be regarded as abandoned, the Executive Board shall have the authority to declare the property abandoned and 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.

[Sections 4 through 7 omitted; no change proposed]

Text side-by-side:

Current text:

**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

Text as proposed to be amended:

**Canon 15.
Church Property.**

Section 1. All real and personal property held by or for the benefit of any Church or Mission within the 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 or Mission, 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 the consent of the Bishop, acting with the advice and

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.

[Sections 4 through 7 omitted; no change proposed]

Canon 16

Rationale for amendment:

The proposed amendment replaces “Vicar” with “Priest-in-Charge” for the reason previously addressed.

Proposed amendment:

Canon 16. Parish Registers and Parochial Reports.

Section 1. Every Rector and Priest-in-Charge 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 of the General Convention. These records shall be made in suitable form 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 Priest-in-Charge, one of the Wardens shall take charge of

the consent of the Standing Committee.

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 the 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 property may be regarded as abandoned, the Executive Board shall have the authority to declare the property abandoned and 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.

[Sections 4 through 7 omitted; no change proposed]

the Parish Register and shall make, or cause to be made, all needful entries until the vacancy is filled.

Section 2. Every Rector or Priest-in-Charge shall provide to the Bishop or, if there is no Bishop, to the Secretary of the Diocese or the President of the Convention, on or before March 1 of each year, the report required by General Convention Canon I.6.1 of the General Convention for the year ending December 31 preceding, in such form as shall be prescribed by the Bishop or the Convention. If any congregation is without a Rector or Priest-in-Charge, 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 March 1 and, with the advice and consent of the Standing Committee, take appropriate action.

Text side-by-side:

Current text:

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.

[Canons 17 through 19 omitted; no change proposed]

Text as proposed to be amended:

Canon 16. Parish Registers and Parochial Reports.

Section 1. Every Rector and Priest-in-Charge shall maintain a register of official acts and make the required entries in the Parish Register as required by Canon I.6.1 of the General Convention. These records shall be made in suitable form 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 Priest-in-Charge, 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 Priest-in-Charge shall provide to the Bishop or, if there is no Bishop, to the Secretary of the Diocese or the President of the Convention, on or before March 1 of each year, the report required by Canon I.6.1 of the General Convention for the year ending December 31 preceding, in such form as shall be prescribed by the Bishop or the Convention. If any congregation is without a Rector or Priest-in-Charge, 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 March 1 and, with the advice and consent of the Standing Committee, take appropriate action.

Canon 20

Rationale for amendment:

The proposed amendment amends Section 1 to clarify that the official records of the Diocese can be maintained in physical or digital format.

Proposed amendment:

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, whether in physical or in digital format. 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 omitted; no change proposed]

Text side-by-side:

Current text:

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 omitted; no change proposed]

Text as proposed to be amended:

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, whether in physical or in digital format. 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 omitted; no change proposed]

Canon 21

Rationale for amendment:

The proposed amendment clarifies that a member of the Standing Committee who has completed a full term within the preceding two years is not eligible for reappointment or reelection.

Proposed amendment:

Canon 21. The Standing Committee of the Diocese.

[Sections 1 and 2 omitted; no proposed change]

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. A member of the Standing Committee who has completed a full term within the preceding two years 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.

Text side-by-side:

Current text:

Canon 21. The Standing Committee of the Diocese.

[Section 1 and 2 omitted; no proposed change]

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.

Text as proposed to be amended:

Canon 21. The Standing Committee of the Diocese.

[Sections 1 and 2 omitted; no proposed change]

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. A member of the Standing Committee who has completed a full term within the preceding two years 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

Rationale for amendment:

The proposed amendments are solely for accuracy of internal references and increased clarity and are not intended to effect substantive change.

Proposed amendment:

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 subsection (b) of this Section. 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 among the members elected pursuant to subsection (a) of this Section, 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 subsection (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 General Convention, including, but not limited to, advising and assisting the Bishop in:

- (a) the determination of present and future opportunities and needs for the ministry of all baptized persons, and
- (b) 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.

Text side-by-side:

Current text:

**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,

Text as proposed to be amended:

**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 subsection (b) of this Section. 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 among the members elected pursuant to subsection (a) of this Section, 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 subsection (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 General Convention, including, but not

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.

limited to, advising and assisting the Bishop in:

- (a) the determination of present and future opportunities and needs for the ministry of all baptized persons, and
- (b) 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.

[Canons 23 and 24 omitted; no proposed change]

Canon 25

Rationale for amendment:

The proposed amendment removes the term “Vicar” from Section 2 for the reason previously addressed.

Proposed amendment:

**Canon 25.
Finance Committees.**

[Section 1 omitted; no proposed change]

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 or Priest-in-Charge, Vestry or Vestry Committee, and Treasurer in the implementation of these Canons.

[Section 3 omitted; no proposed change]

Text side-by-side:

Current text:

**Canon 25.
Finance Committees.**

[Section 1 omitted; no proposed change]

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 omitted; no proposed change]

Text as proposed to be amended:

**Canon 25.
Finance Committees.**

[Section 1 omitted; no proposed change]

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 or Priest-in-Charge, Vestry or Vestry Committee, and Treasurer in the implementation of these Canons.

[Section 3 omitted; no proposed change]

[Canon 26 omitted; no proposed change]

Canon 27

Rationale for amendment:

The amendments to this Canon are intended to more closely align the provisions of Canon 27 with the provisions of Title IV of the Canons of the General Convention by adding cross-references to applicable sections of Title IV and language that mirrors language found in Title IV.

Section 10 is struck because Title IV does not provide for or refer to the appointment of a “Lay Assessor”.

Proposed amendment:

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, subject to the restrictions set forth in Canon IV.5.3.c of the General Convention. 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 the 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:

(1) 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.

(2) The Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.

(3) 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. Pursuant to Canon IV.2 of the General Convention, the following individuals may not serve as an Intake Officer: (a) any Bishop, and (b) any member of the Standing Committee. The Intake Officers shall not all be of the same gender. The Diocese must have at least one Intake Officer who has no direct employment or compensation relationship with the Diocese. The Bishop shall publish the names and contact information of the Intake Officers throughout the Diocese.

Section 5. Investigator. A Reference Panel Composed of the Bishop, the President of the Disciplinary Board, and the Intake Officer shall appoint one or more Investigators. Every Investigator must act in accordance with Canon IV.11 of the General Convention.

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 Canon IV.2 of the General Convention. 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 designate one or more Pastoral Response Coordinator(s) to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon IV.8 of the General Convention. The Pastoral Response Coordinator shall not be an Intake Officer or 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. Costs and Expenses. The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Advisors, the Church Attorney, the Assistant Church Attorney, the Disciplinary Board Clerk, and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Executive Board.

Section 11. 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.

Text side-by-side:

Current text:

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

Text as proposed to be amended:

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, subject to the restrictions set forth in Canon IV.5.3.c of the General Convention. 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 the 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

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

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.

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(1) 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.

(2) The Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.

(3) 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.

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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.

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 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

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 designate one or more Pastoral Response Coordinator(s) to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon IV.8 of the General Convention. The Pastoral Response Coordinator shall not be an Intake Officer or 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. Costs and Expenses. The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Advisors, the Church Attorney, the Assistant Church Attorney, the Disciplinary Board Clerk, and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Executive Board.

Section 11. 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.
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the Episcopal Church, as prescribed in Title IV of the Canons of the General Convention.

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

Rationale for amendment:

This Canon sets forth detailed procedures for addressing conflicts among clergy and congregations and for the dissolution of the pastoral relationship, matters which are addressed in more detail in Canon III.9 of the General Convention. To prevent the potential for inconsistency between the Diocesan Canons and the Canons of the General Convention, and the necessity to amend the Diocesan Canons to conform with amendments to the Canons of the General Convention with regard to these matters, the Work Group proposes that the language of Canon 28 be deleted in its entirety and that a cross reference to Canon III.9 be inserted.

Proposed amendment:

[Due to the amount of strikethrough text, a blackline of this amendment would not be an aid to understanding. Please see the side-by-side below for the text of the stricken Canon language and the proposed insertion.]

Text side-by-side:

Current text:

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

Text as proposed to be amended:

Canon 28. Reserved for Future Use.

[For Reconciliation of Disagreements Affecting the Pastoral Relation and Dissolution of the Pastoral Relation, see Canon III.9 of the General Convention.]

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 omitted; no proposed change]

Canon 30

Rationale for amendment:

The purpose of the amendments to Section 1 is to provide more detail regarding the procedures to be followed before a proposed amendment to the Canons can be considered by Diocesan Convention. The proposed amendments to Section 2 are for purposes of clarity. The proposed addition of Section 4 and amendment to Section 5 are to conform with proposed amendments to Article XIX of the Constitution (see rationale for amendments to Article XIX of the Constitution).

Proposed amendment:

Canon 30.

Amendments to the Canons.

Section 1. The Canons of the Diocese may be amended by the Convention; but no proposed amendment shall be considered by the Convention unless (a) the proposed amendment was submitted to the Secretary of the Diocese at least seven days before the Convention convenes, and (b) the proposed amendment was referred to and reported upon by the Committee on Constitution and Canons.

Section 2. No amendment shall be adopted during the same Convention unless two-thirds of the members present vote to approve the amendment. If a majority of the Convention, but less than two-thirds, votes to approve the proposed amendment, the proposed amendment shall lie over for consideration at the next regular meeting of the Convention. If approved by a majority at the next regular meeting of the Convention, the amendment shall be adopted. 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 3. 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 4. At the conclusion of each regular meeting of the Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Canons to the Constitution and Canons of the Diocese. Any corrections shall be reported to the Secretary of the Diocese.

Section 5. At the conclusion of each regular meeting of General Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Canons to the Constitution and Canons of the General Convention. Any corrections shall be reported to the Secretary of the Diocese.

Text side-by-side:

Current text:
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

Text as proposed to be amended:

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Section 2. No amendment shall be adopted during the same Convention unless two-thirds of the members present vote to approve the amendment. If a majority of the Convention, but less than two-thirds, votes to approve the proposed amendment, the proposed amendment shall lie over for consideration at the next regular meeting of the Convention. If approved by a majority at the next regular meeting of the Convention, the amendment shall be adopted. 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 3. 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

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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Section 4. At the conclusion of each regular meeting of the Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Canons to the Constitution and Canons of the Diocese. Any corrections shall be reported to the Secretary of the Diocese.

Section 5. At the conclusion of each regular meeting of General Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Canons to the Constitution and Canons of the General Convention. Any corrections shall be reported to the Secretary of the Diocese.

C-4 Amend Article III.1(e) (FIRST READING)

Proposed language:

Article III. Composition of the Convention.

Section 1.

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, *provided, however, that any Regional Council may elect any otherwise-eligible youth communicant in good standing of a congregation in this Diocese without regard to the youth's home congregation,* 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.

Background of the proposed amendment to the Constitution: Youth delegates were first approved at the 197th Annual Council (1992) to bring younger voices into the governance of the Diocese; in the proceeding 198th Council (1993) the number of youth delegates was raised from four to five and responsibility shifted from election by the Executive Board to Region Councils electing them on a rotating basis as established by Standing Committee. The first five youth delegates served at the 199th Convention in 1994. In 2012, the Constitution was changed to permit a youth delegate elected by each Regional Council. Youth participation increased in the first five conventions after 2015, but participation has declined since then, with only one year (2019) having more than 50% youth participation. Only 60% of the available seats have been filled over that period, and in the last two years, participation has fallen to 22%.

Under Article III, Section 1(e) of the Constitution of the Diocese of Virginia, each of the sixteen Regions may elect one youth delegate. While no constitutional language limits elections to youth

residing within a Region, that has become the practice. This leaves seats vacant when no eligible youth are available locally; at the same time, some Regions have more youth ready and able to serve than the current structure allows.

This constitutional amendment preserves the total of sixteen youth delegates but clarifies that a Region may elect any eligible youth communicant from across the Diocese. This ensures all sixteen seats can be filled, strengthens youth representation, and maintains regional responsibility for election. While a canonical amendment to Canon 2 (“Lay Representation in Convention”) appears appropriate, this constitutional amendment is offered should it be deemed the more appropriate path.

Council/Convention	Year	Possible	Present
217th Council	2012	5	5
218th Council	2013	5	5
219th Council	2014	15	13
220th Council	2015	15	15
221st Council	2016	15	9
222nd Convention	2017	15	12
223rd Convention	2017	15	15
224th Convention	2018	16	7
225th Convention	2019	16	9
226th Convention	2020	16	6
227th Convention	2021	16	6
228th Convention	2022	16	4
229th Convention	2023	16	3
		181	109

2012-2023 Participation Rate 60%

2018-2023 Participation Rate 36%

2022-2023 Participation Rate 22%

SUBMITTED BY:

THE VERY REV. KATHLEEN MURRAY, HISTORIC BECKFORD PARISH, EMMANUEL, WOODSTOCK;
SAINT ANDREW’S, MOUNT JACKSON

THE REV. LAURA MINNICH LOCKEY, CANTERBURY – HARRISONBURG; ST. STEPHEN AND THE GOOD,
SHEPHERD

THE REV. CATHY TIBBETTS, RETIRED

THE REV. DR. MARIAN K. WINDEL, RETIRED

THE REV. DR. PETER FRAZER-MORRIS, RECTOR, CHRIST CHURCH, LURAY

THE REV. DAVID ROSE, RECTOR, EMMANUEL EPISCOPAL CHURCH, HARRISONBURG

THE REV. DR. CYNTHIA K. WALTER, GRACE MEMORIAL, PORT REPUBLIC

MARCIA T. BROWNFIELD, ST. ANDREW’S, MOUNT JACKSON, REGION PRESIDENT, SOUTHERN
SHENANDOAH REGION

C-5 Amend Canon 2 to add Section 7

RESOLVED, that the Canons of the Diocese of Virginia be amended as set forth below.

Canon 2 (“Lay Representation in Convention”) of the Canons of the Diocese of Virginia be amended to include provision for election of youth delegates to the Annual Convention, as follows (new language shown in **red**, italics and underlined.):

Amendment to Canons

Canon 2 – Lay Representation in Convention

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

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

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

Each Region of the Diocese may elect one Youth Delegate and one Alternate Youth Delegate to the Annual Convention. Youth Delegates shall be communicants in good standing, between the ages of sixteen (16) and twenty-one (21), and shall have seat, voice, and vote in the Convention. The election of Youth Delegates shall take place at a duly called meeting of the Regional Council on or before May 1 each year. Certification of election shall be submitted to the Secretary of the Convention in accordance with established procedures. Provided, however, that any Regional Council may elect any otherwise-eligible youth communicant in good standing of a congregation in this Diocese without regard to the youth’s home congregation or region.

~~Section 7.~~ Section 8. 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.

Financial Impact: No impact on the Diocesan Budget.

Background: Youth delegates were first approved at the 197th Annual Council (1992) to bring younger voices into the governance of the Diocese; in the proceeding 198th Council (1993) the number of youth delegates was raised from four to five and responsibility shifted from election by the Executive Board to Region Councils electing them on a rotating basis as established by Standing Committee. The first five youth delegates served at the 199th Convention in 1994. In 2012, the Constitution was changed to permit a youth delegate elected by each Regional Council. Youth participation increased in the first five conventions after 2015, but participation has declined since then, with only one year (2019) having more than 50% youth participation. Only 60% of the available seats have been filled over that period, and since 2018, participation has fallen to 19%.

Under Article III, Section 1(e) of the Constitution of the Diocese of Virginia, each of the sixteen Regions may elect one youth delegate. While no constitutional language limits elections to youth residing within a Region, that has become the practice. This leaves seats vacant when no eligible youth are available locally; at the same time, some Regions have more youth ready and able to serve than the current structure allows.

This canonical amendment preserves the total of sixteen youth delegates but clarifies that a Region may elect any eligible youth communicant from across the Diocese. This ensures all sixteen seats can be filled, strengthens youth representation, and maintains regional responsibility for election.

This amendment to Canon 2 ("Lay Representation in Convention") does not conflict with Article III, Section 1(e) of the Constitution or with the Canons of the Episcopal Church or the Diocese of Virginia. We believe the canonical amendment is appropriate and consistent with the Constitution and Canons of the Diocese of Virginia.

Council/Convention	Year	Possible	Present
217th Council	2012	5	5
218th Council	2013	5	5
219th Council	2014	15	13
220th Council	2015	15	15
221st Council	2016	15	9
222nd Convention	2017	15	12
223rd Convention	2017	15	15
224th Convention	2018	16	7
225th Convention	2019	16	9
226th Convention	2020	16	6
227th Convention	2021	16	6
228th Convention	2022	16	4
229th Convention	2023	16	3
		181	109

2012-2023 Participation Rate 60%

2018-2023 Participation Rate 36%

2022-2023 Participation Rate 22%

SUBMITTED BY:

THE VERY REV. KATHLEEN MURRAY, HISTORIC BECKFORD PARISH

THE REV. LAURA MINNICH LOCKEY, CANTERBURY – HARRISONBURG; ST. STEPHEN AND THE GOOD, SHEPHERD

THE REV. CATHY TIBBETTS, RETIRED

THE REV. DR. MARIAN K. WINDEL, RETIRED

THE REV. DR. PETER FRAZER-MORRIS, RECTOR, CHRIST CHURCH, LURAY

THE REV. DAVID ROSE, RECTOR, EMMANUEL EPISCOPAL CHURCH, HARRISONBURG

THE REV. DR. CYNTHIA K. WALTER, GRACE MEMORIAL, PORT REPUBLIC

MARCIA T. BROWNFIELD, REGION PRESIDENT, SOUTHERN SHENANDOAH REGION

DAVID PENROD, DELEGATE, EMMANUEL EPISCOPAL CHURCH, HARRISONBURG

C-5a Amendments to Canon 2 to add a new section 7 as stated below:

Canon 2, Section 7. Youth Delegates. Each Region of the Diocese may elect one Youth Delegate and one Alternate Youth Delegate to the Annual Convention. Youth Delegates shall be confirmed communicants in good standing, between under the ages of sixteen and twenty-one (21) at the time of their election, and shall have seat, voice, and vote in the Convention. The election of Youth Delegates shall take place at a duly called meeting of the Regional Council on or before May 1 each

year. ~~Provided, however, that Any~~ Regional Council which has not elected its own Youth Delegate may elect any otherwise-eligible youth confirmed communicant in good standing of a congregation in this Diocese without regard to the youth's home congregation or region. Certification of election shall be submitted to the Secretary of the Convention in accordance with established procedures.

C-6 A Resolution Supporting Youth Delegates to Diocesan Convention

Resolved, that the 231st Annual Convention of the Diocese of Virginia affirms the vital role of youth in the life and governance of the Church, and celebrates the presence and contributions of the Official Youth Presence at the General Convention of The Episcopal Church; and be it further

Resolved, that this Convention acknowledges with concern the declining number of youth delegates elected to recent Diocesan Conventions, and recognizes the barriers—logistical, procedural, and relational—that may hinder youth participation in diocesan governance; and be it further

Resolved, that the Secretary of the Diocese of Virginia be requested to explore and develop practices and procedures that would support youth delegates to Diocesan Convention, including but not limited to:

- Clear nomination and election guidance for youth eligibility and discernment
- Orientation materials and mentorship opportunities for youth delegates
- Logistical support for travel, lodging, and scheduling accommodations
- Collaborative engagement with youth ministries and parish leaders to identify and empower potential youth delegates; and be it further

Resolved, that the Secretary report findings and recommendations to the 232nd Annual Convention, with the goal of strengthening youth representation and leadership in the governance of the Diocese of Virginia.

Rationale:

The Episcopal Church has long affirmed the leadership of young people, most visibly through the Official Youth Presence at General Convention and by Canonical provisions in the Diocese of Virginia. In recent years, the Diocese of Virginia has seen a decline in youth delegates elected to Convention, despite canonical provisions for their inclusion. A Canonical amendment will come before Council to offer more flexibility in the election of Youth Delegates but the Committee on Constitution and Canons feels that work beyond the Canons needs to be done. This resolution seeks to honor our baptismal commitment to “respect the dignity of every human being” by ensuring that youth are not only welcomed but equipped to participate fully in the councils of the Church.

Respectfully:

The Committee on Constitution and Canons

J. P. Causey Jr., Chair	Mr. Garway Bright
The Rev. Michael Cadaret	Ms. Karen Grane
The Rev. Amanda Kotval	The Rev. Emily Krudys
The Rev. Jay Morris	The Rev. Sven vanBaars

The Committee on Constitutions 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 **Adoption** of C-1 on second reading. The Committee requests that C-1 be placed on the Consent Agenda.

C-2 The Committee recommends **Adoption** of C-2 on first reading.

C-3 The Committee recommends **Adoption** of C-3.

C-4 The Committee recommends **Rejection** of C-4.

Rationale: The issue can be addressed by an amendment to the Canons (see C5a below) and does not require an amendment to the Constitution.

C-5a The Committee recommends amendments to Canon 2 to add a new section 7 as stated below:

Canon 2, Section 7. Youth Delegates. Each Region of the Diocese may elect one Youth Delegate and one Alternate Youth Delegate to the Annual Convention. Youth Delegates shall be confirmed communicants in good standing, ~~between under the ages of sixteen and twenty-one (21) at the~~ time of their election, and shall have seat, voice, and vote in the Convention. The election of Youth Delegates shall take place at a duly called meeting of the Regional Council on or before May 1 each year. ~~Provided, however, that Any~~ Regional Council which has not elected its own Youth Delegate may elect any otherwise-eligible youth confirmed communicant in good standing of a congregation in this Diocese without regard to the youth's home congregation or region. Certification of election shall be submitted to the Secretary of the Convention in accordance with established procedures.

The Committee recommends **Adoption** of C-5a with the amendments stated above.

C-6 The Committee recommends a resolution to further address the issue of Youth Delegates as follows:

A Resolution Supporting Youth Delegates to Diocesan Convention

Resolved, that the 231st Annual Convention of the Diocese of Virginia affirms the vital role of youth in the life and governance of the Church, and celebrates the presence and contributions of the Official Youth Presence at the General Convention of The Episcopal Church; and be it further

Resolved, that this Convention acknowledges with concern the declining number of youth delegates elected to recent Diocesan Conventions, and recognizes the barriers—logistical, procedural, and relational—that may hinder youth participation in diocesan governance; and be it further

Resolved, that the Secretary of the Diocese of Virginia be requested to explore and develop practices and procedures that would support youth delegates to Diocesan Convention, including but not limited to:

- Clear nomination and election guidance for youth eligibility and discernment
- Orientation materials and mentorship opportunities for youth delegates
- Logistical support for travel, lodging, and scheduling accommodations
- Collaborative engagement with youth ministries and parish leaders to identify and empower

potential youth delegates; and be it further

Resolved, that the Secretary report findings and recommendations to the 232nd Annual Convention, with the goal of strengthening youth representation and leadership in the governance of the Diocese of Virginia.

Rationale:

The Episcopal Church has long affirmed the leadership of young people, most visibly through the Official Youth Presence at General Convention and by Canonical provisions in the Diocese of Virginia. In recent years, the Diocese of Virginia has seen a decline in youth delegates elected to Convention, despite canonical provisions for their inclusion. A Canonical amendment will come before Council to offer more flexibility in the election of Youth Delegates but the Committee on Constitution and Canons feels that work beyond the Canons needs to be done. This resolution seeks to honor our baptismal commitment to “respect the dignity of every human being” by ensuring that youth are not only welcomed but equipped to participate fully in the councils of the Church.

The Committee recommends **Adoption** of resolution C-6.

SUBMITTED BY: THE COMMITTEE ON CONSTITUTION AND CANONS

J. P. CAUSEY JR., CHAIR

MR. GARWAY BRIGHT

THE REV. MICHAEL CADARET

MS. KAREN GRANE

THE REV. AMANDA KOTVAL

THE REV. EMILY KRUDYS

THE REV. JAY MORRIS

THE REV SVEN VANBAARS

Annual Reports

Anna Julia Cooper School (AJC)

Year seventeen in the life of Anna Julia Cooper School (AJC) is underway. After our annual and very successful four-week summer school for all our students, we are well into the regular school year with an enrollment of 215 students.

AJC is in the midst of another period of significant growth. Several years ago, the Board made the decision to add a second section of each grade, K – 5, to match the two sections of 6th, 7th, and 8th. The primary motive behind this decision was to provide more students with the AJC experience. Currently in the second year of the expansion, we now have a second section of kindergarten and of 1st grade.

To accommodate this growth, we are building a new LS Building on the neighboring block and will relocate into it over the summer of 2026. Though not formally decided at this point in time, we will likely add a second section of 2nd and 3rd grades next year, then of 4th and 5th the following year to complete the expansion.

Financially, while the annual operating budget continues to grow, so, too does the support from those who believe in our mission. The Capital Campaign for the new building is currently $\frac{3}{4}$ complete. Fully half of the money raised in the Campaign will be designated for operations over the next six or seven years, thus providing a significant runway of financial cushion. This will ease the burden of raising over \$5MM and growing each successive year. We believe this model, which we did to a lesser degree when we built the middle school building, is likely the best hope for long-term sustainability. The Board and key staff are very aware of this and committed to it.

Another significant development this year will be the hiring of a new Head of School. Mike Maruca, who has been the Head of School since its founding in 2009, will be stepping down on July 1, 2026. Obviously, such a change in any school leads to understandable anxiety about the future. We are confident, however, that the new Head, who will likely be named as soon as early October this year, will do a great job leading the School for the foreseeable future.

Meanwhile the School is as vibrant as ever. There is lots of joy in the buildings, a key and consoling marker of our success. The academic program remains strong while we've been able to garner more support than ever for those who struggle. Extra-curriculars are too many to name. We have more athletic teams than ever. Parent participation is high. Graduate Support is as active as ever. Retention of staff is solid. Our Board is supportive, committed, and kind. We have strong relationships with an ever-growing number of community partners. We remain 100% committed to our faith-based origins. Many extraordinary people not only work here but support us as donors and volunteers.

The challenges? They are always the same. Number one among them is maintaining the esprit de corps, the 'community of affection,' among those working here. To love, educate and uplift our students, particularly given the challenges so many of them face, we need the best possible staff. Each one of our now 40-plus colleagues is human and this goal requires relentless attention. Hence, the number one goal each year is to re-create a community of colleagues who are skilled, mission-driven, committed to being here, and enjoyable to work with.

Owing to both the times in which we are living, and the growth in our staff in recent years, this challenge looms as large as ever. In addition, finding and hiring the best possible people for several teaching positions has been hard. These things notwithstanding, we have to rise to the occasion if we are to fulfill our mission. We are committed to doing so.

Although we have always known it, funding is an on-going challenge. Earlier in this report I mentioned how we are currently addressing it. This has enabled us to remain forward funded this current year. Our development staff is extraordinary, and donors continue to believe in the School's

work, and that we are doing it for the right reasons and in the right way. When we are creating something beautiful, we believe the funding will follow. We know, too, that nothing lasts forever. That in itself is freeing.

Finally, again this year we have committed to serving students and families whose lives are enormously challenging. That challenge comes with them as they walk through the door each morning. Phones don't work, cars break down, money for rent is short, academic, social and emotional challenges are often never fully met, some students won't ever make it to grade level, many of our graduates are scuffling. All of this takes a toll on our resources, particularly the human ones. However, it comes with the territory. Our eyes are wide open.

As our namesake once wrote, *"I am thankful that my work has always been the sort that beckoned me on, leaving no room for blasé philosophizing and rebellious resentment and with just enough opposition to give zest to the struggle, just enough hope of scoring somewhere among the winners to keep my head 'unbowed tho bloody.'*

We are honored and grateful to follow, however haltingly, in her footsteps.

Bloomfield Foundation

The oldest charity in the Diocese, The Bloomfield Foundation, is a non-profit 509 (a) (3) corporation within the Diocese of Virginia of the Episcopal Church. It began in the early 1920s when Virginia Episcopalians recognized the need for a facility to care for the needs of children with disabilities. It continues to serve young people of every faith, denomination, or background in all three dioceses. Bloomfield has been known over the years as "All Saints' Home," Saint Anne's Preventorium," "Bloomfield School" and now "The Bloomfield Foundation, Inc." The name is taken from its last residence, a farm in Albemarle County.

Over the past century our Board of Trustees has worked hard to be faithful to its mission as society has changed. When the Commonwealth of Virginia ceased funding institutions for disabled children, Bloomfield could no longer provide a home for its residents. The Albemarle property was sold and the proceeds invested with the Diocesan Missionary Society. The yearly interest from this investment, together with donations made by churches and kind individuals, enabled our Trustees to meet the critical needs of dozens of physically disabled children and young adults.

Applications for financial assistance come from medical professionals, caseworkers, therapists, parents, and foster parents from all over Virginia. The requests are for life-supportive equipment that cannot be provided by federal or state authorities, public schools, service organizations, insurance companies, or any other source. Requests are for special beds, hygiene and bathing equipment, wheelchairs, bi and tricycles and mobility devices, braces, strollers, special lifts for automobiles, computers that can be operated by a child's chin, and many other aids. The needs are desperate and heartbreaking. The price of such equipment, which improves the quality of young people's lives, is increasingly very costly and becomes more so every year. The applicants have nowhere else to turn. For years we have been unable to meet the needs of many who seek our help. The trustees are in routine contact with our excellent equipment providers, with whom we work regularly to achieve the lowest possible prices.

As Bloomfield has no salaried employees, all operational needs are managed by its trustees, a diligent group of about ten people. Some have served for as long as thirty years. Others are relatively new. They have backgrounds in medicine, psychology, special education and childhood development, law, theology, and management. *Only 2% of annual income covers expenses such as postage, printing, and audit, with 98% of our income directly benefiting those in need of help.* Over the years, and especially during COVID, Bloomfield has ceased to receive donations from any churches, with very few

exceptions, in the three Virginia dioceses. Our hundreds of letters to clergy and outreach chairs go unanswered.

What a faithful witness it would be if everyone who reads this report returned to their parishes and moved their vestries to make a yearly gift of five hundred dollars to Bloomfield. It would be a blessing for the many who come to Bloomfield as a last resort. Christ calls us to serve the needy and helpless, and Bloomfield needs your support in our ministry to do so. May God bless you all.

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).

Parish Engagement and Support

BStA chapters provide support to their congregations, which include such actions as:

- A. St. Stephens-Culpeper staffed the annual church picnic.
- B. Trinity-Fredericksburg: (1) made donations to the Trinity parish food pantry and school lunch program (Blessings in a Backpack); (2) staffed the annual Shrove Tuesday Pancake Supper, Trinity Sunday Picnic, and Italian Dinner; and (3) sponsored an outing to a local minor league baseball team game for over 50 parishioners, their families and friends.

Community Involvement

BStA chapters are involved in their respective communities with such activities as:

- A. The St. Stephens-Culpeper Chapter: (1) sponsored a coat drive/collection and drop off to social services; and (2) served and made meals at the local heat shelter.
- B. The Trinity Chapter-Fredericksburg: (1) participated in and donated to The Coldest Night of the Year Walk, a family-friendly fundraising walk organized by Micah Ecumenical Ministries to support individuals experiencing hunger, hurt, and homelessness.; and (2) partnered with the Trinity St. Jane Order of the Daughters of the King to donate to a school supply drive for LUCHA Ministries. "Lucha" is the Spanish word for "struggle." LUCHA Ministries advances housing as a human right by empowering communities – particularly the Latino and Spanish-speaking populations – through advocacy, affordable housing development, and community building.

Conclusion

Looking ahead, Brothers Andrew in the Diocese of Virginia plan to continue parish engagement and support and community involvement, as well as strengthen Brotherhood membership.

SUBMITTED BY: JIM CARLOCK, COORDINATOR, DIOCESE OF VIRGINIA BROTHERHOOD OF ST. ANDREW

Canon for Discipleship

Diocesan Children's, Youth, and Family Ministries

This year, I met with diocesan children's, youth, and family ministers both collectively and individually. These conversations offered valuable insight into their joys and challenges, as well as opportunities to provide greater support, foster collaboration, and improve communication across ministries. The High School Retreat was held October 31–November 2 at Shrine Mont, and planning is already underway for the Middle School Retreat scheduled for April 17–19, 2026. In addition, we are currently organizing a diocesan wide forum for youth, children, and family ministry leaders to share information, engage in training sessions, and strengthen collaboration among our ministries.

Pathways to Prayer and Practice: Lilly Grant

Under the leadership of Tyler Henderson, Grant Director, Pathways to Prayer and Practice has seen significant progress. Tyler has been working closely with the Communications Team, the Canon for Discipleship, and Ministry Architects consultants to launch a new website, which is now fully operational. Applications for the first cohort are available through this platform. Tyler has also begun visiting parishes on Sundays, speaking at services and forums to share about the program and invite participants.

Creation Care Ministries

The Diocesan Creation Care Committee held a discernment retreat at Roslyn on May 23–24, facilitated by the Rev. Mark Wastler and the Rev. Dina Van Klaveren. During the retreat, Carlo Uchello was elected as the new Chairperson. The committee is now engaged in shaping a shared mission and vision for Creation Care within the Diocese of Virginia and in our wider communities.

Shrine Mont Camps

Gregory Randall began his ministry as Director of Shrine Mont Camps on June 1. He spent the summer at Shrine Mont working alongside Mary Beth Abplanalp, who served as Interim Director. A Shrine Mont Camps Summit was held on September 29–30 in partnership with Ministry Architects consultants to review the past year and ensure that the necessary structures and procedures are in place to support Gregory as he steps fully into his role. Registration for the 2026 Shrine Mont Camps session is now open. Gregory and I continue to collaborate with diocesan children, youth, and family ministers to plan upcoming retreats and related events.

Campus Ministry

I have now visited and met with all five diocesan campus ministry leaders. Quarterly visits have been established to provide onsite updates and ongoing support. Coordination with Ministry Architects continues to strengthen campus ministry efforts across the diocese. In partnership with them, we are planning an end of year gathering for all campus ministry leaders to celebrate, reflect, and share ministry updates.

Lay Licensure

Work has begun to review the diocesan lay licensure process with the goal of recommending to Bishop Stevenson ways to streamline and improve efficiency. This includes equipping clergy with clearer resources and guidance to help leaders meet all licensure requirements and prepare for effective ministry.

Prison Ministry

I met with the Executive Director and the Vice-Chair of the Board of Directors of GraceInside to explore ways to strengthen relationships between the organization and our diocesan parishes. Our ongoing goal is to create new opportunities for parish involvement and engagement in prison ministry across the Diocese of Virginia.

SUBMITTED BY: THE REV. CANON RICARDO W. SHEPPARD, CANON FOR DISCIPLESHIP

Canon to the Ordinary

231st Annual Diocesan Convention

Theme: Telling Our Stories: Sharing Our Gifts

Dear Friends,

It is with deep gratitude and joy that I present this annual report to the 231st Annual Diocesan Convention. This year, we are focusing on the theme “Telling Our Stories: Sharing Our Gifts,” a call that has resonated deeply across our congregations, ministries, and communities. Through this theme, we have embraced the sacred work of storytelling—not merely as a recounting of events, but as a transformative act of faith, healing, and unity.

At the heart of the Diocese of Virginia is the mission to Love Jesus. Embody justice. Be disciples. This mission guided every step taken, every story shared, and every gift offered.

Ministry Highlights in 2025

Clergy/Congregational Coaching – Work in this area includes Vestry Retreats, Reconciling Conversations, Strategic Visioning opportunities, and Title IV response.

Connecting in Ministry – Year Two

Connecting in Ministry is a formative 2-year program for newly ordained clergy and those called to a new position in the diocese. Sincere gratitude is extended to the people of Christ Church, Spotsylvania for hosting our in-person gatherings.

Objectives

- Provide a learning community for continued formation beyond seminary.
- Develop and strengthen clergy collegiality within the Diocese of Virginia.
- Equip clergy to grow more fully into ordained ministry.
- Participate in collegial conversations that strengthen our common ministry.
- Engage in best practices and formative opportunities to ensure clergy health and wellness.
- Explore more fully the diocesan vision: Love Jesus. Embody Justice. Be Disciples.

Sessions

- **Will You Be Loyal?:** *A Fresh Look at the Constitution and Canons*; The Rev. Canon d’Rue Hazel, Canon to the Ordinary, Diocese of Virginia
- **Ministry in the Context of Our Anglican Identity:** *Leading in a Time of Partisan Polarization* · The Rt. Rev. Mark Bourlakas, Assistant Bishop, Diocese of Virginia
- **Serving as Stewards:** *Financial Practices and 501c3 Administration* - Mr. Ted Smith, Treasurer, Diocese of Virginia
- **I Am So Called:** *Exploring Vocational Discernment*; The Rev. Sarah Kye Price, Vocations Minister; The Rev. Will Dickinson, Transitions Minister; and The Rev. Ricardo Sheppard, Canon for Discipleship, Diocese of Virginia
- **You Have to Go Home:** *Family Systems Theory and Church Leadership* – The Rev. Richard Blackburn, Senior Consultant, Systems Thinking Ministry
- **End of Program Year Celebration with the Bishops**

Monthly Clergy Calls: Monthly clergy calls continue to provide an excellent opportunity for communication, support, and collegiality for the clergy of the diocese. Topics included:

- Ms. Sarah Shipman, Director of Episcopal Migration Ministries, Ms. Rebecca Blachly, Director of The Episcopal Church’s Office of Government Relation, and Mr. Kent Anker, Chief Legal Officer of The Episcopal Church provided immigration resources for the clergy of the diocese. Church Insurance and Property Management
- Update and Resources related to pending federal layoffs and the impact experienced by our communicants and congregations.
- The Rev. Bart Natoli presented learning opportunities for Biblical Greek, and The Rev. Canon Ricardo Sheppard highlighted other continuing education options for clergy.
- Shrine Mont Camps: Mr. Greg Randall, Director of Shrine Mont Camps
- Online Security Awareness – Mr. Tom Anderson, CEO, IT4Causes
- Best practices when managing church properties – Ms. Linda Knowlton, Vice President Client Services, Church Insurance Agency Corp
- The 231st Annual Diocesan Convention – Mr. Mark Eastham, Secretary and Chief of Staff
- Pathways to Prayer and Practice – Mr. Tyler Henderon, Grant Director

Chrism Mass and Reaffirmation of Ordination Vows

Five congregations in the diocese served as hosts for the Chrism Mass and Reaffirmation of Ordination Vows, Tuesday of Holy Week: All Saints, Sharon Chapel, Alexandria; St. Peter’s, Richmond; Leeds, Markham; Wicomico Parish, Wicomico Church; and Emmanuel, Harrisburg. We are grateful for the hospitality extended by each.

Diocesan House Staff Searches: Working closely with Chief of Staff, Mr. Mark Eastham, engaged and supported several processes to call new members of Diocesan Staff.

Clergy Orientation: An essential practice to ensure our clergy (newly ordained and those call to a new cures) are well informed regarding the resources and support provided by the diocesan office. During the Clergy Orientation the bishops met with the participants for lunch to engage in conversation and fellowship.

Diocesan Convention Workshops

Members of the Diocesan Staff collaboratively designed a series of workshops to be offered at the 231st Annual Convention.

- **Hiring and Retaining Quality Staff: A Panel Discussion**, Will Dickinson, Laurel Loch, John Rohrs: Churches of all sizes and character benefit from finding (and retaining) quality staff, especially as tenures of both clergy and lay employees continue to shorten. This panel will explore good practices around search, especially with a Christian ethic.
- **Telling Your Story: A Personal Approach to Discipleship**, Ricardo Sheppard: Discipleship is not only about learning the story of Jesus, it’s also about recognizing and sharing how His story is alive in us. This workshop invites participants to explore their own faith journeys and discover the power of personal storytelling as a tool for witness, encouragement, and building authentic community. Together, we will reflect on Scripture, practice articulating our stories, and learn practical ways to share them in everyday life. Participants will leave with greater confidence to tell their story in ways that inspire others and deepen their own walk with Christ.

- ***Re-Imagining the Gift of Underutilized Church Property***, Nina Janopaul, President and Kat Turner, Secretary, VEREP: Learn about how congregations have found new uses for their underutilized properties and land for mission and financial sustainability. This workshop will share information about the resources available from VEREP, including discernment coaching, expert real estate advice and feasibility studies. VEREP has been able to leverage grants from Trinity NYC and Virginia Housing for robust consultant studies. We have identified experts in leasing, housing development, architecture and childcare.
- ***Pathways to Prayer & Practice: Engaging Children in Worship***, Tyler Henderson: An interactive, peer-to-peer listening session to gather parish perspectives on engaging children in worship. After a brief Pathways introduction, we'll focus on your experiences, needs, and ideas. What you share will guide Pathways priorities. We'll document themes and follow up with clear ways to stay involved.
- ***Rediscovering Our Church's Identity and Vocation Through Storytelling***, Shirley Smith Graham and the Committee for Congregational Vitality **Description:** The story of a congregation is always evolving. Creating space to discover our stories helps clarify who we are as disciples of Jesus and what God may be calling us to as our missional purpose. We will spend time learning about types of stories and practice discovering our stories.
- ***Telling Stories of Global Mission, Action that Strengthens Churches***, Shirley Smith Graham, Diane Wright, and Nancy Searby (congregational vitality and global mission): We will demonstrate how storytelling about global mission can be a way of energizing a congregation. Participants will have the opportunity to practice their own storytelling.
- ***I Will, With God's Help: Equipping God's People for the Work of Racial Justice Time***, J. Lee Hill, Jr. and Ministry for Racial Justice and Healing **Description:** This workshop offers preview of foundational training for all who seek to actively dismantle racism and build a more just and loving world. It provides participants with a historical overview of the Ministry for Racial Justice and Healing, and a preview of essential tools to recognize and confront systemic racism and build beloved community. Through facilitated discussion, personal reflection, and practical exercises, participants will gain a deeper understanding of racial bias and preview concrete strategies for promoting racial justice and healing.
- ***Godparents: Presence and Presents***, Lisa Kimball: Godparents are hidden treasures. Research consistently finds that young people who have a healthy mentor and role model demonstrate higher resilience in daily life. Godparents are natural mentors, and congregations can be communities of intentional support for healthy discipleship by taking godparenting seriously. This "no guilt zone" workshop is designed to (re)ignite enthusiasm and confidence in godparents, and to equip congregational leaders to nurture the potential of godparenting to form healthy intergenerational relationships and grow Christian Vocations.
- ***We are all the Ministers of the Church: Embracing Vocational Discernment for all the Baptized***, Sarah Kye Price, Vocations Minister: The waters of baptism invite us to explore our vocation: the ways that God invites us to use our gifts, skills and experiences to serve the church and the world. This workshop embraces the idea that discernment of vocation is the work of all the baptized, and all are welcome to learn about and explore how vocational discernment impacts us in our roles with family, workplace, schools and communities.
- ***Good Stewardship of Episcopal Funds***, Lynn Ivey, Executive Director, Trustees of the Funds; Alan Gayle, investment Committee Chair, Trustees of the Funds: **Episcopal organizations with dollars to invest should practice stewardship aligned with Episcopal values:** - Pooling money with fellow Episcopalians for mutual support - Minding the guidance of the church with respect to some investments (e.g. avoiding "blood diamonds" and for-profit

prisons) - Aligning the types of investments with the needs for cash. Our panel will cover these and other topics that apply to all funds held by Episcopal organizations.

- ***Youth and College Delegate Convention 101***, Greg Randall, Director of Shrine Mont Camps: Youth and college-aged delegates gather for informal discussion, Q&A.

Liturgy and Music

Preparations for Diocesan Liturgies continue to be led by The Rev. Crystal Harden. A great deal of support was provided to Shrine Mont Camps for their 100th Anniversary as well as 2 ordinations. Preparations are now underway for Diocesan Convention. It is with prayers of thanksgiving for Crystal's leadership in this ministry.

Looking Ahead

As we move forward, may we continue to be a diocese that listens deeply, tells our stories boldly, and shares our gifts generously. Let us remember that every story—whether of joy or struggle—is a thread in the tapestry of God's redeeming work among us.

May we be faithful stewards of the mission of the church entrusted to us as we restore all people to unity with God and each other in Christ.

SUBMITTED BY: THE REV. CANON DOROTHY "D'RUE" MASSEY HAZEL, CANON TO THE ORDINARY

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) operated in the 2024-2025 academic year as six separately accredited educational institutions: Christchurch, Stuart Hall, St. Catherine's, St. Christopher's, St. Margaret's, and St. Stephen's & St. Agnes.

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 system's Board of Trustees, the Heads of School, their leadership teams, and the schools' Boards of Governors. 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.

The Heads of School have access to peers at other schools. The business officers from the schools compare notes regularly and work through CSDV as a single entity for insurance, audit services, legal counsel, employee retirement plans and health benefits. The CSDV chaplains connect several times per year to share reflections and insights.

All of the schools strive to create supportive, diverse, and inclusive communities that, in the words of the baptismal covenant, "strive for justice and peace among all people, and respect the dignity of every human being."

Growth and strong demand characterized much of the CSDV system for the 2024-2025 academic year, especially in the lower schools of the three day schools. Meanwhile, Stuart Hall increased its number of boarding students for a fourth consecutive year, and Christchurch had its first graduating class ever with as many girls as boys.

However, a lack of significant growth and strong demand at St. Margaret's, reflecting a national trend for all-girls boarding schools, led the CSDV Board of Trustees to decide in early July — after

thorough deliberation and with great sadness — not to reopen the school for the 2025-2026 school year. This decision followed a notification of risk to parents and employees in early June, and it came after more than a decade of declines in student enrollment and tuition revenue. Signed enrollment contracts by the time of the decision would have accounted for only 19% of the school’s operating budget. Despite heroic support by St. Margaret’s alumnae and donors, the Trustees saw no viable path for the school to return to financial sustainability.

For 104 years, St. Margaret’s educated girls who left Tappahannock prepared to

make a positive contribution to the world. To quote from A Brief History of St. Margaret’s School, which observed its 90th anniversary, “At its center, St. Margaret’s is and has always been ... about empowering the girls to discover the women they will become, teaching them that they can achieve their highest potential and, in doing so, enrich the lives of others, giving them the moral and spiritual foundation that will allow them to grow in grace.” Even in the midst of shared sadness and a profound sense of loss, nothing diminishes the distinguished heritage of St. Margaret’s. Its legacy endures in those whose lives have been touched by the school, and the spirit of St. Margaret’s will live on forever. Many of the girls at St. Margaret’s for the 2024-2025 year chose to continue their education at another CSDV boarding school, including six students who enrolled at Stuart Hall School this fall and sixteen who enrolled at Christchurch. The chaplain from St. Margaret’s and its longest-serving faculty member, a Latin teacher, are working this year at Christchurch School, which is able to offer Latin classes for the first time in many years. All of the students in upper-level Latin are transfers from St. Margaret’s.

St. Margaret’s School – Tappahannock, Virginia

All-Girls Boarding & Day School Grades 8-12 and postgraduate

2024-2025 Enrollment: 70

2024-2025 Highlights:

- First all-school Rappahannock River mile swim.
- Undefeated regular season in novice rowing and sculling.
- State championship for VISAA Division III in girls’ basketball — the school’s first title banner in the sport.
- Alumnae Weekend ceremony honoring Louise Velletri, ViAnne Farmer and Shannon Spears, former teachers who served St. Margaret’s for more than 100 years collectively.
- Graduation of 17 girls in the Class of 2025.

Christchurch School – Christchurch, Virginia

Coed Boarding and Day School Grades 9-12

2024-2025 Enrollment: 238

2024-2025 Highlights:

- Largest number of female graduates in school history; first graduating class to have an equal number of girls and boys.
- More than 700 college credits earned by 83 students, who took 175 dual-enrollment courses.
- State championship for VISAA Division II in boys’ soccer.
- Captured sailing championships in Virginia, Mid-Atlantic and Atlantic Coast competitions; top-five finishes in two National Sailing Championships.
- Record-setting annual giving at \$1.2 million, with a 22% increase in number of donors.

St. Catherine’s School – Richmond, Virginia

All-Girls Day School

Age 3 - Grade 12

2024-2025 Enrollment: 945

2024-2025 Highlights:

- New strategic plan, “Foundation & Future,” launched in the fall of 2024. Rotating schedule and a no-cell-phone policy took effect in the Upper School, enhancing balance, health, wellness and community.
- Record-breaking year for philanthropy: Recorded the largest planned gift intention (\$5M+) in school history; nearly \$600,000 raised during annual “Give Day.”
- State championships in golf, indoor track and field and outdoor track and field; state runner-up in softball; 4 league championships.

St. Christopher’s School – Richmond, Virginia

All-Boys Day School Grades JK-12

2024-2025 Enrollment: 1,018

2024-2025 Highlights:

- Successfully completed an admission cycle resulting in the largest and most racially diverse student body in school history for 2025-2026 – 1,039 students, 18.4% students of color.
- Record-breaking year of philanthropy, with \$17.8 million raised in cash and pledges.
- Tenth-anniversary celebration of The Center for the Study of Boys, marked with special speakers and parent programming.
- Facilities enhancements including a new track, a new baseball press box and the renovation of the Upper School library.
- Recipient of the Virginia Prep League Director’s Cup, representing all-around athletic excellence, for a record ninth consecutive year.

St. Stephen’s & St. Agnes School – Alexandria, Virginia

Coed Day School Age 3 - Grade 12

2024-2025 Enrollment: 1,219

2024-2025 Highlights:

- Celebration of centennial year with events on- and off-campus.
- Opening of the renovated and expanded Upper School building, which features new classrooms, studios, a student commons and a dining hall.
- Workshops to educate students and teachers about artificial intelligence tools and to provide students with personalized guidance.
- Robust strategic planning process, including focus-group conversations and surveys.
- Launch of campus master planning process to evaluate facilities and to imagine how physical spaces can better support mission, student experience and programmatic goals.

Stuart Hall School – Staunton, Virginia

Coed Boarding & Day Grades 8 -12

Grades 6-7 Day Only

2024-2025 Enrollment: 135

2024-2025 Highlights:

- Fourth consecutive year of growth in boarding enrollment.
- State championship for VISAA Division IV boys' basketball.
- Restarting of varsity-level teams for boys soccer and girls volleyball.
- Launch of a self-study on the school's Episcopal identity, added a lay chaplain, and reintroduced a religious studies course.
- Implementation of a new, individualized professional development program for faculty.
- Addition of a full-time Director of Human Resources to support faculty and staff.

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 2024-2025 academic year, the six Church Schools served more than 3,500 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:

This year, the Commission on Ministry has undertaken work in strengthening our understanding what is required to create a meaningful pathway of discernment and formation for those whose primary language is other than English. We understand this to be a thoughtful and community-engaged process, and we've undertaken care for two members of the COM who are closely embedded within our Spanish-speaking communities to help us move forward with clarity.

We are also working to strengthen the COM's commitment to discernment and formation for both lay and ordained ministries. At our September COM retreat, Canon Ricardo Sheppard attended and we were able to gain some good momentum in ensuring that we are raising up leaders, both lay and ordained, to meet the emerging needs of the Episcopal Diocese of Virginia.

Committee on Discernment:

The discernment of vocation is a community-led and Spirit-filled process in the Diocese of Virginia. During 2025, we have held three filled Diocesan Discernment Retreat Weekends and staffed 18 Parish Discernment Committees for seekers for the diaconate and priesthood. At our Fall meeting, we re-affirmed that discernment is available for all Episcopalians, lay and ordained, seeking God's call in their life. Our discernment retreats are for people seeking to discern their call to lay ministries as well as ordained ministries; we have staffed each retreat with lay leaders, deacons and priests for this reason. Similarly, our Parish Discernment Committees are also intended to be helpful to clarify community calls to lay ministries; however, there has been less call for discernment committees for lay leadership. We hope that the Convention is an opportunity for people to explore discernment of God's call in many ways in their lives of faith.

Committee on Priesthood:

The Committee on Priesthood is charged by the COM and Bishop to thoughtfully evaluate those applying for Postulancy for the Sacred Order of Priests before beginning formation, and to evaluate the formation of those engaging seminary studies for advancement to Candidacy. During 2025, the COP has thoughtfully engaged with 14 people who have, or will, meet with the full committee for Postulancy interviews. In addition, six people were interviewed and advanced to Candidacy who are currently engaging in seminary study. Each interview reflects a thorough preparation and review of materials, shepherding by a member of the COP before each interview, and a full committee interview following up on written materials. Members of the COP serve faithfully, inquire earnestly and prayerfully support Postulants and Candidates throughout their vocational process. We also began holding quarterly information sessions during Ember weeks to answer questions about the priesthood for those early in discernment in order to help grow robust interest among those whom God may call to serve the Church.

Committee on the Diaconate:

The Committee on the Diaconate is charged by the COM and Bishop to thoughtfully evaluate those applying for Postulancy for the Sacred Order of Deacons before beginning formation, and to evaluate the formation of those engaging studies through St. Phoebe School for advancement to Candidacy. This year's committee thoughtfully engaged with those discerning the vocation of deacon as well as making postulancy applications. Since formation is local, the COD has a role in helping to shape the nature and length of diaconal formation to be sure each Postulant and Candidate receives formation specific to their unique diaconal call. That means that some processes will take different timelines and directions, all in God's time. We are working to create the most flexibility for those whom God has called who are also working, caregiving and serving the needs of the world on a full-time basis. The Committee on Diaconate is also carefully considering how to advance Spanish language discernment and formation, with awareness of the needs within our communities for those whose primary language is Spanish. We're grateful for the addition of members of the COD who are helping us think through possibilities for future discernment and formation.

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 two 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 the priesthood. Each member of the DBEC reads all exam responses and offers areas of particular 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 stipended discernment internships; the Mid-Atlantic Parish Training Program which offers a colloquy-based and stipended 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 COM/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.

SUBMITTED BY: THE REVEREND DR. SARAH KYE PRICE, VOCATIONS MINISTER

Report of the Committee on Aging

This year the Committee planned a 50th Wedding Anniversary Celebration at one of our diocesan homes. The event had to be cancelled because folks are still hesitant to come to gatherings due to the continuing presence of the coronavirus.

Joining with the Tri-Diocesan Council on Aging, Fall Camp 2025 was held at Shrine Mont, October 20-23, with over 175 participants. Our keynote speaker this year was The Rt. Rev. Mariann Budde, Bishop of the Diocese of Washington. Over 20 workshops were offered during camp, including Archery, Mindfulness, Forgiveness, Yoga, Sowing Seeds of Hope, Centering Prayer, Pumpkin Carving, Tree Identification, Loving God's Creation, Cybersecurity, The Magic of Music, Matthew's Addition to Mark, Praying Through Iconography, Coloring to Quiet Music, and preparing appetizers for our social time. We look forward to Fall Camp next year October 19-22, 2026.

The Committee is exploring holding a camp for grandparents and their grandchildren to be held at Shrine Mont in 2027.

SUBMITTED BY THE REV. MARIAN WINDEL, CO-CHAIR

Commission on Congregational Missions report

The Commission on Congregational Missions (CCM) continues its work of assisting the overseeing Bishop in the delegated oversight of Diocesan Missions. The current list of our 23 mission congregations can be found on the diocesan website under the Commission on Congregational Missions. Good Shepherd of the Hills Boonesville/Free Union closed in December of 2024.

During 2025, CCM has engaged in a transitional year of building on its strong foundations and improving support to mission churches. The commission has updated its goals, streamlined the process of obtaining grant applications from mission churches for operating expenses, provided a new, web-based process and form for applying for special grants for Mission Maintenance and Repairs Projects and Special Needs, added two new persons to the number of liaisons, and welcomed Bishop Bourlakas' leadership. We also provided support for questions about current church operations and future paths for ministry and provided new demographical information to churches to help them update their mission in their neighborhood. Finally, because of related work in the Ministry for Congregational Vitality, mission churches have access to the new Congregational Vitality Assessment to measure 13 areas of ministry that impact vitality and sustainability.

In order to make time for this transitional work, just for the year 2025, CCM asked mission churches to keep their grant requests for 2026 at the 2025 level, unless faced by extraordinary circumstances. The 2026 grant to Santa Maria is proposed to increase, to remedy an administrative error in the 2025 budget preparation, but all other operating grants remain at the same level. It is noteworthy that increased costs of personnel and health care affect all churches, including mission churches.

In 2025, at the recommendation of CCM, the Convention approved \$479,100 to be distributed across 19 churches. Special grants for maintenance and special projects, at the time of publication, total \$12,889.

Thank you to the members of our commission Dorothy DeJong, Ginny Ferguson, Elizabeth Kim, Kathie Panfil, Tomas Saucedo, Linda Strickland, the Rev. Emily Krudys, and the Rev. Stephen Haggerty and the Rev. Jennings Hobson.

SUBMITTED BY: SHIRLEY SMITH GRAHAM, STAFF LIAISON FOR CCM

The Committee on Constitutions 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 **Adoption** of C-1 on second reading. The Committee requests that C-1 be placed on the Consent Agenda.

C-2 The Committee recommends **Adoption** of C-2 on first reading.

C-3 The Committee recommends **Adoption** of C-3.

C-4 The Committee recommends **Rejection** of C-4.

Rationale: The issue can be addressed by an amendment to the Canons (see C5a below) and does not require an amendment to the Constitution.

C-5a The Committee recommends amendments to Canon 2 to add a new section 7 as stated below:

Canon 2, Section 7. Youth Delegates. Each Region of the Diocese may elect one Youth Delegate and one Alternate Youth Delegate to the Annual Convention. Youth Delegates shall be confirmed communicants in good standing, between under the ages of sixteen and twenty-one (21) at the time of their election, and shall have seat, voice, and vote in the Convention. The election of Youth Delegates shall take place at a duly called meeting of the Regional Council on or before May 1 each year. ~~Provided, however, that~~ Any Regional Council which has not elected its own Youth Delegate may elect any otherwise-eligible youth confirmed communicant in good standing of a congregation in this Diocese without regard to the youth's home congregation or region. Certification of election shall be submitted to the Secretary of the Convention in accordance with established procedures.

The Committee recommends **Adoption** of C-5a with the amendments stated above.

C-6 The Committee recommends a resolution to further address the issue of Youth Delegates as follows:

A Resolution Supporting Youth Delegates to Diocesan Convention

Resolved, that the 231st Annual Convention of the Diocese of Virginia affirms the vital role of youth in the life and governance of the Church, and celebrates the presence and contributions of the Official Youth Presence at the General Convention of The Episcopal Church; and be it further

Resolved, that this Convention acknowledges with concern the declining number of youth delegates elected to recent Diocesan Conventions, and recognizes the barriers—logistical, procedural, and relational—that may hinder youth participation in diocesan governance; and be it further

Resolved, that the Secretary of the Diocese of Virginia be requested to explore and develop practices and procedures that would support youth delegates to Diocesan Convention, including but not limited to:

- Clear nomination and election guidance for youth eligibility and discernment
- Orientation materials and mentorship opportunities for youth delegates
- Logistical support for travel, lodging, and scheduling accommodations
- Collaborative engagement with youth ministries and parish leaders to identify and empower potential youth delegates; and be it further

Resolved, that the Secretary report findings and recommendations to the 232nd Annual Convention, with the goal of strengthening youth representation and leadership in the governance of the Diocese of Virginia.

Rationale:

The Episcopal Church has long affirmed the leadership of young people, most visibly through the Official Youth Presence at General Convention and by Canonical provisions in the Diocese of Virginia. In recent years, the Diocese of Virginia has seen a decline in youth delegates elected to Convention, despite canonical provisions for their inclusion. A Canonical amendment will come before Council to offer more flexibility in the election of Youth Delegates but the Committee on Constitution and Canons feels that work beyond the Canons needs to be done. This resolution seeks to honor our baptismal commitment to “respect the dignity of every human being” by ensuring that youth are not only welcomed but equipped to participate fully in the councils of the Church.

The Committee recommends **Adoption** of resolution C-6.

SUBMITTED BY: THE COMMITTEE ON CONSTITUTION AND CANONS

J. P. CAUSEY JR., CHAIR

MR. GARWAY BRIGHT

THE REV. MICHAEL CADARET

MS. KAREN GRANE

THE REV. AMANDA KOTVAL

THE REV. EMILY KRUDYS

THE REV. JAY MORRIS

THE REV SVEN VANBAARS

Committee on Resolutions

RESOLUTIONS

- R-1 Resolution to General Convention on Adding Anti-Slavery Activists to the Church Calendar**
The Committee recommends the **adoption** of R-1 as submitted and recommends that R-1 be placed on the Consent Agenda.
- R-2 Resolution Commending Study of 2015 General Convention Resolutions D-069 Regarding Birthright Citizenship and Supporting Scriptures**
The Committee recommends the **adoption** of R-2 as submitted and recommends that R-2 be placed on the Consent Agenda.

COURTESY RESOLUTIONS

- CR-1 In Honor of The Rev. Dr. Jerome Woods Berryman**
The Committee recommends the **adoption** of CR-1, forwarded with no first-order amendments, and recommends that CR-2 be placed on the Consent Agenda.
- CR-2 Recognizing Jack and Nancy Schick for their Service to the Diocese of Virginia**
The Committee recommends the **adoption** of CR-2, forwarded with no first-order amendments, and recommends that CR-2 be placed on the Consent Agenda.

- CR-3 Recognizing and Remembering Jeffrey Ray Guenther and Doris Hawkins Guenther for their Service to Various Ministries in Emmanuel Episcopal Church, Woodstock, and the Diocese of Virginia**
The Committee recommends the **adoption** of CR-3, forwarded with no first-order amendments, and recommends that CR-3 be placed on the Consent Agenda.
- CR-4 Resolution Saluting the Rev. Andrew T. P. Merrow**
The Committee recommends the **adoption** of CR-4, forwarded with no first-order amendments, and recommends that CR-4 be placed on the Consent Agenda.
- CR-5 Honoring Lois Tapscott for her Service and Leadership in a Small Mission Church in the Blue Ridge Mountains of the Diocese of Virginia**
The Committee recommends the **adoption** of CR-5, forwarded with no first-order amendments, and recommends that CR-5 be placed on the Consent Agenda.
- CR-6 Honoring the Life and Legacy of Thelma Jean Funkhouser Moomaw**
The Committee recommends the **adoption** of CR-6 with the amendment, as follows, and recommends that CR6a be placed on the Consent Agenda:
- CR-6a Honoring the Life and Legacy of Thelma Jean Funkhouser Moomaw
Thelma Jean Funkhouser Moomaw
(December 29, 1936 – October 5, 2025)**

WHEREAS, Thelma Jean Funkhouser Moomaw, born December 29, 1936, in Jerome, Virginia, devoted her life to faith, family, community, and Shrine Mont until her passing on October 5, 2025; and

WHEREAS, the Board of Directors of Shrine Mont, Inc. has honored her memory in recognition and thanksgiving for her lifelong commitment to faith, family and community, and for her enduring contributions to Shrine Mont and the Shenandoah Valley; and

WHEREAS, she was the beloved daughter of William Aldine and Ethel May Miller Funkhouser, the loving wife of Richard (“Dick”) Moomaw, a lifelong member of St. Paul’s Lutheran Church in Jerome, Virginia, before becoming a faithful member of the Cathedral Shrine of the Transfiguration at Shrine Mont in Orkney Springs, Virginia; and

WHEREAS, with her husband, Dick, Thelma raised three children, Jennifer, Karen, and Kevin, and was the beloved grandmother to her six grandchildren, William and Thomas Gregory, Lucy and Lettie Rose, and Margaret Moomaw Gomez and Elizabeth Moomaw Somers; and

WHEREAS, Thelma’s life was deeply intertwined with Shrine Mont, where she found spiritual renewal, fellowship, and joy, and managed the kitchen for 25 years after having worked there as a teenager, and where she will be remembered as a steadfast presence in worship and community life; and

WHEREAS, Thelma expressed her love for life and community through her passion for music, especially the Shenandoah Valley Music Festival concerts, which she cherished as a highlight of every summer in her own backyard; and

WHEREAS, Thelma’s kindness, hospitality, and devotion to her family and friends enriched the lives of all who knew her, leaving a legacy of warmth, generosity, and faithfulness; and

WHEREAS, Thelma’s life of service and love stands as an example of Christian discipleship and community spirit, inspiring future generations to live with the same grace and devotion; and

WHEREAS, Thelma’s loving presence will always be felt at Shrine Mont — a place apart that was dear to her for her entire life and where generations of Shrine Mont visitors were warmly greeted by her; and

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

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

RESOLVED, that the 231st Annual Convention of the Diocese of Virginia hereby gives thanks to God for the life and example of Thelma Jean Funkhouser Moomaw as a disciple of Jesus, a faithful servant to the Church, and a friend to all; and be it further

RESOLVED, that the 231st Annual Convention directs the Secretary to send a framed presentation copy of this resolution to her son Kevin in care of Shrine Mont, PO Box 10, Orkney Springs, Virginia 22845.

SUBMITTED BY: THE REV. ANDREW MERROW ON BEHALF OF THE BOARD OF DIRECTORS OF SHRINE MONT, INC. AS AMENDED BY THE RESOLUTIONS COMMITTEE

Community of Deacons

1. Introduction and Vision for the Diaconate

- **Opening Statement:** “Will you seek and serve Christ in all persons, loving your neighbor as yourself?” This question from our baptismal covenant is the bedrock of diaconal ministry in Virginia. Before a deacon sets the table for the Eucharist, they are called to serve those in the margins out in the surrounding community. Before they proclaim the Gospel in the liturgy, they are called to be the Gospel to those in need. Our deepest purpose is to live this vow so fully that we can effectively challenge, inspire, and invite the entire Body of Christ to join us in this work. This report celebrates the many ways our deacons are answering that call, serving as catalysts for ministry both inside and outside the walls of the church.
- **Vision:** We will build a stronger diaconate by proactively recruiting those who already show a deacon’s heart for service, empowering our deacons to use their professional gifts in diocesan leadership, and investing in continuing formation that deepens their primary ministries in the world. Our hope is to continue to cultivate a vibrant and effective diaconate for our diocese.

2. The Community of Deacons in 2025

- Deacons:
 - We have 43 deacons in the community of deacons
- Ordinations:
 - The following were ordained to the diaconate on April 26, 2025: Cabell Jones, Florian Jones-Stamm, Judi Thomas, Stephanie Werner

3. Diaconal Formation and Education

- **St. Phoebe School for Deacons:** The St. Phoebe School for Deacons currently has two students in formation.
- **Continuing Education:** We have regularly scheduled Deacon Learning Days with continuing education opportunities specific to the current support needs of our deacons. Four of our deacons attended the Triennial Association for Episcopal Deacons (AED) in San Antonio, TX. We continue to participate in educational offerings through Bexley Seabury and the VTS Lifelong Learning program as well as courses through Church Divinity School of the Pacific (CDSP).
- **Deacon Day with Bishop Stevenson:** We are thankful to Bishop Stevenson for his generous time and support at our annual Gathering with the Bishop. The theme was “The Prophetic Voices of Bishops and Deacons: Speaking Into the Future of the Church.” We also give thanks to The Rev. Dawn McNamara and The Rev. Lee Hutchison for hosting us at St. Martin’s, Richmond.
- **Mentorship:** We continue to enhance our mentorship program. In the Episcopal Diocese of Virginia, newly ordained deacons are required to participate in a mandatory mentorship program for the first two years of ministry. The Bishop, through the archdeacons, assigns an experienced mentor deacon to each new deacon. The colleagues meet regularly for sustained dialogue, guidance, and information sharing focused on diaconal ministry.

4. Ministries of the Diaconate

Social Justice / Community Ministry:

Deacons serve in many ministries that bring us face-to-face with those in the margins. Deacons believe followers of Jesus are transformed by being proximate with Jesus in the people he described in Matthew 25:31:46. Some of the ministries include, but are not limited to: food pantries, hot meal kitchens, city and county jails, ministry to the unhoused, state prisons, creation care, and immigration ministries along with a host of other ministries.

5. Conclusion and Acknowledgements

Looking Forward:

We celebrate a vibrant 10% growth in our deacon community in the past year. This inspires us to look to the future of this vital vocation. We are committed to fostering vocations by proactively identifying, inviting, and encouraging gifted individuals to discern whether God is calling them to serve as deacons.

At the same time, we are eager to enhance the ministry of our existing deacons, offering new opportunities that will deepen our skills and enrich the joy we find in our sacred work.

With Gratitude:

We wish to honor the deacons and the families who support them and their ministries. We celebrate your tireless and humble service in carrying the needs of the world into the heart of the Church. Your ministry is a true inspiration.

SUBMITTED BY: THE VEN. HOLLY HANBACK AND THE VEN. FEDERICO GARZA, ARCHDEACONS TO THE DIOCESE OF VIRGINIA

The Creation Care Committee (CCC)

Acknowledgements: The Creation Care Committee wishes to extend our gratitude for the leadership of Bishop Stevenson, Canon Heidi Kim, and Canon Ricardo Sheppard as the CCC works to faithfully carry out its mission in the Diocese of Virginia. We continue to try to love Jesus, embody justice, and be disciples in our work.

Mission Statement: At our annual retreat, we adopted this as our committee’s Mission Statement: “The Creation Care Committee of the Diocese of Virginia encourages, empowers, and educates the people of the diocese to reconnect Christian discipleship and mission with the ecology of nature.”

Structure of the CCC: The CCC as a whole is comprised of 20 to 30 active members from across the Diocese. In 2025 we also created a Board structure that includes the Chair, a Vice Chair, Leads for each of our current Working Groups, a Treasurer, a Recording Secretary, and a Lead for Communications.

Leadership Changes: Earlier in 2025, Carlo Uchello assumed the role of Chair for the CCC, and Kathy Ellis (the previous Acting Chair) is serving as the Vice Chair. Other Board members include Treasurer (Carlo Uchello - acting until someone else volunteers), Recording Secretary (Libby Witt), Communications (Alisa Booze Troetschel), Habitat Restoration Working Group Lead (Elaine Sevy), and Spiritual Resilience Working Group Lead (Kathryn Thomas). As additional Working Groups are formed, their leads will also become Board members. We have considered forming an Energy Efficiency Working Group, and we will do so when we have sensed that there is enough interest in doing so.

The CCC holds meetings on the third Thursday of each month, and each Working Group schedules and conducts meetings on their own. We use the Diocese’s Basecamp to store meeting agendas and minutes as well as other pertinent information. Our Communications Lead publishes a monthly newsletter entitled “And it was good...” which is distributed to all committee members as well as our entire mailing list.

Activities and Events: Some of the CCC activities are conducted at the Committee level, whereas others are led by the individual Working Groups. Following is a listing of activities and events at the Committee level, followed by Working Group ones.

Networking Inside and Outside the Diocese of Virginia

We continually update a mailing list for parishes and parishioners within the Diocese of Virginia who have expressed an interest in our work or attended one of our in-person or virtual events. We are seeking to broaden awareness of the work we do throughout the Diocese. Many parishes have groups of parishioners who participate in one or more activities that fall under the rubric of Creation Care, such as Food Gardens or other ecological work that in support of our mission. We will continue to reach out through in-person and virtual events as well as emails to publicize the work that we do. In addition to building connections within the Diocese, the CCC is also seeking to establish a working relationship with the equivalent committees in other locations. One CCC member attended the recent “Soil to Soul” conference in London, Ohio, which was provided by Provinces IV & V. In addition to learning more about the work that other Diocese are doing, this event helped us establish a presence and personal relationships on a larger scale.

Shrine Mont Nature and Book Project

Shrine Mont is a logical outreach for the CCC. Our Committee’s fiber art (known as a nuno, depicted here) has been at Summer Camps in 2024 and 2025, and will be displayed at the Ministry Fair at Annual Convention (as well as other events throughout the year).

We are putting into place the Shrine Mont Nature Project which will include books on the spirituality of creation. We have begun to work with Shrine Mont staff to increase nature programming during one of the summer camps with supplies provided by the CCC.

The Spiritual Resilience Working Group (SRWG): Many people feel overwhelmed by the enormity of our environmental challenges. This is a place where the Church is called to be present. Worship and prayer are pathways for celebrating God’s creation. They are also vehicles for lament, confession, supplication, healing and hope. The SRWG working group is dedicated to developing ministry responses to this experience and engaging Episcopalians in a conversation around it.

The SRWG Working Group seeks to offer opportunities to seminarians, clergy, and lay people to learn about creation care and climate change; provide support as they initiate discussion in their parishes; encourage each parish to provide opportunities for celebration of God’s gift of creation; encourage each parish to provide ways for parishioners to recognize emotions in the face of climate crisis, to offer channels for lament and expression of loss and grief; and encourage each parish to evaluate its level of preparedness for a climate event and to establish a Resilience/Rapid Response Ministry.

The SRWG offered a Lenten weekly virtual book journey of The Rule of Benedict: Insights for the Ages with commentary by Joan Chittister, OSB, which had 17 attendees. This met for 6 weeks and allowed for people from around DOVA to study together, discuss, and form relationships. Additionally, the SRWG hosted a Season of Creation virtual book journey of The Body of God by Sallie McFague. The Rev. Derrick Weston, Creation Justice Ministries, led the 4-part discussion of this book for 25 attendees.

We offered well-attended webinars as well, including one in December 2024 where Bishop Mark Stevenson presented his “Reflections on Hurricane Katrina” and we had over 50 attendees. In April 2025, The Rev. Dr. Caroline Mitchel presented “Spiritual Resilience in Time of Disaster” where we had 34 attendees.

The Habitat Restoration Working Group (HRWG): Members presented practical topics such as applying for a grant from the Northern Virginia Soil and Water Conservation District, dealing with problems caused by excessive deer browse, etc. In July, the HRWG organized a webinar given by Payton Hoegh from the group Spirituality in Nature Group (SING) entitled “A Spiritual Call: Creation Care’s Essential Role in the Life of the Community”

Working with Young People

Young people will be inheriting a world that will be different in many ways from the world of their parents and grandparents. We are in preliminary discussions to determine whether there is an event that we might sponsor to reach out to the youth of the Diocese. Our goal is not merely to engage superficially with the youth of the Diocese but to give them opportunities to help design, participate in, and even lead some activities in 2026.

Diocesan Missionary Society

The Diocesan Missionary Society of Virginia (DMS) is a related organization of the Episcopal Diocese of Virginia (our Diocese), established to purchase and hold property, and to develop various programs of support for the extension of the missionary work of our Diocese. Support from DMS comes primarily in the form of loans to member parishes to help repair, renovate, or build new places of worship and congregant ministries.

DMS is overseen by a twelve-member board of directors, each serving three-year terms. The Board also includes two ex-officio members: The Treasurer of the Episcopal Diocese of Virginia and our presiding Bishop or his/her appointee – both of whom have voting rights.

In 2024, DMS initiated a new joint effort with the Trustees of the Funds (Virginia Episcopal Investment Funds) to implement a new staff member for shared administrative support to our two Boards. This position was previously provided by our Diocese. Effective July 2025, this role is currently held by Trish Couch-Foster as our DMS Business Administrator.

At its December 2024 meeting, the DMSD Board approved a disbursement of \$97,094.91 from the Reid Fund Grant to the Episcopal Diocese of Virginia in support of mountain missions within our 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 & rescue service. The County requires 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 our Diocese's campus ministry mission work through ownership of two properties: The Fredericksburg Campus Ministry (at Mary Washington University) and the Harrisonburg Canterbury House (at James Madison University). The buildings provide housing and meeting space for the campus ministry programs in their respective communities. DMS assists our Diocese by funding some maintenance and repairs for these facilities as well as providing property manager oversight to locally appointed staff at the respective facilities.

DMS accepts investments by parishes and other church entities. 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 provide loans, to churches in our Diocese for capital maintenance or other improvements, at or below current market rates.

DMS provides short-term and long-term loan opportunities for churches in our Diocese, at favorable interest rates in the current market environment, to assist congregations with funding for capital and maintenance improvements. In the past year, the Board has 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 a loan to make capital repairs, please contact Trish Couch-Foster at trish-dms@episcopalvirgini.org

SUBMITTED BY: THE REV DINA WIDLAK, PRESIDENT, DIOCESAN MISSIONARY SOCIETY

Diocesan Registrar and Historiographer

To the Two Hundred and Thirty-First Annual Convention of the Diocese of Virginia:

In last year's report, the stated goal for digitization by the end of 2025 was 180,000 documents, taking into account what had been completed in 2024. It is the Registrar and Historiographer's pleasure to report that this number has been augmented, and that by the time of this convention, approximately 240,000 documents have either been digitized, or are currently in the process of being so, in addition to additional documents, records, and photographs digitally preserved using equipment housed in the Diocesan Archives. The myriads of documents digitized thus far run the gamut in terms of topics and content – bishops' papers, committee records, property files, sermons, and more. Highlights of works digitized this year include – the papers of the Rev. Ivan Ramirez,

a founder of the Diocese's Hispanic ministries; information regarding many Diocesan and church properties, including the Diocesan Offices in Richmond; records related to the Moncure School; and the papers and correspondence of Bishops Goodwin, Gibson, Hall, Lee, Matthews, Johnston, and Goff. Documents newly acquired have also been digitized, as they were made available; following the closure of Good Shepherd of the Hills, Free Union in December of 2024, a vast number of invaluable records and documents were transferred to the Diocesan Archives and processed for digitization soon after. The Registrar and Historiographer would like to express his sincerest thanks to Frances Morris and her family for their help in this effort, and their continued support in the preservation of their church's history. The focus for 2026, as far as digitization is concerned, will be an increase in onsite scanning, particularly of parish registers, board and committee minutes, and correspondences and related documents from the eighteenth and nineteenth centuries.

The digital database within which all digitized documents will be archived is being constructed; the basic framework is established, and as each new record is added, that infrastructure is being built upon, layer by layer. The Diocesan Archives, physically, are roughly divided into three sections of adjoining rooms, with each section housing specific materials. As the Archives, ideally, will in the future serve as the greatest source of information regarding the Diocese's history, the Registrar and Historiographer has informally named each room after one of the Three Wise Men of the East – Melchior, Balthazar, and Gaspar (varying transliterations over the centuries notwithstanding), collectively known as the Magi; therefore, the digital database for the Archives will be called the Magi. In addition to serving as a searchable repository within the Diocesan Offices, the Magi also provides a foundation upon which a publicly accessible version of these archives will eventually be made available.

Efforts continue to organize not only records, but the shelves, cases, and rooms housing those records. Several bookcases have been added; dehumidifiers and air purifiers put to use; and the reallocation of space to provide the optimum in safe, effective storage is ongoing. On the second floor of the Diocesan Offices, a curated space has been established containing portraits of all bishops and ecclesiastical authorities of the Diocese, alongside informational placards pertaining to each, with embedded QR codes linked to websites which will contain further biographical information.

The Annual Journal of Convention has also undergone several changes, in an effort to streamline its content and ensure that the entire tome is more accessible and better serves its primary function as an historical tool. Some sections have been renamed, and entirely new sections have been added.

Numerous primary sources have also been obtained to augment the historiographical scope of the Diocesan Archives' library. Acquired works include: a 1632 edition of Richard Hooker's *Of the Lawes of Ecclesiastical Politie*; *Memoirs of the Protestant Episcopal Church in the United States of America* (1820), by the Rt. Rev. William White, first presiding bishop; *Sermons Collected from the Manuscripts of Rev. John D. Blair* (1825), one of the two principal founders of the Monumental Church in Richmond; and several original printings of sermons given by Bishops Moore and Meade, ranging from the 1820s to the 1840s.

At times, primary sources also happen to take the form of physical artifacts. A collection, acquired last December, of 115 photographs from Episcopal missions in Japan, from approximately 1910 to 1920, sheds further light on the works and achievements of the Diocese's missionaries, including the Rt. Rev. Channing Moore Williams, a missionary priest from Virginia who travelled throughout China and Japan and became Bishop of Edo (modern Tokyo). In May of 2025, portraits of Bishop William Meade and his first wife, Thomasina, circa the 1830s, were graciously donated by one Jaye Richey of Connecticut, whose husband is a Meade descendent. Bishop Meade's portrait has been placed alongside his predecessors and successors on the second floor, and Thomasina Meade will be placed in a second museum space dedicated to women in the Diocese, currently in progress. In August, the Diocesan Archives received from Gordon Wilkins the records his late sister had

accumulated concerning the history of Church of the Messiah, Highland Springs, which spans the 1920s to the 1960s and includes correspondence, photographs, bulletins, and a very detailed, handwritten history of the church covering the years 1920 to 1932.

Outreach continues to be an important part of this office's focus. In March of 2025, the Registrar and Historiographer provided assistance, in conjunction with the Rev. Penny Nash and Claire Galvin of St. James Church, Richmond to visitors from Rikkyo Ikebukuro Junior and Senior High School and Rikkyo University in Tokyo, Japan, as they made their decennial pilgrimage to Richmond's Hollywood Cemetery and the grave of Bishop Williams, the afore-mentioned Bishop of Edo who laid the groundwork for their school. Historiographical assistance was also provided to the Historic Richmond Foundation, in service of their fabrication of new interpretive signage within Richmond's Monumental Church.

2025 has proven to be even more productive than the year that preceded it, and no doubt 2026 will continue that trend, unabated.

SUBMITTED BY: NATHAN VERNON MADISON, REGISTRAR AND HISTORIOGRAPHER

Diocesan Secretary and Chief of Staff

Since last year's Annual Convention, significant work has been accomplished in multiple areas including:

- Constitution and Canons
- Staffing
- Shrine Mont Camps
- Communications
- Archives
- Stewardship

Following is an update on each of these areas.

Annual Convention

The 230th Annual Convention of the Diocese of Virginia—"Love Jesus. Embody justice. Be disciples."—laid the groundwork for the 231st Annual Convention of the Diocese of Virginia, which will be held at the Fredericksburg Convention Center (FCC) in Fredericksburg, VA on November 6-8, 2025.

Due to delegate feedback regarding the positives of this location, (centrally located, lower hotel costs, free parking, and ample space for exhibitors, workshops, and fellowship) we have signed a two-year contract with the FCC for 2026 and 2027, allowing us to lock in 2025 rates. 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.

New to the 231st Annual Convention will be:

- an all-delegate reception Friday evening to allow for more fellowship among attendees
- increased table work among delegates to allow attendees to be more active and involved
- an art show by members of the Association of Visual Artists of the Diocese of Virginia

These enhancements were added based on feedback given in evaluations of last year's Convention.

Constitution and Canons Work Group

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 were approved amendments at the 2024 Annual Convention as well as the first reading of the Constitutional amendments. The amendments to the Constitution will be presented again at the 2025 Convention for final approval. Primarily, the work group's 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.

Bishop Stevenson has appointed a work group to conduct the second phase of this project. This year's group will address more substantive revisions to be presented at this year's Annual Convention.

Special thanks go to this year's work group members:

- The Rev. J. Michael Cadaret, St. Bartholomew's, Richmond
- The Rev. Emily Krudys, Our Savior, Montpelier
- The Rev. Jay Morris, Aquia
- The Rev. Sven vanBaars, Abingdon, White Marsh
- Mr. Scott Caulkins, Church of our Savior, Charlottesville, chair
- Ms. Allison Otto, St. George's, Arlington
- Mr. Garway Bright—Christ Church, Glen Allen
- Mr. Trevor Cox, St. James's, Richmond
- The Rev. Amanda Kotval, St. Paul's, Ivy
- Mr. J.P. Causey, Jr., St. John's, West Point, advisor to the work group

Diocesan Staffing

Since our last Convention, we have welcomed to the diocesan staff the following new employees:

- Mr. Tyler Henderson, Pathways to Prayer and Practice Grant Director
- The Rev. Ricardo Sheppard, Canon for Discipleship
- Ms. Lesley Birdie, Executive Assistant to the Bishops
- The Rt. Rev. Mark Bourlakas, Assistant Bishop
- Ms. Kristen Hester, Assistant to Assistant Bishop Mark Bourlakas
- Ms. Emily Davis, Interim Director of Advancement
- Mr. Gregory Randall, Director of Shrine Mont Camps

Special thanks go to Ms. Heidi Kim who served as Interim Canon for Discipleship.

Shrine Mont Camps

The 2025 season of Shrine Mont Camps was ably led by Ms. Mary Beth Abplanalp, Interim Director. Sincere thanks go to Mary Beth and all the camp team for their hard work in providing a safe, fun experience for campers. Mary Beth also serves as Director of Connections for Ministry Architects, and it is in that role that she and her team oversaw an overview of all systems and processes associated with our camping program. Serving as interim camp director allowed her to experience the camping program firsthand and thus make edits and refinements to her consulting work which will serve our incoming director, Mr. Greg Randall, well. Greg was able to be present at camp for a significant portion of the summer, and he has hit the road running as he plans for a successful 2026 Shrine Mont Camps experience.

A separate, comprehensive Shrine Mont Camps report can be found in the Convention Annual Report packet.

Shrine Mont Camps Reconciliation Process

Led by the Rev. Richard Blackburn, Senior Consultant for Systems Thinking Ministry, a process for reconciliation among stakeholders of Shrine Mont Camps was offered over the past year.

The multi-step process involved:

- Telephone interviews
- Educational workshops
- Small group structure dialogue
- Final reconciliation session

Bishop Stevenson will share a communication with the diocese outlining in greater detail this process and next steps.

Communications

The year 2025 was a season of transition and growth for Diocesan Communications. Even amid change, the Communications Team guided the Diocese of Virginia through an incredible year of creativity, innovation, and service. Our work focused on telling the story of the diocese and equipping congregations, ministries, and diocesan organizations with the tools they need to share the Gospel across digital communications platforms.

This report highlights our work in three key areas:

- **Storytelling**
- **Videography & Photography**
- **Resourcing**

Storytelling & News Releases

- Published **27 feature stories** highlighting congregations, ministries, and diocesan staff
- Released **61 news updates** covering events, milestones, and diocesan announcements

Videography & Photography

- Produced **17 videos** sharing stories and updates from across the diocese
- Completed **30 photography visits** to congregations, ministries, and diocesan services

Resourcing

- Launched the **Diocesan Photography Project**, offering 24 annual slots for congregations and ministries to book professional photography
- Partnered with **10 congregations and ministries** to create modern, user-friendly websites
- Supported **6 congregations and ministries** with new or refreshed brand identities
- Produced the first **parish welcome video**, establishing a model for future use in 2026
- Hosted **12 expert-led communications workshops** through our partnership with *Caffeinated Church*

Sincere thanks go to Easton Davis and the entire Beloved Media LLC team for their leadership and oversight of our comprehensive communications program.

Registrar and Historiographer

A separate, comprehensive report regarding the work of the registrar and historiographer can be found in your Convention Annual Report packet. I would especially like to thank Registrar and Historiographer Nathan Madison for his continued work in digitizing our diocesan records. Nathan has already overseen the digitization of thousands of pages of diocesan documents, and this work will continue for years to come.

Additionally, Nathan led an effort to install chronologically all portraits of our Bishops Diocesan on the second floor of our diocesan offices. With each portrait is a plaque with a QR code taking one to a full history of that bishop. Recently, a portrait was added of Bishop Susan Goff, who served as Ecclesiastical Authority from 2018 to 2022.

Stewardship and Development

End of year giving (2024) through the Bishop's Appeal provided a strong turnout for our Bishop's Appeal grants raising over \$20,000.

Legacy giving continues to be a focus of our work with congregations as populations age and churches require diversified giving. Our bi-weekly e-newsletter continues to provide useful information in a timely manner.

This year's annual giving theme, We Walk By Faith, is taken from 2 Corinthians 5:7. It continues our focus on missional storytelling. It offers an opportunity to explicitly focus on ways in which congregations have deep trust in what cannot be seen yet provide courageous hope. The diocesan webpage is updated with the new curriculum and graphics.

Closing

None of this good work gets done without the daily efforts of our diocesan staff. We are blessed to have a team of talented and hardworking individuals who strive daily to live into our mission: Love Jesus. Embody justice. Be disciples.

SUBMITTED BY: MARK EASTHAM, SECRETARY AND CHIEF OF STAFF

Ecumenical and Interfaith Committee

The Rev'd K. Nicholas Forti, the Ecumenical and Interfaith Officer of the Diocese has been serving as the Vice President of the Virginia Council of Churches since November 2023. His term ends November 2025. After his term, he will continue to represent Bishop Johnston and the Diocese as a member of the Steering Committee and the Coordinating Cabinet of the Virginia Council of Churches.

The Ecumenical Officer also continues to co-chair the Virginia Lutheran-Episcopal Committee, which includes representation from the three Episcopal dioceses in Virginia and the Evangelical Lutheran Church in America Virginia Synod and Metro-DC Synod. Father Forti is joined on that committee by the Rev'd James Rickenbaker and the Rev'd Kyle Tomlin. In 2025, this committee has been comparing the Liturgy of Holy Eucharist (Rite 2) in the Book of Common Prayer with the Liturgy of Holy Eucharist in the ELCA's Evangelical Lutheran Worship book. The purpose of this study has been to prepare to create videos for YouTube and other social media providing instruction and guidance for clergy of the respective denominations when they are called upon to preside at the Liturgy in a church of the other denomination.

If you are interested in becoming involved in these or other ecumenical or interfaith committees and events, please contact the Rev'd K. Nicholas Forti at KNicholasForti@gmail.com.

SUBMITTED BY: REV'D K. NICHOLAS FORTI, VICE PRESIDENT OF THE VIRGINIA COUNCIL OF CHURCHES

Education for Ministry (EfM)

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 2024.

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, EfM has been a part of adult formation in the Diocese of Virginia for more than 30 years. From the Sewanee EfM website: "EfM invites the people of God to discern and act in faith through small-group reflection."

Education for Ministry (EfM) provides adult Christian formation for discipleship - one of the key priorities of The Diocese. 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. Although EfM was not designed as preparation for ordained ministry, a few EfM participants and graduates have gone on to answer a call to ordained ministry. EfM graduates frequently serve in key leadership roles within their parish and beyond. For the year ending in June 2025 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. Since the lifting of pandemic restrictions, many groups in our Diocese 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. EfM/Sewanee has selected several regional on-site training locations. Beginning in 2024, the Roslyn Center in Richmond has served as one of the regional sites because of our many successful EfM mentor trainings in past years at this location. Our Diocesan coordinator and the staff of EfM/Sewanee work together to plan and deliver training. Our most recent training was held on July 31 – August 2 for 33 individuals seeking mentor accreditation. This group included seven 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 30-August 1, 2026 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 was 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 will work 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 have kept EfM going strong even through the several years when Covid restricted face-to-face gatherings. The EfM coordinator assists mentors in the Diocese by helping connect individuals seeking an EfM group with mentors, facilitating the sharing of best practices, and serving as a resource of information and support for mentors in their 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, our Diocesan Canon for Discipleship, Diocesan finance office staff, trained EfM mentors, and committed EfM participants. All these individuals 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. EfM/Sewanee staff continue to do a wonderful job of maintaining the soundness of the EfM curriculum and program design. They have rolled out new EfM programs in 2025. These include revisions to the classic four-year EfM curriculum, and the addition of "Wide Angle" EfM. Through this new program individuals may join an EfM seminar 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. After serving for 11 years, Jane Dowrick has stepped down from her role as Diocesan EfM coordinator. Marjorie "Marjy" Jones has been appointed by Bishop Stevenson as our next EfM coordinator for the Diocese. Thanks be to God for the continued success of this ministry!

EfM GROUPS IN THE DIOCESE OF VIRGINIA

The EfM groups in the Diocese of Virginia are listed here by Diocesan Region. A complete list of churches by region is on the Diocese of Virginia website at <http://regions.thediocese.net/About-Regions/Map-of-Regions/>

Online-only EfM Groups: for information about enrollment and mentoring online-only groups, contact Cindy Hargis, Coordinator of online-only groups in the US, chargis@sewanee.edu. These online-only groups are identified by Sewanee as located in the Diocese of Virginia, however, individuals from any geographic location may enroll in any online-only group with space available, regardless of where the group mentor is geographically located: 1) #6981 Jim Papile, mentor, jimpapile@gmail.com (10 enrolled) 2) group #5401, Paul Bishop, Administrative Mentor pbishop4@gmail.com 703-244-3706 C; Lucy Chaplin, co-mentor, mooseski1@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 703-609-9559
 Tom Hahn 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 703-820-2363 H

ARLINGTON REGION

Meeting Place: St. Michael's Arlington, 1132 N. Ivanhoe St. Arlington Group #1910 (6 enrolled)
 Beth Cavey caveyelizabeth@gmail.com, 703-362-4331

CHARLOTTESVILLE REGION

Meeting Place: St. Paul's Memorial, 1701 University Avenue, Charlottesville Group #5752 (8 enrolled)
 Karen Mawyer Karenathome51@embarqmail.com, 434-906-9841 C

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)
 Moira 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 mecui1010@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: St. Luke's, 8009 Fort Hunt Rd, Alexandria & St. Andrew's, 5890 Main Street, Mt Jackson #7067 (8 enrolled)
 Seward "Skip" Jones skipnmarjy815@verizon.net 703-507-2543
 Cathleen Lewis Cathleen.lewis@gmail.com 703-785-8859

Meeting Place: Pohick Church, 9301 Richmond Hwy., Lorton Group #2457 (6 enrolled)
 Denise McHugh deniselmchugh4@verizon.net 410-310-9867 C
 John Egan jjegan3@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 clryland@aol.com, 804-338-2238 C

RICHMOND - WEST RICHMOND REGION – NO EFM GROUPS IN THIS REGION

SOUTHERN SHENANDOAH VALLEY REGION

Meeting Place: St. Luke's, 8009 Fort Hunt Rd, Alexandria & St. Andrew's, 5890 Main Street, Mt Jackson

#7067 (8 enrolled)

Seward "Skip" Jones skipnmarjy815@verizon.net 703-507-2543

Cathleen Lewis Cathleen.lewis@gmail.com 703-785-8859

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

NORTHERN SHENANDOAH (WINCHESTER) REGION – NO EFM GROUPS IN THIS REGION

SUBMITTED BY: MARJY JONES, EFM COORDINATOR

Episcopal Church Women (ECW), Diocese of Virginia**Highlights from 2025*****Lenten Retreat — March 19, 2025***

Bishop Goff led our Lenten Retreat at Grace and Holy Trinity Church, Richmond. Her theme, "The Desert Shall Rejoice: Hope in a Troubling Time," was inspired by Isaiah 35:1: "The desert shall rejoice and blossom." She reflected on the wilderness we enter during Lent and the unexpected wildernesses of illness, death, and loss. The retreat concluded with a Eucharist celebrating the Feast of St. Joseph (whose feast day coincided with March 19) and a meal of traditional lentil soup. Sixty participants attended this inspirational community event.

Spring Meeting — May 1, 2025 (May Day)

Our annual Spring Meeting was held at Varina Episcopal Church in Henrico, Virginia. The Rev. Whitney Edwards, Vicar of Varina, served as both speaker and celebrant. Her theme, "Knowing God as Wise Women," focused on connecting with God to live authentically. Participants described the event as "over the top" and "moving," with many deeply touched by the Eucharist that followed her talk.

Juneteenth Celebration — June 19, 2025

On Juneteenth, three Richmond churches — St. John's, St. Peter's, and St. Philip's — organized a joint celebration. ECW members joined Bishop Stevenson in a march from St. John's in Church Hill to the Peter Paul Development Center, singing along the way. The event featured a keynote address by B. K. Fulton, a nationally recognized author, filmmaker, and philanthropist, and a performance by Ezibu Muntu African Dance Company. The celebration concluded with a joyful community picnic at St. Peter's Church.

Scholarships — July 15, 2025

This year, the Diocesan ECW awarded nine scholarships of \$750 each to youth from the Diocese of Virginia who are attending or planning to attend college, junior college, or technical school. Applications for the 2026 scholarships are available online at ecwvirginia.org.

New ECW Diocese of Virginia Website — July 31, 2025

The ECW Diocese of Virginia launched a new website, ecwvirginia.org, on July 31, 2025. This was a collaborative effort, and we continue to learn how to maintain and update it. Please send any corrections or updates to catherineperrin@comcast.net.

Afternoon Tea — September 27, 2025

The Central Richmond Region hosted an Afternoon Tea at the Church of the Epiphany to benefit the ECW Gifts and Scholarship Fund. Fifty-one women attended, and the event raised \$1,550 for the Fund.

Fall Meeting — October 11, 2025

Our annual Fall Meeting was held at Pohick Church, Lorton, with 46 women representing 13 churches in attendance. Bishop Stevenson spoke on "Along the Way — A Journey of Faith." He offered a thoughtful reflection on faith and transformation, reminding us that while tragedies are not God's plan, God's grace enables us to grow through them. He encouraged us to live by six simple words:

Love Jesus
Embody Justice
Be Disciples

SUBMITTED BY: CATHERINE OGLE PERRIN, PRESIDENT, ECW DIOCESE OF VIRGINIA

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, the Suffragan Bishops if there are any, the assistant Bishops, if 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.

2025 Executive Board Members

The Rt. Rev. E. Mark Stevenson, 14th Bishop Diocesan, President The Rt. Rev. Gayle Harris, Assistant Bishop

The Rt. Rev. Mark Bourlakas, Assistant Bishop

Ms. Kat Turner, Alexandria Region (Church of the Resurrection, Alexandria) Ms. Linda Kelleher, Arlington Region (St. Michael's, Arlington)

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. 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. Nadine Pluchinsky, North Shenandoah Region (Grace, Berryville)

Mr. Jim Carlock, Member at Large (Trinity, Fredericksburg)

The Rev. Benjamin Badgett, Central Richmond Region (St. Mark's, Richmond) Ms. Cynthia Arnold, Charlottesville Region (St. Thomas, Orange)

Ms. Jane Roth, Northern Piedmont Region (St. James's, Leesburg) The Rev. Theresa Brion, Upper Tidewater (St. John's, West Point) Mr. Philip Tickle, West Richmond Region (All Saints, Richmond)

Ms. Karen Franklin, Member at Large (St. Mark's, Richmond) Ms. Catherine Perrin, ECW President

Since the last Convention in November 2024, there have been four meetings of the EB and there was one 2024 meeting that was not included in the 2024 report. A summary of the most relevant matters discussed is provided below.

October 2, 2024 Meeting

- Bishop Stevenson announced that the Diocese has received a \$1.2 million grant from the Lily Foundation to develop resources and programs for children up to 10 years old.
- The EB approved the list of parishes who asked for adjustments to their 10% covenantal giving pledge amount.
- After a review of the income projection (including the covenantal giving adjustments) and the expense line items presented by Mr. Ted Smith, the EB approved the draft budget to be presented for Annual Convention.
- Mr. Eastham noted that all parishes in the Diocese are eligible to become members of the Caffeinated Church network for a \$20 fee.

December 12, 2024 Meeting

- New members of the incoming 2025 EB the Rev. Benjamin Badgett, Ms. Cynthia Arnold, Ms. Jane Roth, the Rev. Theresa Brion, Mr. Philip Tickle, and Ms. Catherine Perrin were welcomed.
- The outgoing EB members the Rev. Amanda Kotval, Ms. Mickie Jones, the Rev. Gene LeCouteur, Ms. Laura Bondrant, the Rev. Emily Dunevant, and Ms. Ericka Masias were acknowledged for their service on the EB.
- Ms. Deb Gandy and Mr. Jim Carlock were reappointed to serve another year as an At-Large Member of the EB. Ms. Gandy will also continue to serve as the EB representative to the Trustees of the Funds (TOTF) and to the Reparations Task Force.

- Ms. Gandy and Mr. Dickinson agreed to serve on the nominating committee for the Trustees of the Funds again.
- Bishop Stevenson announced that the Rev. Will Dickinson had been hired as the new Transition Minister.
- The EB approved the 2025 Housing Allowance resolution for clergy employed by the Diocese.
- The 2025 regional budgets for three regions (Fredericksburg, Northern Neck, and Southern Shenandoah) were approved.

February 20, 2025 Meeting

- Bishop Steveson introduced The Rt. Rev. Mark Bourlakas who would join the Diocese as Assistant Bishop June 1.
- Bishop Stevenson announced the formation of an Architectural Resource Team to assist parishes who might have architectural or engineering issues.
- Bishop Stevenson noted that there is a great deal of anxiety currently around immigration issues and that the February Clergy Call dealt with this topic.
- 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. Ms. Kat Turner will chair the Budget Working Group and Ms. Boo Elmore will chair the Program Working Group.
- The 2025 Empowerment Resolution was approved.
- Mr. Harry Dickinson 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 Ms. Jane Roth and Mr. Harry Dickinson to serve with Ms. Gandy on the TOTF Nominating Committee.
- Bishop Stevenson appointed Ms. Jane Roth, Mr. Harry Dickinson, the Rev. John Shellito, and the Rev. Benjamin Badgett to serve on the Covenantal Giving Committee.
- The EB approved the budgets for the Alexandria and North Fairfax Regions.

April 10, 2025 Meeting

- The EB met in retreat the evening before the Board meeting for discussion about the role of the EB.
- Bishop Stevenson introduced the three speakers for the meeting: the Rev. Dr. J. Lee Hill, Jr. to report on the progress of the ongoing work in racial justice and healing and how to encourage and empower the people involved in this ministry; Mr. Tyler Henderson, Pathways to Prayer and Practice Grant Director, to discuss the five-year project to create Christian Formation programs for children ten years of age and under; and the Rev. Shirley Smith Graham, Minister of Congregational Virality, to present the findings from her recently completed Congregational Vitality Listening Tour throughout the Diocese.
- Bishop Stevenson then asked Board members, after each of the three presentations, to write down their thoughts and ideas on what God is calling us to do regarding the topics presented. These thoughts were then collected and recorded for discussion at a future meeting.
- The EB approved the budget for the North Richmond Region.

June 12, 2025 Meeting

- Bishop Stevenson appointed Ms. Karen Franklin as At-Large-Member. She is a member of St. Marks, Richmond.
- Bishop Stevenson welcomed Bishop Bourlakas as an Assistant Bishop and the Rev. Ricardo Sheppard as the Canon for Discipleship.
- Interim Canon Heidi Kim made a presentation on the information that was gleaned from the Executive Board retreat in April on how the EB can serve the people of the Diocese effectively.
- Bishop Stevenson reported that Mr. Greg Randall has been hired as Camps Director beginning in 2026 and then he moderated a discussion about Shrine Mont Camps.
- The EB approved the grant requests for the Bishop's Appeal and Peter James Lee Small Church Revitalization grants as recommended by the Program Work Group.
- The EB approved 25 applications for the Blakemore Trust Children's Scholarship funds. The Scholarships totaled approximately \$60,000.
- The EB approved a resolution to designate a property known as St. John's Episcopal Church at 4040 Lewistown Rd in Bumpass, VA as abandoned to clear up the ownership to the name of the Bishop.
- The EB approved housing allowance resolutions for Bishop Bourlakas and Canon Sheppard.
- Treasurer Ted Smith announced that the Covenantal Giving adjustment meeting would be held June 21 on Zoom.

October 1, 2025

- Bishop Stevenson noted the success of Shrine Mont Camps this year and praised Ms. Mary Beth Abplanalp for her work as Interim Camps Director. There was a 12% increase in campers.
- The EB approved the list of parishes who asked for adjustments to their 10% covenantal giving pledge amount.
- After a review of the income projection (including the covenantal giving adjustments) and the expense line items presented by Mr. Ted Smith, the EB approved the draft budget to be presented at Annual Convention.

SUBMITTED BY: HARRY D. DICKINSON VICE-PRESIDENT

Global Mission and Episcopal Relief & Development

In response to General Convention resolution, A016 (2022), and its successor A085 (2024) both of which encouraged all dioceses, jurisdictions, and seminaries to appoint a Global Mission Advocate (GMA), the Diocese of Virginia appointed Diane Wright as our diocesan GMA in June 2023. The purpose of a GMA is to help the church fully live out its global mission mandate.

Since then, the GMA team has exhibited at the Diocesan Annual Convention and offered workshops. Last year's workshop focused on "reimagining global mission, becoming a world where love is the way." Participants engaged in learning and dialogue around what is global mission, why engage in global mission, how to engage, and learned that the GMA team can support them. This year's convention workshop focuses on storytelling around the theme "seeing God's love transform churches through global mission."

The GMA team has offered quarterly global mission compline prayer services, where participants pray for global partners throughout the Anglican Communion. Monthly e-news and clergy communicate contributions shared updates and resources for World Mission Sunday, information about the Global Episcopal Mission Network (GEMN) Mission Conference, online conversations about global mission, spiritual enrichment and congregational vitality, information about global mission webinars offered by the Office of Global Partnerships and GEMN, details about the Lambeth Call on Mission and Evangelism, and announced the new Haiti Advocacy Ministry with both the Diocese of Washington and Diocese of Virginia.

The Diocese of Virginia also appointed Nancy Searby as the Ministry Partner with Episcopal Relief & Development in April 2025. Episcopal Relief & Development partners with local faith and organizations to address global challenges. Collaborative efforts on four interconnected priorities: early childhood development, women and girls, climate resilience and disaster response reached 4.9 million people, creating lasting change in communities worldwide.

Episcopal Relief & Development Planning calendars that identify global observance days were highlighted in the e-news for consideration of ways to include these days, e.g. International Literacy Day, in congregational life. An exhibit to increase awareness about the work of Episcopal Relief & Development will be provided at Annual Convention this year.

SUBMITTED BY: DIANE WRIGHT, GLOBAL MISSION ADVOCATE & NANCY SEARBY, EPISCOPAL RELIEF & DEVELOPMENT MINISTRY PARTNER

Ministry for Racial Justice and Healing

"There is no progress unless the wounded among us—those broken in heart and bruised in spirit—have space to tell their stories and share their burdens. Justice is only possible if the ones cast outside of the camp, the city, or the church are lovingly brought back into a changed and transformed community."

The Wounds Are the Witness, Yolanda Pierce

The Ministry for Racial Justice and Healing in the Diocese of Virginia remains committed and actively engaged in supporting individuals, parishes, institutions and regions throughout the Diocese in the work of embodying justice. While we are actively engaged in the work of exploring and refreshing the vision and mission of the Ministry. Our vision is to be "Christians boldly speaking truth to power and working for a world free from the evils of white supremacy, racism, and colonialism." The mission that guides our work invites the Diocese of Virginia to be actively engaged "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 Dr. J. Lee Hill, Jr., Canon for Racial Justice and Healing, with the support of Dr. Chris Cameron of St. Anne's Episcopal Church in Reston, Chair of the Ministry for Racial Justice and Healing.

REFRESHING THE MINISTRY FOR RACIAL JUSTICE AND HEALING

In 2025, the Ministry was in transition and refreshing in that we welcomed into leadership seven dedicated individuals to serve in leadership: The Rev'd Benjamin Badgett (St. Mark's, Richmond), Mr. Larry Clark (St. Philip's, Richmond), Mr. Jan Cornelius (The Falls Church, Falls Church), Miss Isabelle Cresswell (St. Paul's, Richmond), The Rev'd Susie Harding (St. Andrew's, Burke), Ms. Maggie Keller (St. John's, Mclean), and Ms. Ericka Masias (La Iglesia de Santa Maria, Falls Church). Additionally, this year we said farewell to several long-term members who served the Diocese faithfully in this ministry: The Rev'd Marlene Forrest (St. Philip's, Richmond), Ms. Carolyn Lanier (St. Philip's, Richmond), and The Rev'd Christine Garcia (St. Thomas, Richmond).

In refreshing the Ministry for Racial Justice and Healing, the ministry has ministerial oversight for the following areas of ministry: Native American/Indigenous Ministries, Triangle of Hope, Latino Ministries, Immigration, Sacred Ground, Healing from Internalized Oppression, Truth and Reparations Task Force, and Pilgrimage experiences.

CURRICULUM DEVELOPMENT

The Ministry set an ambitious goal of developing a 5-hour curriculum at the intersections of faith, liturgy and racial justice education through a collaborative partnership with the Episcopal Diocese of Southern Virginia. The Education and Training workgroup that was focused on this goal completed its work and the training in June of this year and named the programmatic offering “I Will With God’s Help.” Members of the Ministry are prepared to share the curriculum with parishes, vestries, regional gatherings, and other institutions of the Diocese. The liturgical design of this curriculum includes prayers for the church and world, confession, absolution, the Baptismal Covenant, and Holy Eucharist. Please contact any member of the Ministry team if you are interested in hosting the training in your community or region.

TRIANGLE OF HOPE

This year the Diocese of Virginia hosted the Triangle of Hope youth pilgrimage. The dates for the pilgrimage were set for June 30 – July 6, and a full itinerary that included travel to Museum of African American History and Culture, Belle Grove Historic Plantation, Shrine Mont, The Bray School (Colonial Williamsburg), Richmond Slave Trail, Montpelier and Roslyn Conference Center. We learned on May 26th that our friends in Kumasi were unable to secure the group visa from the U.S. Embassy in Ghana and were further denied the ability to appeal the U.S. Embassy’s decision. While we are terribly frustrated by the administration’s decision to prevent youth from learning about the horrors of the Transatlantic slave trade and the church’s complicity, we created space to collectively lament the loss of their physical presence with us and worked to ensure that youth from Liverpool and Virginia remained digitally connected to our friends from Kumasi. We remain grateful this summer for the leadership of the Rev’d Valerie Hayes, Jabriel Hasan, The Rev’d Susie Harding, and Sarah Himes for their visionary leadership, support of the training weekend, and thoughtful engagement with the youth from both dioceses. The 2026 TOH Pilgrimage will be hosted by the Diocese of Kumasi, and plans are being made for travel to Ghana in the early weeks of August 2026.

DIOCESAN WIDE BOOK STUDIES

This year we supported three distinct book studies: *Being Indigenous in Jim Crow Virginia* (Laura Feller), *The Wounds Are the Witness* (Yolanda Pierce), and *Migrant God: A Christian Vision for Immigrant Justice* (Isaac Villegas). Each of the book studies provided an opportunity for those within our Diocese and beyond the opportunity not only for shared learning and growth, but opportunity for fellowship. We are especially grateful for the leadership that Drs. Chris Cameron and Jayne Osgood provided for these learning opportunities.

BIPOC GATHERING at SHRINE MONT

In the Spring of the year an intimate gathering of mostly persons of color gathered for “Shades of Faith” at Shrine Mont. The weekend experience was organized primarily by the leadership of Trinity (Arlington). The retreat weekend leader was the Rev’d Dr. Gail Fisher Stewart, and offered individuals the opportunity to both retreat and gather for fellowship. A second gathering is being explored for the Spring of 2026.

REFRESHING TRUTH AND REPARATIONS TASK FORCE

Earlier this year a strategic refresh of the Truth and Reparations Task Force was launched, and deep gratitude was extended to those who constituted the initial Task Force. In developing the call for nomination and the visionary direction of the next phase of the work of the Task Force deep gratitude is extended to Jabriel Hassan, Deb Gandy, The Rev’d Kristen Farrington, Bishop Stevenson, and the

Standing Committee for their hard work in drafting a comprehensive description of the work of the Task Force and naming the special gifts and skills that are needed for the next phase of the work. We remain encouraged by the diversity of the newly named Truth and Reparations Task Force, and the refreshed ministry that is being launched in our Diocese.

VIRGINIA PILGRIMAGE

Inspired by a previous pilgrimage to Birmingham, Memphis, Selma and Montgomery this year, 28 pilgrims spent five days directly engaging with the 400-plus-year history of oppression against Indigenous peoples and enslaved Africans, as well as bearing witness to their resilience in the Diocese of Virginia. The pilgrimage intentionally centered on race, dedicating time for faithful and spiritual reflection at Roslyn alongside visits to the Upper Mattaponi and Mattaponi Indian Tribe and Reservation, the Richmond’s former slave market district of Shockoe Bottom, and significant sites that held historical connections to the enslaved at Mount Vernon, the University of Virginia (Memorial to Enslaved Laborers) and Montpelier, the home of James Madison. The group additionally spent time at Christ Church, Alexandria exploring its history and learning about their significant engagement in the work racial justice. Through several pre- and post-pilgrimage gatherings, worship, reflection, dialogue, and site engagement throughout the Diocese pilgrims renewed their commitment to Beloved Community, recognizing that loving Jesus means loving their neighbors, and that embodying justice is the path of discipleship toward living in beloved community.

The Ministry for Racial Justice and Healing in the Diocese of Virginia is embracing a bold and hopeful future, grounded in the conviction that true justice requires embracing the stories of the wounded and transforming the individuals, community, and institutions. This past year has been defined by energetic growth and intentional action as the Ministry underwent a successful refresh, welcoming new leaders and streamlining its focus. In the upcoming year we anticipate not only clear strategic ministry development, but deeper engagement with Indigenous Ministries as we explore a fall pilgrimage experience to NavajoLand, support of Latino and Spanish-Speaking Ministries through collaborative work with Congregational Vitality, and direct action that centers Immigrant justice concerns. With a clear vision to dismantle white supremacy, racism, and colonialism through education and advocacy, the Ministry is moving forward with confidence and excitement, certain that the ministry being done in Jesus’ Name is paving the way for a people to love Jesus, embody justice and be disciples in the Diocese of Virginia.

SUBMITTED BY: DR. J. LEE HILL, JR., CANON FOR RACIAL JUSTICE AND HEALING

North Fairfax Region

The churches in the North Fairfax Region are Church of the Holy Comforter, Vienna; Church of the Holy Cross, Dunn Loring; Epiphany Episcopal Church, Oak Hill; 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.

The North Fairfax Region has remained faithfully engaged throughout 2025. We continue to hold hybrid meetings to allow for the greatest participation. Each meeting opens with Bible study and reflection around the diocesan call to “Love Jesus. Embody justice. Be disciples.”

December 2024 Meeting: We allocated funds toward our regional youth mission trip (\$3,000) to Southwest Virginia (Moving Mountains Mission, M3) and to ARISE Ministries (\$1,000). Our nominating committee presented a full slate of candidates, including youth delegate and alternate, who were unanimously elected by the region.

February 2025 Meeting: We held our March meeting in February due to Ash Wednesday falling that week. Guests included Drew Ens, campus minister for ARISE Ministry at George Mason University, and Gabriel Dole, vice president of ARISE. ARISE is a nondenominational ministry serving the GMU campus. We voted to donate \$800 of our 2024 local outreach funds to ARISE and \$500 to Just Neighbors, a local immigration nonprofit.

May 2025 Meeting: Our May meeting was brief and focused on routine regional business. Our Bible study centered on how our congregations are embodying love. Examples included radical welcome in our churches, active food pantries, and support for refugees.

October 2025 Meeting: As part of our Bible study on Micah 6:8, two region members who participated in the 2025 Virginia Racial Justice and Healing Pilgrimage shared reflections on their experience. We heard reports from the M3 mission trip and a summer youth activity, both of which were great successes. We also formed a nominating committee to prepare a slate of officers for 2026 to be presented at our December meeting.

North Fairfax 2025 Youth Moving Mountains Mission Trip (M3): The 2025 Moving Mountains Mission Trip was a tremendous success in so many ways. As always, our teens approached their projects with grace, teamwork, and a deep spirit of service. This year's trip was especially meaningful because of our collaboration with the Diocese of Southwestern Virginia and Grace Episcopal Church in Alexandria. Together, we shared both project responsibilities and living quarters at Grace House on the Mountain.

Altogether, we had 40 participants—32 teens and 8 adults—with M3 contributing 11 teens and 4 adults to the mission field. As a united team, we accomplished an impressive list of projects: built two 8' x 8' decks with stairs, constructed one 8' x 10' deck with stairs, designed and assembled a 35-foot handicap ramp with multiple platforms, and rehabilitated a trailer to support a family in need. These efforts directly served families in vulnerable situations, including a mother with three children, a pair of retirees awaiting HUD assistance, and an elderly woman who uses a wheelchair and needed safe access from her home to the driveway.

Some of the activities of North Fairfax Region parishes since the 2024 Convention are outlined below:

Epiphany Episcopal Church, Oak Hill: Epiphany Episcopal Church continues to creatively widen the circle of participation outside our church walls to share in making God's love known through our ministries directed at strengthening food and housing security in our community. This past year we were able to engage two corporate partners: BCBS and Leidos. We continue to partner with our local food pantry by offering financial resources and people time and energy. The Hot Meals (a program that ensures anyone who wants one can have a hot meal at the end of the day, every day) and Food4Thought programs run strong. Epiphany has also taken a leadership role in our participation in the hypothermia shelter ministry. We provided guidance and input to other congregations or communities seeking to offer shelter in the winter for those who need it. Our connections to the wider community are expanding through the growing relationships between the Oak Hill Preschool families and our parish families.

Church of the Holy Comforter, Vienna: Holy Comforter is enjoying the completion of our Solar Array, which began working on the last day of 2024! Because of this, we were able to fully fund the project from a family gift and the Inflation Reduction Act. The array provides 110%+ of our electrical needs and will continue to do so in a time of increasing electrical costs. We were recently given the Congregational Sustainability Champion by FACS for our efforts toward net-zero carbon emissions. This year, due to planned retirements, the church lay staff was reorganized under a new Executive Director of Parish Operations, and we hired a new Director of Family Formation and Children's Ministry, and a new Associate Rector. Our Creation Care Team continues to rewrite

our 7-Acre Wood, has created an outdoor chapel, and beautified the campus. We will complete a renovation project to provide a new music room, an ADA-compliant bathroom, and updated children's Sunday School classrooms. We continue to actively support our refugee families from Afghanistan and Venezuela with housing (co-signing rental applications and finding apartments), education and tutoring, medical needs, employment, transportation, and asylum applications. Our upcoming year will focus on further community building, mission, and engagement with the larger community. Vitality in the parish is thankfully strong, with regular newcomers, formation for all ages, stewardship, outreach, creation care, music ministry, and a parish thrift shop all showing high levels of engagement.

St. Anne's, Reston: St. Anne's has embraced the College for Congregational Development (CCD) model—Gather, Transform, Send—with a particular focus on context: the places we are sent, where we live our everyday lives. In discerning our context, we believe God is calling us to be a spiritual safe haven and stable presence amidst the turmoil facing our nation. As a church rooted in Northern Virginia, we see challenges such as food insecurity, unemployment, and fear of ICE continue to grow, and we are being invited to respond with compassion, courage, and faithfulness. In response to pressing needs, we convened a civic support group, altered our food pantry distribution methods, trained our volunteers to respond in the event of an ICE raid, and are generously using discretionary funds to help families bridge financial gaps. Throughout it all, we continue to speak out for justice, racial healing, and equality—holding firm in our core values of being a progressive place of welcome and diversity.

St. Dunstan's, McLean: This year has been a time of transition and growth at St. Dunstan's. In September 2024, Rev. Chris Miller became our Priest-in-Charge and has provided steady, thoughtful leadership. His presence has brought renewed energy and direction to our parish.

Music and outreach continue to be central passions at St. Dunstan's. Our choir rehearses weekly on Thursdays, and we've hosted several concerts throughout the year, including a successful outreach concert that welcomed anyone in the community. After 38 years of partnership with an external preschool, St. Dunstan's made the decision to move forward without it. This marks the beginning of a new chapter for us. We are currently discerning how best to use the space and how it can serve our parish's mission going forward. We remain committed to worship and service and are excited about the future.

St. John's, McLean: St. John's continues to experience a period of growth in both depth and breadth. We started our 2025–26 program season with two new worship opportunities: Choral Evensong on the second Sunday of the month and Supper Church Fellowship Meals on the third Sunday of the month. While somewhat liturgically opposite in style, they embody our desire to engage one another in prayer, praise, and worship. Our staff and clergy have offered additional enhancements in programming: a parish pilgrimage, day trips and outings for adults, a crafting group, multiple opportunities for parishioner-led Bible studies, a “Faith and Film” series, as well as a diversity of youth events balancing time for celebration and service. In August, we sent our largest team of youth and adult volunteers ever on a service trip to our companion parish of twenty-seven years in Consuelo, Dominican Republic. This fall we started a process of expanding our gardens with native trees, shrubs, and pollinators, as well as reducing our monoculture footprint by converting a portion of our grass lawn into a native wildflower meadow. In the spirit of evangelism, we have expanded the availability of our facilities for the use of our local community. We offer meeting space for McLean's two high schools' youth leadership training. Students with disabilities from Langley High School visit us weekly, learning basic life skills as weekly office helpers. For over a century, we have enjoyed a relationship with a Scouting America Troop of Boys and Girls. Recently, local garden clubs have gathered at St. John's. We also offer space for twelve-step meetings six days per week.

St. Thomas, McLean: St. Thomas continues to explore evangelism opportunities. Our newest effort is a 5 p.m. Sunday night service, which is a High Mass. Featuring incense, chanting, and space for quiet, this service invites worshipers into a deeper relationship with God. We are preparing for a pilgrimage to Italy and Greece in 2026 that will explore how first-century Christians lived faithfully during the Roman Empire. Our pilgrimage stops will include Naples, Pompeii, and Herculaneum, as well as Athens, Corinth, Berea, Thessaloniki, and Philippi. This fall, we will begin our pilgrimage preparation with a Bible study we've called Living the Gospel in Empire, Empowered by Christ. Our preschool, The St. Thomas Early Learning Center, continues to thrive, offering a quality preschool education with before- and after-care available and operating from 7:30 to 5:30.

St. Timothy's, Herndon: St. Timothy's had a busy year in 2025, beginning with the 50th anniversary of St. Timothy's Pre-School, a ministry outreach of the church since 1975. A huge block party was held in the spring with the Mayor of Herndon, the founding Rector of the

Pre-School, former teachers, current students, and members of the community. We celebrated Shrine Mont's 100th anniversary on multiple occasions: on Shrine Mont "Sunday" in the spring with camp songs and special coffee hour; at the 100th proper in Orkney Springs (alongside an Adult Forum back home); and then our annual Shrine Mont retreat with record attendance and guest facilitator and speaker, the Reverend Anthony Guillen. Anthony+ had recently retired as the Latino Missioner for The Episcopal Church as a whole, and we were blessed to have him help our bilingual congregation move forward as Mucha pueblo, una familia ("Many peoples, one family"). We also welcomed VTS Middler, Marie Esther Duvert, originally from Haiti but canonically resident in the Diocese of New Jersey, as our new seminarian. Finally, we said goodbye and laid to rest the Reverend Brad Rundlett, our beloved long-time pastor and Rector Emeritus, with a packed service over the summer and private inurnment in the Fall.

SUBMITTED BY: CHRIS CAMERON, PRESIDENT, NORTH FAIRFAX REGION

Northern Piedmont Region

Our Parishes: The Northern Piedmont Region comprises the thirteen 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. Most of our parishes report in-person attendance and participation remaining below pre-pandemic however there are a few parishes reporting significantly higher attendance figures than in 2019. A current listing of our congregations follows this report.

Most of our parishes are clergy led. St. Andrews Ada (Marshall) is now led by the Rev Angela Lorena as Priest-in-Charge, with assistance from other clergy from the region and from the Culpeper region. Transitions continue at Christ Church Lucketts and Grace The Plains which are seeking clergy.

The Church of Our Redeemer Aldie is no longer active. Several members of its congregation now worship at other churches in the region.

Communication: Our parishes continue to manage multiple worship and 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. We hope to work with diocesan staff to identify possibilities and resources.

Region Council Meetings: Following the 2024 Annual Convention, the region council met in person in November for a Vitality Listening Session with the Rev. Shirley Smith Graham. Nine parishes were represented by fourteen individuals including old Region 13 friends now in the Culpeper Region. We shared:

- Our Joy as embodied by both contemporary and traditional music; ethnic ministries; adult baptisms; children's formation and education and worshipping and dancing around a font; and hospitality of all sorts.
- Our Strengths including pastoral care, especially for community in crisis; feeding people; providing remote worship opportunities; and adult formation.
- Our Challenges with demographics and Sunday morning competition from secular activities.
- Our Hopes for church sustainability beyond maintenance and survival.

In 2025 we kept to our regular meeting schedule of 2nd Tuesdays in January, March, May, and September on zoom. Highlights included updates on missions in the region:

- Citizenship programs for parishioners and immigrant community members.
- Active children & youth groups at several parishes including several that feature collaboration among parishes. Several parishes also sponsor preschool programs.
- Feeding programs at most parishes, many in cooperation with other local community groups.
- Community concerts, performances, and presentations featuring talented local, regional, and internationally known artists and lecturers.

Our next regular meeting will be on Tuesday November 11th to plan for 2026 and to reflect on this year's Annual Convention.

Budget & Outreach: The Region Council Treasury balance is approximately \$5,640. In 2025 we granted \$5,120 for Shrine Mont scholarships and \$5,000 for preservation of the historic episcopal cemetery in Leesburg. Recently we also granted \$7,500 for support of evicted residents at the Leesburg Mobile Home Park, a group of over 86 families that include members of our parishes.

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.

Community Mission: Many of the region episcopal churches serve as centers for community projects in collaboration with other denominations and organizations. This may best be exemplified by St. Gabriel's in Leesburg continues to identify 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. Meanwhile, St. Gabriel's has partnered with other organizations and denominations and region parishes to provide services and programs such as Educando con Amor (Educating with Love). In 2025, Educando con Amor offered STEAM programs for six hundred community members of the 780 who applied.

Parish Listings & Links: Parish websites provide links to recorded or live-streamed Sunday services as indicated in bold below.

Christ Church Lucketts - <https://christchurchlucketts.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 (Marshall)

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.stmtts.org/>

St. Paul's Haymarket - <http://www.stpaulsepiscopalhaymarket.org>

St. Peter's Purcellville - <https://stpetes.net/>

Trinity Upperville - <https://trinityuppsville.org/>

SUBMITTED BY: BRUCE LeLACHEUR, COUNCIL PRESIDENT

Northern Shenandoah Region

As a Region, we met once a quarter, with parishes taking turns hosting. Among those in the group, the following submitted updates to share.

Calvary Episcopal Church, Front Royal:

- This spring, the church accepted the Resignation of the Rev. Valerie Hayes and called the Rev. Tom Crittenden to be Interim Rector.
- There is also an ongoing search for an organist/choir director, but in the meantime, we enjoy an excellent handbell choir to enhance the service.
- Recently we enjoyed a wonderful fall Parish Picnic at the vineyard home of a parishioner in the Blue Ridge Mountains, and subsequently celebrated a Blessing of the Animals during Sunday morning celebration of St. Francis

Christ Episcopal Church/Cunningham Chapel, Millwood:

- This year we're delighted to welcome Edward "Ted" Culley as our deacon intern. He has already proven himself to be an asset to the parish, with his service at the food pantry, and an Adult Forum.
- We continue to serve about 65 families in Clarke County every week with our Christ Church Cares Food Pantry. We partner with local farmers, grocery stores, and the community to provide meats, fresh produce, shelf-stable foods, and personal products.
- Our Christ Church Concert Series is going strong, offering world-class performances every month, for the price of a freewill offering. In September we started off with Timur Mustakimov, gold medal winner at the International Brahms festival.

Christ Episcopal Church, Winchester:

- We received a grant from Diocese to support our ministry with Bright Futures to provide school age children with food for weekends. Once in each of the summer months we also provided home-cooked meals for the local Kids Clubs members and their families.

- Post-COVID, we are working to restart our All-Abilities Worship Service for families and all with special needs. Parishioners, including a Music Therapist, lead it.
- We continue to welcome new members as we benefit from the growth in our area. There is a good mix of retirees as well as families with young children.

Church of the Good Shepherd, Bluemont:

- Early in the year we embraced a new mission statement: Follow Christ. Welcome All. Serve Humbly. This is important as we plan for our growth in the next coming years.
- On Good Friday, we lost a long-time leader and friend, Lois Tapscott, the last of the congregation that grew up in Good Shepherd. In May, Bishop Gulick confirmed and reaffirmed two congregants and preached a healing sermon acknowledging the importance of Lois to our church. In June, Bishop Stevenson visited and celebrated a Healing Service with us. It was wonderful to have such support from the Diocese in our time of sadness and grief.
- We increased our commitment to FISH of Clarke County, with increased funding, food donations, and monthly lunch distributions. In May we participated in a World Vision 6K walk for water fundraising campaign. Our goal was to raise over \$1,000 and we raised over \$7,000 to support a global program to supply drinking water for villages in the third world.

Northern Neck Region

Love Jesus. Embody justice. Be disciples.

Telling Our Stories – Sharing Our Gifts

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 Diocesan Executive Board.

The Northern Neck Region held four Region meetings in 2025 (quarterly), and additional meetings were held by the Region Executive Committee and other sessions including the Shrine Mont teaming initiative with the Northern Neck Boys and Girls Club and Lay Eucharistic Minister Training and Lay Eucharistic Visitor Training by Cople Parish.

In March, the Vitality Listening Tour with the Reverend Shirley Smith Graham was held at St. Stephen's Church in Heathsville and well attended with over 60 participants representing all churches in the Northern Neck Region. Also in March, the "Rebuild with Us" Silent and Online Auction was a great fundraising success with proceeds benefitting the rebuilding of St. Peter's in Oak Grove.

In April, we congratulated Deacon Deb Lockhart for her Profession of Life Vows, and we congratulated Deacon Judi Thomas who was ordained on April 26th. In May, Region scholarships were awarded to youth campers attending Shrine Mont this past summer.

In September during our region meeting at Grace Church in Kilmarnock, the Region made presentations to our new Deacon Judi Thomas and a donation from our Region to the St. Peter's rebuilding fund. We gave thanks to Treadwell Davison (lead) and the Northern Neck Region Collaborative Ministry Task Force on completion through their work and service over the past three years in establishing a framework to nurture the robust continuation of the rich faith traditions of the Episcopal community in Virginia's rural Northern Neck. At the end of our meeting in September,

we attended the beautiful Celtic service at Grace led by the Reverend Kim Glenn (see figures 1 and 2 for pictures from this event and meeting).

Our gratitude and best wishes are extended to the Reverend Kristen Farrington, previously of Cople, on her new duties at Christ Church School in August. During this past half of the reporting year, we welcomed the Reverend Kim Fox as Rector of St. Mary's Whitechapel and Trinity Lancaster and the Reverend David Jutsom to St. Stephen's, Heathsville.

The Northern Neck Region congregations continued many successful outreach ministries this year, including the Regional Episcopal Youth Community (EYC),

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 were hosted at our churches throughout the year, including Blessings of the Fleet, Oysters & Oldies, Octoberfest, 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.

In closing, we share our Region prayer for all Regions across the Episcopal Diocese of Virginia:

O God, by your grace you have called us to a goodly fellowship of faith to be the Episcopal Church in the Regions of Virginia. Bless our Parishes, Laity, Clergy, Religious Orders, all Staff and Volunteers who work together in proclaiming the good news of God in Christ. Bless our Deans, our Presidents, and all who serve in roles of leadership within our Regions. Grant that your Word may be truly preached and truly heard, your Sacraments faithfully administered and faithfully received. By your Spirit, fashion our lives according to the example of your Son, and grant that we may show the power of your love to all among whom we live, through Jesus Christ our Lord. Amen.

SUBMITTED BY: LINDA HUTT, NORTHERN NECK REGION PRESIDENT

Potomac Region

Summary

The Potomac Region's activities in 2025 focused on:

- Finding ways to collaborate and bring the churches together for combined fellowship.
- Strengthening congregational vitality and resilience amid federal workforce reductions.
 - In February, we had a presentation by **Rev. Shirley Smith Graham, Minister of Congregational Vitality**, on fostering congregational vitality. Participants reflected on questions of joy, strengths, challenges, and hopes in ministry. We asked each congregation to report on any needs that have come because of the federal workforce reductions.
- Sharing updates on environmental stewardship and parish initiatives.
 - St. Luke's recently installed solar panels.
 - Many churches talked about community gardens they either currently have or are interested in starting.
- Addressing communication and administrative needs, including the election of a Treasurer.

- Aimee Bramley was elected as treasurer at the September Meeting.
- Supporting clergy transitions and fostering collaboration among congregations.
 - The Rev. Charles Brock retired from St. James' in March.
 - The Rev. Susan Pinkerton has been called as Interim Rector at St. James'.
 - The Rev. Jo Ann Murphey retired from St. Margaret's in September.
 - The Rev. Katherine Ferguson has been called as Priest-in-Charge at Margaret's.
 - The Rev. Daniel Cenci has been called as Rector at Pohick Church in March.

The Rev. Susan Pinkerton has also stepped in as interim Dean of the Region. The Region remains committed to facilitating effective regional ministry and continuing its work in service to the Diocese of Virginia.

Province III

Province III, which includes the thirteen Episcopal dioceses in the Mid-Atlantic region (Bethlehem, Central Pennsylvania, Delaware, Easton, Maryland, Northwestern Pennsylvania, Pennsylvania, Pittsburgh, Southern Virginia, Southwestern Virginia, Virginia, Washington, and West Virginia), met for its annual Synod on May 5, 2025, in Martinsburg, West Virginia. This year's Synod was attended by The Rt. Rev. E. Mark Stevenson, The Rt. Rev. Gayle E. Harris, and The Very Rev. Kathleen Murray, Clergy Deputy from the Diocese of Virginia.

The Synod opened with Morning Prayer led by Mr. Christopher Hart, Diocese of Pennsylvania, followed by welcomes from Bishop Kevin Brown, Diocese of Delaware, who also presides as President of the Province. The Rt. Rev. Audrey Scanlan, Bishop of Central Pennsylvania, presented an update on the reunification of the Dioceses of Bethlehem and Central Pennsylvania into what will become the Diocese of Susquehanna. This marks a historic moment of collaboration and discernment within Province III and throughout the Episcopal Church.

The Synod also heard a comprehensive report from the Executive Council, including discussion of the wider church reorganization, led by Mr. Matthew Taylor, Diocese of Washington, and the Rev. Dr. Nina Salmon, Diocese of Southwestern Virginia. Table conversations, facilitated by Dr. Pamela Cochran, Province III Coordinator, explored three themes central to the Province's common life: Racial Reconciliation, Creation Care, and Provincial Identity. These discussions reflected a shared desire to strengthen cooperation and communication across diocesan lines.

Following the morning sessions, Treasurer Mr. Jason Kamrath, Diocese of Maryland, presented the 2024 financial report and the 2025 budget, which the Synod voted to receive. The 2025 budget projects total revenues of approximately \$104,000, primarily from diocesan apportionments, and total expenses of \$126,000, with a resulting operating deficit of about \$21,800, largely due to one-time pension adjustments. Program funding continues to prioritize formation, youth, environmental ministries, campus ministry, and anti-racism efforts. The Provincial Council recommended that the 2026 diocesan apportionment remain stable, with continued investment in communication platforms and ministry development across dioceses.

Afternoon ministry updates were offered by:

- **The Rev. Joanne Fisher** (Christian Formation & Youth)

- **Ms. Mathy Milling Downing** (United Thank Offering)
- **Mr. Steven Jones** (Environmental Ministry)
- **The Rev. Dr. Ted Christopher** (Campus Ministry)
- **Dr. Renee Escoffery-Torres** (Episcopal Church Women)
- **Dr. Pamela Cochran** (College for Congregational Development)

These reports highlighted continued collaboration across dioceses and the growing energy around environmental stewardship, youth engagement, and leadership development.

The 2025 Province III Synod was a day of fellowship, shared vision, and honest reflection on the challenges and opportunities facing the Episcopal Church in our region. The discussions underscored the importance of connection not only among dioceses but also between lay and ordained leaders working together to proclaim the Gospel through acts of justice, reconciliation, and care for creation.

Province III invites all Episcopalians to learn more about its ministries and ongoing initiatives at www.province3.org

SUBMITTED BY: THE VERY REV. KATHLEEN MURRAY, CLERGY DEPUTY

The Virginia Diocesan Center at Roslyn

As 2026 approaches, we are pleased to reflect on another busy year at Roslyn. By the end of 2025, we will have accommodated more than three hundred groups with 8,000 guests and provided over 30,000 meals. While most have been repeating groups, about a third came to Roslyn for the first time. We were excited to host all of our visitors from church-related groups, non-profit or government organizations, and for-profit businesses.

We completed several projects during 2025. At the beginning of the year, we did much needed tree work around Tucker Hall and along the main drive. We pruned primary trees and removed declining ones. Next year it is our plan to plant new trees to replace the ones that were removed. We also painted the exteriors of Powers, Gibson and Walker Halls and plan to continue exterior painting in 2026. We also expanded our technological infrastructure by adding five new access points throughout the property. In addition to planting trees, exterior painting and keeping up with technology, next year we plan to replace the roofs on Tucker Hall and part of the heating and air conditioning systems in the newer lodge buildings.

From a program standpoint, Roslyn continued to support the Association of Visual Artists in the Diocese of VA - now renamed the Sacred Makers Collective. We look forward to working with and supporting this group again in 2026. In thanks for their hard work, we also welcomed diocesan clergy to Roslyn at the complimentary clergy retreats. Next year's clergy events will take place in January and April. We are also focusing on creative ways to bring new groups and people into the Roslyn fold. We are looking at serving as a stopover location for local Pilgrimage experiences and hosting an overnight book event. Ideas for programs are always welcome!

Led by Bishop Stevenson, Patrick Getlein and Julian Bivins, we could not be more thankful for the excellent guidance and support provided to Roslyn by the Roslyn Managers Corporation and the Memorial Trustees. If you have not been to Roslyn lately, please come by for a visit. If you are a regular, we look forward to seeing you again – soon!

Shrine Mont Camps

Dear Friends of Shrine Mont Camps,

Shrine Mont Camps is one of the Diocese of Virginia's most valuable assets, forming faith, friendships, and leadership in ways that ripple far beyond the mountain. **The profound impact of camp on the spiritual lives of young people cannot be overstated** — it is a place where for decades children and youth encounter God's love in transformative ways, build lifelong community, and discern their gifts for ministry and service.

The 2024–2025 program year for Shrine Mont Camps **was a season of transition, growth, and renewal**. Following the August 2024 resignation of previous Shrine Mont Camps Director, James Williams, **Ministry Architects was engaged** to provide operational support while the Diocese of Virginia searched for a new director. Recognizing camp needed leadership for 2025 without further delay, **Bishop Stevenson appointed Mary Beth Abplanalp, as Interim Director of Shrine Mont Camps while the search continued**.

What follows is a reflection on how we responded to the **seven major challenges named in the 2024 Shrine Mont Camps Assessment Report** and the outcomes of the summer 2025 camping season.

By the Numbers – 2025 Season

452 campers served – up from **404** last year (**12% increase**)
27 St. Nicholas Day Camp participants
78 paid staff – including **19 chaplains** and **11 nurses & infirmary counselors**
20 volunteers at St. Elizabeth's Camp
\$76,329 in scholarships awarded

1. Camper Numbers & Participation

This summer we offered 8 camps, totaling 22 sessions, that served **452 campers, a 12% increase** over 2024, with several sessions reaching capacity and last-minute registrations filling open spots. Accessibility to participation was expanded for campers and staff. The addition of **St. Nicholas Day Camp, providing onsite childcare for young children of camp staff, was utilized by 8 members of the camp's professional staff--nurses, chaplains, and directors**. An impressive **\$76,329 in scholarships** were distributed to families to reduce financial burden.

2. Camper & Family Experience

Families experienced a smoother process thanks to website upgrades, a **streamlined registration process**, improved communication, and a **completely revised Family Handbook** with clear expectations and pre-arrival guidance.

Opening days at camp were more welcoming, staff were visible and ready to help, and ongoing communications — including photo updates and 2-Day letters — strengthened family trust and connection. We also continued our **partnership with Sacred Playgrounds** to gather longitudinal parent feedback. **2025 results, expected soon, will help guide decisions for 2026**.

3. Program Quality & Faith Formation

In 2025, we worked intentionally to **restore faith formation to the heart of camp**. With **19 chaplains** present across the summer, worship talks, and nightly feeling Check reflections provided a consistent spiritual rhythm. Camp staff were commissioned by Bishop Stevenson at the start of the summer and supported by staff chaplains throughout the season.

Recreational programming was also strengthened: **St. George's Session 4** saw the return of beloved

3-day canoeing and hiking trips, and **glamping experiences** were quite popular at St. Elizabeth's and Lil's Camp, reconnecting campers with the outdoors and beloved traditions.

4. Staffing Sustainability

This year we recruited **78 staff** and **20 volunteers**, including **11 nurses and infirmiry counselors**, and hired **two nurse co-coordinators** to ensure every camper's health needs were addressed with excellence. We also made **strategic staffing adjustments** to place our strongest leaders at campsites working directly with campers, strengthening daily leadership where it matters most.

Leadership transitions were handled with care: **Greg Randall was appointed as the next Director of Shrine Mont Camps**, attended Family Camp with his family, and spent several weeks on the mountain to immerse himself in camp culture and orient to the complexities of a large ministry.

Collaboration with **Shrine Mont Inc. leadership, Kevin and Mary Moomaw**, began in the spring and continued all season, aligning camp operations with facility support.

Behind the scenes, **Katie Creasey** and **Chelsea Setzer** provided the equivalent of one full-time position in administrative support and registration. Their work has been essential to this year's progress and will continue to support Greg in the future.

Looking ahead, Greg will work with camp directors for a more efficient and collaborative **hiring process** so we can offer summer staff positions earlier and secure high-quality staff for 2026.

5. Operations, Finance & Transparency

Extensive work took place with the **Finance Office** this year to improve efficiency and streamline processes. We created a scholarship committee to review and approve requests, nearly eliminated paper checks, and moved to a fully digital payment process for faster, more transparent transactions.

The Family Handbook, Nursing Handbook, and Staff Handbook were all revised, strengthening safety, clarity, and consistency for staff and families. **All of these documents and processes are now captured in a digital field guide, providing a central resource for future reference and ensuring long-term sustainability.**

While significant progress was made in camp operations, **leadership will continue reviewing and refining these processes to ensure ongoing efficiency and effectiveness** as we plan for future camp seasons.

6. Inclusion & Diversity

Feedback from the assessment process noted that while many experience Shrine Mont Camps as a welcoming place, **it is not yet equally welcoming to all** — particularly for our queer siblings and for people of color. This year, **our gender inclusion practices were revised in consultation with Queer Clergy Cohort members, parents of queer children, and non-binary staff**, reaffirming our commitment to a camp where everyone is welcomed as a beloved child of God.

We recognize that staff and camper diversity is still not where we want it to be. Expanded scholarships and targeted outreach were important first steps, and leadership is committed to additional investment in these areas to build a more inclusive and representative camp community in 2026 and beyond.

7. Communication & Trust

At **Bishop Stevenson's** call and with his **active participation**, a formal reconciliation process took place throughout 2025, facilitated by **the Rev. Richard Blackburn of Thinking Systems Ministry**. Participants have reported a renewed sense of peace and unity, laying the groundwork for a healthier

and more collaborative future. This was a healthy and important first step for the diocese to take, while recognizing that the pace of healing occurs differently for every individual.

Communication with families and parishes improved this year through email responsiveness, consistent social media updates, website improvements, and professional photo and video coverage. Visits to the mountain from **Bishop Stevenson, Bishop Gulick, Canon Ricardo Sheppard, and Mark Eastham** further strengthened trust and confidence in diocesan support for Shrine Mont Camps.

Looking Ahead

The future of Shrine Mont Camps is bright! Greg Randall's time on the mountain this summer has equipped him with a deep understanding of the ministry's culture and rhythms, positioning him to lead confidently into the next chapter of Shrine Mont Camps. In 2026, extra attention will be given to expanded marketing efforts to increase camper enrollment, deepen parish partnerships throughout the diocese, and intentionally reach underrepresented minority groups.

A new **leadership body** will be developed to collaborate with the camp director, articulate a shared vision for the ministry, and share responsibility for maintaining camp's infrastructure — freeing the director to focus on programming, staff training, and camper experience.

The recent creation of the **Canon for Discipleship position**, now held by **the Rev. Canon Ricardo Sheppard**, adds diocesan support and focus to formation efforts across the diocese, including youth ministry initiatives that will inevitably bolster the camp program.

It has been the honor of a lifetime to serve as interim director. I could not have done it without the incredible team on the mountain this summer. These salt of the earth people are doing God's work and have my unending respect and gratitude. I also commend Bishop Stevenson and Mark Eastham for their deep commitment, ongoing investment, and hope-filled vision for Shrine Mont Camps.

Greg Randall is called and ready to do incredible things with this ministry. This job is enormous! I encourage all of you to hold him, diocesan leadership, and our summer camp staff in your prayers, and seek ways you can engage with and support the ministry of Shrine Mont Camps.

SUBMITTED BY: MARY BETH ABPLANALP, INTERIM DIRECTOR

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 between 500 and 700 campers and staff during our season, which starts at the end of April and ends in early November.

This year, 2025, is Shrine Mont's centennial year. It has been a year of celebration for all who have visited and across the Diocese of Virginia. During the Independence Day weekend Shrine Mont welcomed hundreds for a homecoming weekend filled with activities including a renewal of the Orkney Springs Fire and Rescue parade and carnival and bluegrass music. Shrine Mont has received recognition from state and community leaders for our 100 years of service in the Shenandoah Valley.

On August 6, Bishop Michael Curry joined six other bishops and over 450 people in the Cathedral Shrine of the Transfiguration to celebrate the 100th anniversary of the consecration of our diocesan cathedral.

Before the service, Shrine Mont fed over 400 people our famous fried chicken dinner.

Shrine Mont also published two commemorative books to celebrate our centennial. The Shrine Mont staff updated the famous Shrine Mont Cookbook with new and improved as well as our tried-and-true recipes to share with our guests. Even the Stones will Shout, written by John and Carolyn Chilton is a new history of Shrine Mont and our first 100 years. We are deeply appreciative of the hard work in producing these two wonderful books.

Gwen Bragg of Alexandria generously contributed a watercolor painting of the Cathedral Shrine of the Transfiguration for a limited run of 100 numbered and signed prints sold in Shrine Mont's bookstore

As part of the centennial celebration Shrine Mont has launched a major capital campaign to lay the foundation for the future. The Living Stones Campaign will raise between \$12 million and \$15 million for major capital improvements and to increase the endowment to over \$10 million.

On October 19 Bishop Stevenson joined the Shrine Mont Board of Directors and Shrine Mont friends to break ground on the restoration of Art Hall and Brown Hall as part of the centennial celebration. There is more information about the celebration and the campaign at www.shrinemont.com/100.

Shrine Mont is deeply appreciative of Roger Bowen, Ron Carey and Diane Miller for their service on our Board of Directors these past six years. Their leadership and commitment have been an amazing help, especially in the preparation for our centennial celebration.

Shrine Mont lost one of our heroes with the death of Thelma Moomaw on October 5. Thelma served Shrine Mont her whole life and we join the Moomaw family in celebrating her life as we grieve her loss.

The 2025 season is going extremely well with a good mix of returning parishes and other groups combined with a number of new conferences and retreats and the centennial celebrations

Shrine Mont continues its partnership with the Virginia Association of Teachers of English to hold our third reading camp for 26 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 2025 include:

- 82 diocesan parish retreats
- 4 diocesan conferences and events
- 19 non-diocesan parish retreats

- 14 non-diocesan conferences and meetings
- Over 500 diocesan campers and staff
- 18 Shrine Mont sponsored programs serving 485 people
- Over 555 nights booked for Shenandoah Valley Music Festival packages
- 11 high school groups including 2 church schools of the diocese
- 18 arts groups
- 6 weddings
- 4 funerals
- 3 baptisms
- 423 donors have contributed \$443,677 to the annual fund as of September 30, 2025

SUBMITTED BY: KEVIN MOOMAW, EXECUTIVE DIRECTOR

Southern Shenandoah Region

The Southern Shenandoah Region is a region of faithful communities—small in size yet mighty in spirit. From valley towns to mountain hollows, our congregations embody what it means to be the Church in place: gathering at tables, walking with neighbors, serving those in need, and sustaining a sacred presence in places the world too easily forgets. Together, we offer a living witness to the Gospel in the heart of the Blue Ridge.

The Region continues to gather quarterly, both in person and online, with every parish contributing to our shared life and ministry. We were pleased to support a youth delegate and alternate to the 2025 Annual Convention and to participate in the 100th Anniversary celebration of Shrine Mont with both a regional gift and an active presence at the Eucharist. Our Regional Eucharist at Shrine Mont drew 135 people and included eight confirmands, followed by a shared meal in Tucker Dining Room. Twenty-two of us gathered for fellowship at our Region Dinner during the 231st Convention, deepening bonds across parishes. We give thanks for the many ways we continue to grow together in Christ.

The Region extends our sincere gratitude to the Very Reverend Kathleen Murray for three years of faithful leadership as Dean and to Marcia Brownfield for her dedicated service as Region President, and we warmly welcome the Reverend Dr. Peter Frazer-Morris as our incoming Dean.

A Word about the Mountain Missions of the Blue Ridge

The Mountain Missions of the Blue Ridge, established and supported by the Diocese of Virginia in the early twentieth century, represented a bold and compassionate expression of the Church's call to serve those in remote and underserved areas. These missions are small, often isolated congregations nestled in the Shenandoah and Appalachian foothills. They brought not only worship and pastoral care but also education, healthcare, and community development to regions long overlooked by civil institutions. They embodied the Church's incarnational ministry: meeting people where they were, building trust, and weaving faith into the fabric of daily life.

A century later, as many of these congregations struggle or have closed, we risk losing more than historic buildings. We risk losing a living witness to the Gospel's reach into the margins. We invite continued diocesan partnership, especially from larger parishes, to help provide supply clergy and Eucharistic worship for our mission churches, ensuring that the light of these mountain congregations continues to shine in the heart of the Blue Ridge.

Emmanuel Episcopal Church, Harrisonburg

Emmanuel, Harrisonburg, continues to be a beacon of faith in action. In 2025, our Food Pantry served over 9,000 family members, distributed 40,000 pounds of food, 12,000 fresh eggs, and 4,000 pounds of gleaned produce, along with 35,000 baby diapers. During the Tackle Hunger Campaign, we ranked first in Virginia and fifth nationwide. Worship flourishes with Eucharists in the Wild, Pride Worship in partnership with Canterbury JMU and local ecumenical congregations, and monthly Evensongs. We hosted three women's retreats and began a joyful tradition with our first chili cookoff, which drew record participation.

Canterbury at James Madison University

Canterbury Episcopal Campus Ministry-Harrisonburg draws students from JMU, Bridgewater, and Eastern Mennonite University. It offers a meaningful blend of spiritual formation, community engagement, and seasonal activities for students. Our core weekly gatherings include Eucharist, Bible Study, and Compline, providing opportunities for worship, reflection, and fellowship. Additionally, our weekly No Church 'n' Dinner on Thursday evenings offers students a chance to enjoy a home-cooked meal together. This gathering remains a vital space for connection and hospitality.

Highlights of our year include:

- **Snow Cone Extravaganza** – A fun and welcoming kick-off event to draw in new students and reconnect returning ones.
- **Fall Retreat** – A weekend away focused on rest, reflection, and renewal in community.
- **Apple Picking** – A seasonal favorite that provides a relaxed setting for community building.
- **Snow Tubing** – A winter outing that combines fellowship and fun.
- **Mission Trip** – An opportunity for students to engage in hands-on service and live out their faith in action.
- **Attendance** – 14% increase in ASA and Compline

We look forward to a year filled with spiritual growth, joyful connection, and meaningful service. Canterbury remains a welcoming space for all students to explore their faith and find community.

St. Paul's Episcopal Church, Ingham

St. Paul's welcomed the Bishop's visitation, celebrated baptisms and homecoming, and continues to gather monthly with clergy support coordinated by the Region. The congregation remains steadfast and faithful, an enduring witness in the mountains. The Region thanks the Rev. Cathy Tibbetts for her dedication to ensuring that the people of Saint Paul's have access to the Eucharist monthly.

Christ Episcopal Church, Luray

In the last year, while we have continued in our regular ministries and rhythms, Christ Episcopal Church Luray has also seen some exciting growth and change. We had five young people confirmed, and also began a bi-weekly Youngish people group/Bible study. Relatedly, we have expanded our Sunday school for children and started a Sunday school class for adults. Christ Episcopal Church has also expanded its engagement with local ministries and outreach. This has involved increased giving of time and money. For instance, last summer we raised over \$5000 to buy exam tables for the no-cost Remote Area Medical Clinic (RAM), and when the clinic was in town, several of our parishioners volunteered to assist them, including shifts from 6 pm to 6 am. Christ Church remains committed to learning, loving, and looking for new opportunities to serve God in our community. Christ Church continues its ministry in the heart of Luray, where faithful worship and service sustain a historic congregation deeply rooted in the community.

St. Andrew's Episcopal Church, Mount Jackson

At St. Andrew's, we remain committed to caring for one another through pastoral visits, shared meals, and transportation for those who need it. We host local Boy Scout Troops, including a newly chartered Girls Troop. and welcome the Garden Club monthly. Our parish is active in community life, offering cocoa and cookies after the Town Christmas Tree lighting, joining the Thanksgiving service with local clergy, and supporting neighbors through our Thank Offering and rummage sale, with proceeds going to local food pantries and disaster relief. We enjoy being together—whether at a Super Bowl party, a weekly watch party of period TV drama, or a monthly birthday coffee hour, because fellowship is ministry, too. Saint Andrew's has developed an EfM cohort that we participate in jointly with Saint Luke's, Alexandria. We meet weekly at Saint Andrew's and participate via Zoom with our siblings in Christ in Alexandria.

St. George's Episcopal Church, Pine Grove

St. George's now shares its sacred space with a Quaker congregation, ensuring continued worship and community use. Eucharist is celebrated monthly, and this mission, an absolutely stunning example of local stone mason work, is part of the historic Blue Ridge Mountain Missions and continues to need and deserve our support and companionship.

Grace Memorial Episcopal Church, Port Republic

Grace Memorial continues its vibrant ministry through worship, fellowship, and outreach. We recently celebrated a joyful regional service with confirmands from Emmanuel, Harrisonburg and our sister church, St. Stephen and the Good Shepherd, Rocky Bar. Our annual Apple Butter Festival and Auction draw neighbors from across the eastern Valley and help us support the Grottoes Fire and Rescue Squads, the Christian Compassion Fund, Harrisonburg Rockingham Social Services, and flood relief through Bethel Presbyterian Church. Our well-attended Lenten Series, "Come Follow Me," deepened discipleship by exploring Jesus' earthly ministry and its call upon our lives today.

St. Stephen and the Good Shepherd, Rocky Bar

At St. Stephen and the Good Shepherd, Rocky Bar, our care extends beyond Sunday services. Each year, we joyfully contribute to Rockingham County's Children's Social Services to provide Christmas gifts for local children; additionally we sponsor ten elderly people through our Angel Tree project. We also participate in Grace Inside prison ministries, where we offer both financial support and hands-on volunteerism.

We have an active pastoral care presence: One devoted couple regularly visits parishioners who are ill or in need of comfort, a thoughtful parishioner ensures no birthday, anniversary, or moment of illness goes unnoticed—sending cards that remind others they are loved and remembered. A dedicated couple provides music for Canterbury Campus Ministry's services in Harrisonburg, enriching worship with their talents.

Our annual Lawn Party is a cherished tradition, bringing us together in fellowship and fun. The proceeds are reinvested into the community or directed toward national causes such as natural disaster relief and immigration support, reflecting our commitment to the greater good. Another cherished tradition is making apple butter in the Fall; not only is it a fundraiser, it gives us a chance to get together and fellowship with each other. Our long-term supply priest thinks that we make the best fried chicken and the best apple butter in the Valley.

Emmanuel Episcopal Church, Woodstock

Emmanuel continues to serve God in meaningful ways in our small town. Our two largest ministries, Grandparents as Parents and Emmanuel's Table Food Pantry, stand as tangible signs of love in action. Emmanuel's Table has received \$10,000 in grants since December 2024 from the Food Lion

Feeds Charitable Foundation, Shenandoah Valley Electric Cooperative, and Woodstock Moose. We seen the need for pantry increase by 300% in recent months. GAP is now a 501 (c) (3) organization that serves 62 families and 82 grandchildren. 54% of elementary-aged public school children in Shenandoah County are being raised by someone other than a custodial parent. Our monthly potlucks, where community and faith meet around the table, continue to thrive, with 70 gathered for Thanksgiving dinner. Sunday attendance has grown, and our Compline service and weekly book study are nurturing deep, steady discipleship.

SUBMITTED BY: MARCIA T. BROWNFIELD, REGION PRESIDENT & THE VERY REV. KATHLEEN MURRAY, DEAN

Standing Committee

The Standing Committee consists of twelve members who serve, by canon law, as the Bishop's council of advice and makes decisions per the canons. Each year, two clergy and two lay members are elected by the Annual Convention to three-year terms. The Standing Committee meets monthly in Fredericksburg to perform its canonical tasks. Bishop Stevenson regularly participates in the meetings as a guest.

Approving Candidates for Ordination

The formation process for ordained ministry (priesthood and diaconate) is a vital function of the diocese. The Standing Committee interviewed ten postulants, approving their progression towards ordination. We thank The Rev. Dr. Sarah Kye Price, - Vocations Minister, the Committee on Priesthood, and the Committee on the Diaconate for their collaborative work in this formation process.

Approving Indebtedness Requests to Encumber or Sell Property

The Standing Committee is a steward of real estate transactions within the diocese. Working in conjunction with our Diocesan Treasurer, Ted Smith, the status of seven properties was reviewed and requests for their sale approved. Encumbrance requests for two properties were also reviewed and approved.

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 all the dioceses. Bishop election consents were given for the dioceses of West Texas, West Missouri, Cuba, and Dallas.

Serving as a Council of Advice for the Bishop

During each meeting, Bishop Stevenson shares news of efforts around the diocese 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 from our diverse perspectives. We enjoy a mutually respectful working relationship with Bishop Stevenson which allows for forthright and productive conversations.

Work Group Appointments

The Standing Committee offered advice, consent, and nominations on appointments of Regional Deans, Disciplinary Board members, and Truth and Reparations Task Force restructuring and member composition.

The attached Official Acts of The Standing Committee provides an itemized list of all the actions taken by the committee in 2025.

SUBMITTED BY: HELEN PENROD, PRESIDENT

Upper Tidewater Region

To the Diocese:

The following is the Annual Report, November 2024 - October 2025, of the Upper Tidewater Region (UTR). This report traces our activity through the course of the year, beginning in November, as the Annual Convention of the Diocese is in November.

2024

November

Region President Mary Williams Montague and The Very Rev. Becky McDaniel, Dean, attended the Annual Convention in Fredericksburg.

December

Mary and Becky began planning our semi-annual gathering for February, 2025. Mary submitted a copy of our Annual Report for 2023-24 to the Ware Church Vestry (Mary's home parish).

On December 17, we formally elected The Rev. Theresa Brion (St. John's, Tappahannock), as our representative to the Executive Board. Mary sent this information to the Diocese.

2025

January

Mary and Becky completed plans for the February gathering.

February

Representatives from the Region as well as several additional parishioners from Region parishes met at St. Paul's, Miller's Tavern on February 15, for a presentation on the work of the Diocesan Truth and Reconciliation Task Force. Our Region representative from St. Paul's, Tom Howard, who had also served on the Task Force, and fellow Task Force member Jabriel Hassan of Richmond, led us in understanding the work of the Task Force and in a lively and interesting discussion. The representatives to the Region from St. Paul's also prepared a generous lunch, greatly enjoyed by all. Jabriel followed up our meeting with a reading list, which Mary sent out to the group.

At our February gathering, we also held an election for our alternate to the Executive Board. The Rev. Sven van Baars of Abingdon was duly elected to be the alternate; Mary sent this information to the Diocese.

March - June

In preparation for the annual meeting, Mary sent out requests for nominations. Treasurer Sharon Stone completed the budget. The Audit committee completed the annual audit.

July - August

The Region held our Annual Business meeting via Zoom on Tuesday, July 15. We employ a consent agenda, distributed ahead of time by the President, along with the related materials (slate of officers and audit committee, the proposed budget and the completed audit). During the meeting we elected our slate of officers for the Regional Council for 2025-26, and approved our budget and the audit. Mary sent the budget and the audit to the Diocese.

We began planning our second semi-annual gathering in October.

September

Our Regional Council leadership are working on two initiatives, for which we are forming a committee to bring forward proposals: (1) to draft a written policy around the use of our Region monies and (2) discerning the best use of our limited discretionary funds for the full benefit of all of our parishes, beyond that which covers our own operating expenses.

Additionally, and in response to queries from several of our representatives, our leadership made the decision to provide a “suggested amount” of annual giving to the Region from its member parishes. Following consultation with Dean Becky, Mary wrote to the Region representatives suggesting \$250 annually as a donation to the Region. Understanding that not every parish may be able to contribute \$250, this amount will help to provide for us all.

October

The UTR will hold our second semi-annual meeting on October 21 at Kingston Parish in Mathews. Mr. Lynn Ivey, Executive Director of the Trustees of the Funds (TotF), will present on the purpose and organization of the TotF. This presentation, at which members of parish finance committees have been encouraged to come hear directly from Mr. Ivey, is an example of how a Region-wide effort can provide beneficial opportunities beyond the resources of any one parish.

In summary, in 2024-25 the Upper Tidewater Region continued to build on the foundation we laid in 2023 when the Regional Council reconstituted the Region. Our lay and clergy representatives have come to know one another through our gatherings; now, we are positioned to move forward with planning collaborative projects that will benefit all the parishes of this widespread Region.

SUBMITTED BY: MARY WILLIAMS MONTAGUE, PRESIDENT, UPPER TIDEWATER REGION

Virginia Episcopal Investment Funds

The Trustees of the Funds has changed its name to Virginia Episcopal Investment Funds ("VEIF"). While our brand is new, our commitments to Episcopal values and solid investment performance remain unchanged. The VEIF tagline is, "Fueling Your Ministries".

VEIF manages approximately \$150,000,000 for roughly 150 Episcopal parishes, organizations and the Diocese of Virginia. We offer a Balanced Fund that is designed for traditional church endowments (13.1% YTD yield a/o 9/30/25), a Short Term Fund that offers a place for investors to put money that may be needed in 2-5 years (4% YTD yield a/o 9/30/25), and an All-Equity Fund that allows investors to participate 100% in the equity markets (17.1% YTD yield a/o 9/30/25).

VEIF provides investment services with deep expertise from our 30+ investment managers, our board (175 years professional investment experience) and 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). Under our cooperative structure, when our investment portfolios grow, all Participants benefit because our fixed costs are spread over more dollars. By investing with VEIF, parishes support hundreds of Episcopal ministries in the Commonwealth of Virginia.

In the past 12 months, VEIF:

- Added to Participant security by building on the many improvements made in recent years, which include:
 - Using a secure transaction portal for all deposits and withdrawals in Participant accounts. (Transactions are no longer handled by VEIF staff.)

- Limiting staff emails to VEIF laptops - emails are not accessible on personal cell phones - and using a geo-fencing system to limit access to emails even on the VEIF laptops.
 - Continuing to update security software to our computers.
 - Requiring staff to take cyber security refresher courses.
 - Periodically testing staff to raise phishing and other scam awareness.
- Secured a robust cyber-crime insurance policy that adds additional protection to our operations.
 - Hired a new Secretary-Treasurer, Trish Couch-Foster, who replaced Foster Billingsley. Trish, like Foster, will divide her time between VEIF and the Diocesan Missionary Society.
 - Named Rev. Kristin Wickersham (Church of the Epiphany, Richmond) our new Chaplain. Rev. Emily Krudys withdrew from that position in September of this year, and we are grateful for Emily's guidance and leadership as our Chaplain.
 - Elected Jack Farrington, St. George's, Fredericksburg, to our board.
 - Hosted a Zoom webinar on April 11th with our Investment Advisory firm, LCG Associates, to discuss the state of capital markets and ToTF's investment strategies in the face of tariff uncertainty.
 - Transferred title to two real estate assets to more appropriate owners - Holy Cross, Batesville to trustees associated with that church and 110 W. Franklin St. Richmond (Diocesan offices) to Bishop Stevenson.
 - Hosted a daylong webinar, "Stewardship of Historic Churches", together with the Virginia Department of Historic Resources and Preservation Virginia, to offer practical advice and resources to churches which own historic structures. 116 people registered.
 - Established an Operations Committee, which is examining third-party contracts and further developing the Continuity of Operations Plan the Board adopted in 2024.
 - Welcomed dozens of interested parishioners to coffee hours immediately prior to our quarterly board meetings. These gatherings offer an informal setting for anyone to meet our board and advisors in person and learn more about VEIF.

Looking to 2025, we will continue our outreach to more Episcopal organizations that can benefit from VEIF investment management. We will work to develop new offerings, such as an Impact Fund and collaborate with other Diocesan organizations, such as the Diocesan Missionary Society and Virginia Real Estate Partners.

Virginia Episcopal Real Estate Partners (VEREP)

Virginia Episcopal Real Estate Partners made great progress in 2025 in its efforts to position itself as a resource for congregations seeking to review the use of their property for missional purposes. Highlights include:

- Secured external funding from Trinity NYC to strengthen its core mission and to assist individual congregations
- Received preplanning grants from Virginia Housing for Trinity Church Arlington and Iglesia de Santa Maria Fairfax in addition to last year's grant to Christ Ascension Richmond
- With the permission of the Bishop, VEREP has extended its activities into the Diocese of Southern Virginia, working with Bishop Susan Haynes
- Went live with a new web site (www.verep.org) that provides substantial information resources for churches considering how best to use their property assets for housing, rental, child care and

other mission real estate opportunities.

- Secured additional expert resources through new Board members and an expanded roster of consultants and strengthened its administrative capabilities and on-line capabilities
- Actively working with over ten individual parishes on projects for education, housing and other missions
- Advocated for greater attention to affordable housing needs at state and national levels

External Funding from Trinity NYC

Trinity NYC has provided a two year-grant of \$225,000 that supports several activities of VEREP as part of their Mission Real Estate Development (MRED) program. Working with the Treasurer and other Diocesan staff, VEREP has developed a Congregational Survey Tool (central database) of diocesan properties and attributes and matched it to the Lincoln Institute for Land Policy GIS database that provides a wealth of other information on land use and census tract data. The database documents congregational buildings, land acreage, zoning and land use, community demographics, church vitality and geography. This database will provide a strong foundation for congregations exploring the best way to utilize their property resources.

Additionally, the Trinity Grant funds up to ten VEREP landscape analyses (or dashboard) studies that collect information on a church, suggest possibilities for redevelopment and propose next steps. This grant also allows VEREP to assist up to ten churches undergoing congregational discernment about their future.

There are also funds available for Initial legal consultations for up to five congregations and advanced advisory for churches ready to issue a Request for Proposal.

Preplanning Grant

Under a memorandum of understanding with Trinity Church Arlington and Iglesia de Santa Maria Fairfax VEREP was awarded preplanning grants from Virginia Housing of \$70,944 and \$82,000 respectively to assist those churches in considering future options for their property. These grants cover costs such as appraisal, surveys, title searches, and building assessment. This is in addition to the Virginia Housing award last year of \$32,000 for Christ Ascension Richmond. Virginia Housing has funds available for such preplanning grants and is willing to fund VEREP as a 501(c)(3) organization to work with churches exploring housing missions. VEREP also received a generous grant of \$15,000 from St. Mary's Arlington to support the work at Santa Maria.

Diocese of Southern Virginia

With the cooperation of our Bishops and Bishop Susan Haynes of the Diocese of Southern Virginia, VEREP has executed memoranda of understanding with Hickory Neck and St. Andrew's Newport News to consider future actions for those congregations. The VEREP team also presented a workshop on mission real estate for a clergy conference for this diocese.

New Website

A \$50,000 award from Virginia Housing for housing outreach and communication has allowed a redesign and update in the VEREP website www.verep.org. The website includes a wealth of information on mission real estate development, including how to get started, case studies, and a comprehensive listing of books, videos, podcasts and organizations working in this field. Users can also sign-up for a forthcoming VEREP newsletter.

Landscape Analysis Studies

Under memoranda of agreement VEREP is providing landscape analysis studies and initial consultants with three more congregations. These analyses collect general information on the church, suggest possibilities for redevelopment and propose next steps. If the church wishes to consider a housing mission, VEREP initiates grant requests with Virginia Housing.

Educational Efforts

VEREP Board members attend and present at 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 Virginia Housing, Enterprise Community Development, Virginia Interfaith Center for Public Policy, and our own diocese. Videos of some of these conferences are available through the VEREP website.

Resources and Consultants

Knowing that not all churches will be interested in a housing mission VEREP has expanded its cadre of expert consultants to include expertise in property law, leasing, child care and congregational discernment.

Advocacy

We work with Virginia Interfaith Center for Public Policy and other advocacy organizations on faith-based housing legislation introduced in the General Assembly.

VEREP also supported a resolution at the last General Convention calling for a National Task Force on Affordable Housing and the Unhoused. The Task Force has started its work.

Appreciation

We give thanks for our retiring trustees Dr. Kathie Panfil and Carolyn Lanier. We look forward to our new trustee candidates: Linda Kelleher, T. Parker Gallagher, and Scott Andrews-Weckerly.

Board of Trustees

Art Bowen, Treasurer, Grace, Goochland

Rev. Theresa Brion, St. John's West Point

Philip Brooks, St. Paul's, Richmond

J.P. Causey, Jr., St. John's, West Point

The Rev. Ben Campbell, St. Paul's, Richmond

The Rev. Kathleen Chipps, St. Andrew's, Burke

Janet Hansen, St. Michael's, Arlington

Nina Janopaul, President, St. George's, Arlington

Laura Lafayette, Christ Church, Glen Allen

Bruce LeLacheur, Vice President, Grace, The Plains

The Rev. Will Peyton St. Paul's Memorial, Charlottesville

Helen Plaisance, Trinity, Charlottesville

Lee Quill, Christ Church, Alexandria

Jim Taylor, All Saints Sharon Chapel, Alexandria

Kat Turner, Secretary, Church of the Resurrection, Alexandria

Properties Held in the Diocese of Virginia

The Diocese of Virginia Properties Held report was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.

Report of Pledges

The Report of Pledges was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.

Report of Audits

The Report of Audits was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.

Official Acts of the Bishops

2025 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>
Dorothy Suskind	May 23, 2025	St. James's, Richmond

Postulants for Holy Orders toward ordination to priesthood accepted:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Julie Tran	January 9, 2025	St. Patrick's, Falls Church
Ben Baker	February 18, 2025	Trinity, Upperville
Darrin Hostetler	July 14, 2025	Christ Church, Alexandria
Mary Bramley	August 26, 2025	St. James, Mount Vernon
John Barkmeyer	September 18, 2025	St. John's, McLean
Blair Sokol	October 29, 2025	St. Paul's, Alexandria

Candidates for Holy Orders toward ordination to vocational diaconate accepted:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Maureen Carey	August 13, 2025	St. David's, Ashburn
Melissa Carter	August 13, 2025	St. Paul's Alexandria

Candidates for Holy Orders toward ordination to priesthood accepted:

<i>Name</i>	<i>Date of Acceptance</i>	<i>Presenting Parish</i>
Ted Renaud	January 7, 2025	St. Aidan's, Alexandria
Bartolo Natoli	March 12, 2025	St. James the Less, Ashland
John Hager	July 14, 2025	St. George's, Fredericksburg
Paige Trivett	July 14, 2025	St. Andrew's, Richmond
Jackson Davey	March 11, 2025	St. Paul's, Alexandria
Joshua House	July 31, 2025	St. George's, Arlington
Emily Rutledge	September 18, 2025	Church of Our Savior, Charlottesville

Ordinations to the Vocational Diaconate

<i>Name</i>	<i>Date of Acceptance</i>	<i>Location</i>
Florian Jones-Stamm	April 26, 2025	St. Mary's, Goochland
Cabell Jones	April 26, 2025	St. Mary's, Goochland
Judith Thomas	April 26, 2025	St. Mary's, Goochland
Stephanie Werner	April 26, 2025	St. Mary's, Goochland

Ordinations to the Transitional Diaconate

<i>Name</i>	<i>Date of Acceptance</i>	<i>Location</i>
Kara Laughlin	March 1, 2025	St. George's, Arlington
Anne Kristine Rose	March 1, 2025	St. George's, Arlington
Joy Warburton	March 1, 2025	St. George's, Arlington
Jackson Davey	August 2, 2025	St. Philip's, Richmond
Bartolo Natoli	August 2, 2025	St. Philip's, Richmond
Ted Renaud	August 2, 2025	St. Philip's, Richmond

Ordinations to the Priesthood

<i>Name</i>	<i>Date of Acceptance</i>	<i>Location</i>
Rebecca Casey	February 1, 2025	St. Andrew's, Arlington
Caroline Mitchell	February 1, 2025	St. Andrew's, Arlington
Kara Laughlin	September 20, 2025	St. John's, McLean
Anne Kristine Rose	September 20, 2025	St. John's, McLean
Joy Warburton	September 20, 2025	St. John's, McLean

Ordinations to the Priesthood on Behalf of the Bishop of Virginia

<i>Name</i>	<i>Date of Acceptance</i>	<i>Location</i>
None		

Ordinations to the Priesthood on behalf of another diocese

<i>Name</i>	<i>Date of Acceptance</i>	<i>Location</i>
None		

Postulancies Rescinded

<i>Name</i>	<i>Date of Acceptance</i>	<i>Location</i>
None		

Received from churches in the Historic Succession

<i>Name</i>	<i>Date of Acceptance</i>	<i>Location</i>
None		

Letters Dimissory Given

<i>Name</i>	<i>Date of Acceptance</i>	<i>Diocese</i>
Sarah Gaventa	November 4, 2024	Texas
Dorota Wright-Pruski	November 21, 2024	Idaho
Hilary Streever	December 1, 2024	Rochester
Rachel Harber	December 1, 2024	Texas
Matthew Machowski	January 1, 2025	Southeast Florida
Joseph Butler	January 15, 2025	Southwestern Virginia
Peter Nunnally	July 1, 2025	Washington
Emmetri Beane	July 24, 2025	New York
Hilary Borbón Smith	August 15, 2025	Rio Grande
Michael Sweeney	October 20, 2025	Connecticut

Letters Dimissory Received

<i>Name</i>	<i>Date of Acceptance</i>	<i>Diocese</i>
Stephen Hagerty	December 1, 2024	Maryland
Andrea Wigodsky Rohrs	January 8, 2025	Southern Virginia
Ji-Jae Peter Kang	January 27, 2025	Los Angeles
Daniel Reeves	February 4, 2025	North Carolina
Daniel Cenci	March 30, 2025	East Carolina
Bryan Velez-Garcia	June 1, 2025	Puerto Rico
Mark Bourlakas	June 1, 2025	Southwestern Virginia
Ricardo Sheppard	June 10, 2025	Washington
Kim Fox	June 30, 2025	North Dakota
David Casey	August 21, 2025	Louisiana
David Jutsum	September 1, 2025	Rochester
Susan Pinkerton	September 8, 2025	Connecticut
Christopher Beeley	September 15, 2025	Dallas
Suzanne Hood	November 1, 2025	East Carolina

Restriction on Ministry/ Pastoral Direction

Name
Bishop E. Mark Stevenson issued 0 Restrictions on Ministry and 7 Pastoral Directions between November 8, 2024 and November 6, 2025.

Priests Deposed

<i>Name</i>	<i>Date of Acceptance</i>
None	

Priests Released and Removed

<i>Name</i>	<i>Date of Acceptance</i>
None	

Deacons Released and Removed

<i>Name</i>	<i>Date of Acceptance</i>
Reginald Hayes	December 9, 2024

Priests Suspended

<i>Name</i>	<i>Date of Acceptance</i>
None	

Priests Reinstated

<i>Name</i>	<i>Date of Acceptance</i>
None	

Dissolution of a Pastoral Relationship

<i>Name</i>	<i>Date of Acceptance</i>
Rev. Rock Higgins	August 31, 2025

Accords

<i>Name</i>	<i>Date of Acceptance</i>
Rev. Rock Higgins	April 22, 2025

Bishop Election Consents

Bishop E. Mark Stevenson responded to the request to vote in 5 elections of Bishops in The Episcopal Church between November 8, 2024 - November 6, 2025.

Bishop E. Mark Stevenson consented to the reunion of the Dioceses of Bethlehem and Central Pennsylvania.

Consents for Visiting Bishops

<i>Name</i>	<i>Diocese</i>	<i>Event</i>
Bishop Ann Ritonia	Armed Services	Reception of Greek Orthodox Priest, Lt. Col. M. Streett
Bishop Ann Ritonia	Armed Services	Reception of Chaplain into Episcopal Church at Holy Comforter, Vienna

Lay Catechist:

Lay Eucharistic Minister licenses issued:	255
Lay Eucharistic Visitors licenses issued:	43
Lay Preacher licenses issued:	4
Worship Leader licenses issued:	1
Remarriage applications approved:	31

Clergy Serving under License

<i>Name</i>	<i>Canonical Residence</i>
Lauren Banks	Massachusetts
Joyce Beschta	North Carolina
Hugh E. Brown, III	New Jersey
Linda R. Calkins	Washington
Elizabeth Hall Carmody	Washington
Caroline Mae Carter	Atlanta
Joshua Padriag "Paddy" Cavanaugh	Massachusetts
Martha Clark	Washington
Sarah Anne Coakley	Oxford, U.K.
Lynn A. Collins	Long Island
Anne Frederick Cooper	Liberia
R. David Cox	Southwestern Virginia
Tom Crittenden	Southwestern Virginia
J. Drew Downey	Central Gulf Coast
Hal Edmonson	Massachusetts
Karin Jori Ekholm	Washington
Jason Thornton Eslicker	Texas
Melissa Carnall Fauci	Louisiana
Robert D. Flanagan	New York
Mark D. Furlow	Maine
Denise Gray Guinta	Southwestern Virginia
Michael B. Guy	ELCA
Maureen Hagen	Western Oregon
Neal Halvorson-Taylor	ELCA - Virginia Synod

Clergy Serving under License

<i>Name</i>	<i>Canonical Residence</i>
Robert E. Hamilton	North Carolina
Julie Nan Harris	West Virginia
John Franklin Hartman	Bethlehem
Victoria Heard	Dallas
Lisa M. Hufford	ELCA - Metro DC Synod
Thomas R. Hughes	Easton
Howard M. Humphrey, Jr.	Ohio
Arthur B. Ingalls, Jr.	Maryland
Margaret Ingalls	Washington
Cory Michael Irwin	Indianapolis
Paul Johnson	Texas
H. Vance Johnson	Washington
Richmond Jones	Atlanta
William Henry Joyner, Jr.	North Carolina
Linda Kapurch	Maryland
Zaccheaus Katta	Medak, Church of South India
Briggett J. Keith	Newark
Nicole Lambelet	Atlanta
Ryan Lesh	New York
Margaret Ewing Lloyd	Massachusetts
Jan Alfred Maas	New York
John Francis Maher, III	Wisconsin
Megan McDermott	Western Massachusetts
Mario P. Melendez	Southern Virginia
Sandra Lee Mizirl	Texas
John "Tige" E. Newell	Southern Virginia
Peggy Newman	Southern Virginia
Susan T. Parlier	Upper South Carolina
Susan Parsons	California
R. Jeffrey Patnaude	Ohio
Altagracia Perez- Bullard	New York
Francis Bradley Peyton, IV	Washington
Meredith Woods Potter	Chicago
Samuel R. Reddimalla	New York
Stephen E. Rorke	Rochester
Donna J. Scott	Tennessee
Claudia Dare Seiter	Utah
E. Edward Shiley	Pennsylvania
Carol Sims	Southern Virginia
Jerry Sneary	West Texas
Marissa Sotos	ELCA - Virginia Synod
Robin T. Teasley	Southern Virginia
Rebecca Troutman	Southern Virginia
Cynthia Byers Walter	West Virginia
Mark Wastler	Maryland
Elliott Waters	Pennsylvania
Benjamin Webb	Iowa

Canonically Resident Clergy who have died

<i>Name</i>	<i>Date of Death</i>
Rev. W. Hill Brown, III	January 10, 2025
Rev. Timothy Dols	February 20, 2025
Rev. Gregory B. Taylor	April 2, 2025
Rev. John Edward Miller, Ph.D.	June 22, 2025
Rev. Brad Rundlett	July 5, 2025
Rev. Paula Kettlewell	September 6, 2025
Rev. Warren August Schaller, Jr.	October 21, 2025

Names & Number of Congregations visited:

90 scheduled visitations between November 8, 2024 and November 6, 2025.

Abingdon	White Marsh
All Saints	Richmond
All Souls - Atlee	Mechanicsville
Buck Mountain	Earlsville
Christ Ascension	Richmond
Christ Church	Alexandria
Christ Church	Brandy Station
Christ Church	Charlottesville
Christ Church	Gordonsville
Creator	Luray
Emmanuel	Mechanicsville
Emmanuel	Alexandria
Emmanuel	Greenwood
Emmanuel	Harrisonburg
Emmanuel	Middleburg
Emmanuel	Rapidan
Good Shepherd	Bluemont
Grace	Alexandria
Grace	Bremo Bluff
Grace	Casanova
Grace	Kilmarnock
Grace	The Plains
Grace Red Hill (McIlhany Parish)	Albemarle
Hanover with Brunswick (St. John's, Emmanuel, Lamb's Creek)	King George
Holy Comforter	Vienna
Immanuel, Old Church	Mechanicsville
Immanuel-on-the-Hill	Alexandria
Incarnation	Mineral
Lynwood Parish (Grace Memorial)	Port Republic
Meade Memorial	White Post
Piedmont	Madison
Pohick	Lorton
Resurrection	Alexandria
Santa Maria	Falls Church
St. Alban's	Annandale
St. Andrew's	Arlington

Names & Number of Congregations visited:*90 scheduled visitations between November 8, 2024 and November 6, 2025.*

St. Andrew's	Burke
St. Anne's	Reston
St. Anne's Parish (Christ, St. Stephen's, St. John's)	Scottsville
St. Bartholomew's	Richmond
St. Christopher's	Springfield
St. Clement's	Alexandria
St. David's	Ashburn
St. Francis'	Manakin Sabot
St. George's	Arlington
St. George's	Fredericksburg
St. George's, Pine Grove AND St. Paul's, Ingham	Stanley
St. James	Warrenton
St. James'	Leesburg
St. James' AND St. Paul's, Nomini Grove	Montross
St. James the Less	Ashland
St. James's	Richmond
St. John's	Columbia
St. John's	McLean
St. John's	Tappahannock
St. John's	West Point
St. John's AND St. Patrick's, Falls Church	Arlington
St. Luke's, Wellington	Alexandria
St. Margaret's	Woodbridge
St. Mark's	Richmond
St. Martin's	Richmond
St. Martin's	Richmond
St. Mary's	Arlington
St. Mary's	Goochland
St. Mary's, Fleeton	Reedville
St. Matthew's	Richmond
St. Matthew's	Sterling
St. Michael's	Arlington
St. Patrick's AND St. John's, Arlington	Falls Church
St. Paul's	Alexandria
St. Paul's	Hanover
St. Paul's Memorial	Charlottesville
St. Paul's, Ingham AND St. George's, Pine Grove	Shenandoah
St. Paul's, Nomini Grove AND St. James, Montross	Montross
St. Paul's, Owens	King George
St. Peter's	Arlington
St. Peter's	Purcellville
St. Peter's	Richmond
St. Stephen's	Catlett
St. Stephen's	Culpeper
St. Stephen's	Richmond
St. Thomas	McLean
St. Thomas'	Richmond

Names & Number of Congregations visited:*90 scheduled visitations between November 8, 2024 and November 6, 2025.*

St. Timothy's	Herndon
The Fork Church	Doswell
Trinity	Arlington
Trinity	Manassas
Trinity	Upperville
Trinity	Washington
Ware	Gloucester

Number of Persons Confirmed: 578***Number of Persons Received:*** 133

2025 Report of Confirmations & Receptions

<i>Church</i>	<i>Location</i>	<i>Region</i>	<i>Bishop</i>	<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
Abingdon	White Marsh	Upper Tidewater	Stevenson	2/23/2025	1	14	0	0
All Saints	Richmond	West Richmond	Harris	11/2/2025	5	19	1	0
All Souls - Atlee	Mechanicsville	North Richmond	Bourlakas	11/1/2025	0	1	0	1
Buck Mountain	Earlsville	Charlottesville	Gulick	4/27/2025	0	1	0	0
Christ Ascension	Richmond	Central Richmond	Harris	1/26/2025	0	0	0	0
Christ Church	Alexandria	Alexandria	Harris	4/6/2025	0	9	2	3
Christ Church	Brandy Station	Culpeper	Stevenson	2/2/2025	0	10	6	8
Christ Church	Charlottesville	Charlottesville	Stevenson	5/4/2025	0	32	1	2
Christ Church	Gordonsville	Charlottesville	Gulick	12/15/2024	0	1	0	0
Christ Church	Luray	S. Shenandoah	Stevenson	1/12/2025	0	0	0	0
Christ Church at St. James's, Richmond	Glen Allen		Goff	5/18/2025	0	7	0	0
Christchurch School	Christchurch		Goff	12/17/2024	2	3	0	0
Creator	Mechanicsville	N. Richmond	Goff	11/24/2024	0	0	0	0
Emmanuel	Alexandria	Alexandria	Bourlakas	9/21/2025	0	3	6	1
Emmanuel	Greenwood	Charlottesville	Harris	2/2/2025	0	8	3	3
Emmanuel	Harrisonburg	S. Shenandoah	Harris	5/4/2025	1	5	0	0
Emmanuel	Middleburg	N. Piedmont	Shand	11/24/2024	0	0	3	1
Emmanuel	Rapidan	Culpeper	Stevenson	12/8/2024	0	1	2	0
Emmanuel, Brook Hill	Richmond	N. Richmond	Harris	7/6/2025	0	6	0	1
Good Shepherd	Bluemont	Winchester	Gulick	5/18/2025	0	1	0	1
Good Shepherd of the Hills, Boonesville	Free Union	Charlottesville	Gulick	12/8/2024	0	0	0	0
Grace	Alexandria	Alexandria	Stevenson	4/19/2025	1	13	1	0
Grace	Bremo Bluff	Charlottesville	Goff	1/12/2025	0	0	0	0
Grace	Casanova	Northern Piedmont	Shand	3/9/2025	0	0	0	0
Grace	Kilmarnock	Northern Neck	Stevenson	10/26/2025	2	8	1	3
Grace	The Plains	Northern Piedmont	Shand	1/19/2025	0	0	0	0
Grace Memorial	Rockingham		Gulick	9/21/2025	0	2	0	0
Grace Red Hill (McIlhany Parish)	Albemarle	Charlottesville	Harris	9/28/2025	0	1	0	0
Hanover with Brunswick (St. John's, Emmanuel, Lamb's Creek)	King George	Fredericksburg	Shand	2/16/2025	0	0	0	0
Holy Comforter	Vienna	North Fairfax	Gulick	6/8/2025	0	2	0	0
Holy Cross at St. Anne's, Reston	Dunn Loring		Shand	3/2/2025	0	0	2	0
Immanuel, Old Church	Mechanicsville	North Richmond	Bourlakas	11/2/2025	0	0	0	0
Immanuel-on-the-Hill	Alexandria	Alexandria	Harris	3/16/2025	0	3	2	0

Official Acts of the Bishops					Official Acts of the Bishops			
<i>Church</i>	<i>Location</i>	<i>Region</i>	<i>Bishop</i>	<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
Incarnation	Mineral	Charlottesville	Harris	3/30/2025	0	0	5	0
Lynwood Parish (Grace Memorial)	Port Republic	S. Shenandoah	Gulick	9/21/2025	0	2	0	0
Meade Memorial	White Post	Winchester	Bourlakas	10/5/2025	0	2	1	0
Piedmont	Madison	Culpeper	Gulick	11/24/2024	0	1	1	1
Pohick	Lorton	Potomac	Bourlakas	6/15/2025	0	7	1	0
Resurrection	Alexandria	Alexandria	Shand	3/16/2025	0	1	1	0
Santa Maria	Falls Church	South Fairfax	Shand	12/15/2024	0	17	0	0
St. Alban's	Annandale	South Fairfax	Shand	5/18/2025	0	7	5	0
St. Andrew's	Arlington	Arlington	Shand	3/23/2025	0	3	0	0
St. Andrew's	Burke	S. Fairfax	Shand	12/8/2024	2	17	7	2
St. Anne's	Reston	North Fairfax	Shand	3/2/2025	2	10	1	0
St. Anne's Parish (Christ, St. Stephen's, St. John's)	Scottsville	Charlottesville	Stevenson	2/16/2025	0	0	0	0
St. Bartholomew's	Richmond	West Richmond	Harris	10/5/2025	0	1	0	0
St. Christopher's	Springfield	South Fairfax	Shand	2/2/2025	0	6	2	2
St. Clement's	Alexandria	Alexandria	Bourlakas	10/19/2025	0	1	4	3
St. David's	Ashburn	Northern Piedmont	Stevenson	6/1/2025	0	11	5	1
St. Francis'	Manakin Sabot	West Richmond	Harris	9/7/2025	0	0	0	0
St. George's	Arlington	Arlington	Stevenson	2/9/2025	0	6	5	3
St. George's	Fredericksburg	Fredericksburg	Stevenson	3/30/2025	0	14	8	2
St. George's, Pine Grove AND St. Paul's, Ingham	Stanley	S. Shenandoah	Stevenson	10/19/2025	0	0	0	0
St. James	Warrenton	Culpeper	Stevenson	12/15/2024	0	23	3	0
St. James'	Leesburg	Northern Piedmont	Bourlakas	9/7/2025	2	16	2	1
St. James' AND St. Paul's, Nomini Grove	Montross	Northern Neck	Stevenson	3/16/2025	n/a	n/a	n/a	n/a
St. James the Less	Ashland	N. Richmond	Goff	12/8/2024	2	2	2	0
St. James's	Richmond	Central Richmond	Goff	5/18/2025	8	27	1	2
St. James's at Diocesan Offices	Richmond		Harris	2/27/2025	0	1	0	0
St. John's	Columbia	Charlottesville	Stevenson	1/19/2025	0	0	0	0
St. John's	McLean	North Fairfax	Stevenson	5/11/2025	0	9	1	2
St. John's at St. Anne's, Reston	McLean		Shand	3/2/2025	0	0	1	0
St. John's	Tappahannock	Upper Tidewater	Goff	2/16/2025	3	0	0	0
St. John's	West Point	Upper Tidewater	Stevenson	9/21/2025	4	0	0	0
St. John's AND St. Patrick's, Falls Church	Arlington	Arlington	Stevenson	3/9/2025	0	0	0	0
St. Luke's, Wellington	Alexandria	Potomac	Shand	4/19/2025	4	11	1	1

Official Acts of the Bishops					Official Acts of the Bishops			
<i>Church</i>	<i>Location</i>	<i>Region</i>	<i>Bishop</i>	<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
St. Margaret's	Woodbridge	Potomac	Shand	2/9/2025	0	2	1	2
St. Mark's	Richmond	Central Richmond	Stevenson	4/6/2025	0	13	1	0
St. Mark's at St. Mary's, Goochland	Richmond		Harris	5/11/2025	0	1	0	0
St. Martin's	Richmond	W. Richmond	Goff	11/10/2024	0	8	0	3
St. Martin's	Richmond		Stevenson	1/5/2025	0	0	0	0
St. Mary's	Arlington	Arlington	Harris	2/23/2025	3	22	1	0
St. Mary's	Goochland	West Richmond	Harris	5/11/2025	0	24	0	0
St. Mary's at Diocesan Offices	Goochland		Harris	2/27/2025	0	0	1	0
St. Mary's, Fleeton	Reedville	Northern Neck	Harris	10/26/2025	0	0	0	0
St. Matthew's	Richmond	W. Richmond	Stevenson	12/22/2024	0	2	0	0
St. Matthew's	Sterling	Northern Piedmont	Bourlakas	10/12/2025	1	17	3	6
St. Michael's	Arlington	Arlington	Shand	3/30/2025	0	1	2	0
St. Patrick's AND St. John's, Arlington	Falls Church	South Fairfax	Stevenson	3/9/2025	0	0	0	0
St. Paul's	Alexandria	Alexandria	Shand	4/27/2025	0	12	5	2
St. Paul's	Hanover	North Richmond	Goff	3/30/2025	0	5	0	0
St. Paul's at St. Paul's Memorial, C'Ville	Ivy		Harris	4/27/2025	0	2	0	0
St. Paul's Memorial	Charlottesville	Charlottesville	Harris	4/27/2025	1	13	3	0
St. Paul's, Ingham AND St. George's, Pine Grove	Shenandoah	S. Shenandoah	Stevenson	10/19/2025	0	0	0	0
St. Paul's, Nomini Grove AND St. James, Montross	Montross	Northern Neck	Stevenson	3/16/2025	0	2	0	4
St. Paul's, Nomini Grove	Montross		Jones	4/27/2025	1	3	0	0
St. Paul's, Owens	King George	Fredericksburg	Shand	4/6/2025	1	1	2	0
St. Peter's	Arlington	Arlington	Stevenson	6/22/2025	2	17	0	0
St. Peter's	Oak Grove		Harris	8/24/2025	1	3	0	1
St. Peter's	Purcellville	Northern Piedmont	Stevenson	9/28/2025	1	4	2	0
St. Peter's	Richmond	Central Richmond	Harris	2/9/2025	5	3	0	1
St. Stephen's	Catlett	Culpeper	Harris	3/2/2025	0	0	0	0
St. Stephen's	Culpeper	Culpeper	Gulick	10/19/2025	0	0	5	1
St. Stephen's	Richmond	Central Richmond	Harris	5/18/2025	0	24	3	1
St. Stephen's at St. John's, Tappahannock	Heathsville		Goff	2/16/2025	0	0	1	0
St. Thomas	McLean	N. Fairfax	Shand	11/17/2024	0	4	0	0
St. Thomas at St. George's, Fredericksburg	Orange		Stevenson	3/3/2025	0	1	0	0
St. Thomas'	Richmond	Central Richmond	Goff	6/8/2025	5	10	3	0
St. Timothy's	Herndon	North Fairfax	Shand	6/7/2025	0	29	8	7

Official Acts of the Bishops					Official Acts of the Bishops			
<i>Church</i>	<i>Location</i>	<i>Region</i>	<i>Bishop</i>	<i>Date</i>	<i>Baptized</i>	<i>Confirmed</i>	<i>Received</i>	<i>Reaffirmed</i>
The Fork Church	Doswell	North Richmond	Goff	4/6/2025	0	4	0	0
Trinity	Arlington	Arlington	Shand	5/4/2025	0	0	0	0
Trinity at St. George's, Fredericksburg	Fredericksburg		Stevenson	3/3/2025	0	1	0	0
Trinity	Manassas	South Fairfax	Shand	5/11/2025	0	6	0	0
Trinity	Upperville	N. Piedmont	Stevenson	6/15/2025	0	21	2	2
Trinity	Washington	Culpeper	Stevenson	10/12/2025	0	8	5	3
Ware	Gloucester	Upper Tidewater	Harris	6/1/2025	0	0	0	0

Churches Consecrated and Secularized

<i>Church</i>	<i>Date</i>
Good Shepherd of the Hills, Boonesville	Secularized 12/8/2024

Official Acts of the Standing Committee

Official Acts of the Standing Committee

October 28, 2024, through October 9, 2025

Election of Standing Committee Officers

	<i>Date</i>
President: Ms. Helen Penrod	11/7/2024
Secretary: Ms. Christine Crosby	11/7/2024

Consent to the Election of the following Bishops

	<i>Date</i>
Bishop Suffragan, Rev. Angela Maria Cortiñas, Diocese of West Texas	12/5/2024
Bishop Elect Rev. Amy Dafler Meaux, Diocese of West Missouri	12/5/2024
Bishop Elect Rev. Angel Rivera, Diocese of Cuba.	4/3/2025
Bishop Coadjutor Rev. Robert Price, Diocese of Dallas	5/29/2025

Election of Collegiate Delegates

	<i>Date</i>
Olivia Andres – VCU	10/9/2025
Jordan Tan – JMU	10/9/2025
Marvin Stearns - UMW	10/9/2025
Jackson Martinez, Peyton Rabb (alternate) – UVA	10/9/2025
Gabriel Dole - GMU	10/9/2025

Consent for Candidacy for Ordination to the Sacred Order of Priests

	<i>Date</i>
Jackson Davey	3/6/2025
Bart Natoli	3/6/2025
John Hager	7/2/2025
Joshua House	7/2/2025
Paige Trivett	7/2/2025
Emily Rutledge	9/4/2025

Consent for Candidacy for Ordination to the Sacred Order of Deacons, vocational

	<i>Date</i>
Cabell Jones	12/5/2024
Stephanie Werner	12/5/2024
Melissa Carter	8/7/2025
Maureen Carey	8/7/2025

Consent for Ordination to the Sacred Order of Deacons, vocational

	<i>Date</i>
Cabel Jones	3/6/2025
Stephanie Werner	3/6/2025
Judi Thomas	3/6/2025
Maureen Carey	10/9/2025

Consent for Ordination to the Sacred Order of Deacons, transitional

	<i>Date</i>
Kara Laughlin	1/2/2025
Joy Warburton	1/2/2025
Kris Rose	1/2/2025
Ted Renaud	5/29/2025
Jackson Davey	5/29/2025
Bart Natoli	5/29/2025

Consent for Ordination to the Sacred Order of Priests

	<i>Date</i>
Rebecca Casey	12/5/2024
Caroline Mitchell	12/5/2024
Kara Laughlin	8/7/2025
Kris Rose	8/7/2025
Joy Warburton	8/7/2025

Consent for Encumbrance or Sale of Church Property

	<i>Date</i>
Consent to encumbrance of easement for 665 N. Airport Road in Henrico County.	12/5/2024
Consent for sale of property at 5600 Cross Lane, Prince William County.	3/6/2025
Consent for sale of property (two parcels) at 96 Shelton Shop Road, Stafford County.	3/6/2025
Consent for sale of Omisol Rd., Ox Rd., Forest Lakes, Good Shepherd of the Hills, and St. John's properties.	9/4/2025
Consent to Request for Indebtedness by St. George's Fredericksburg for a loan for the Open to All in Love construction projects.	10/9/2025

Consent to Appointments of Regional Deans

	<i>Date</i>
Rev. Jenettarose Greene, Arlington Region	8/7/2025
Rev. Susan Pinkerton, Acting Dean for Potomac Region	9/4/2025
Rev. Will Stanley, Central Richmond Region	9/4/2025
Rev. Jennifer Lazzuri, Charlottesville Region	9/4/2025
Rev. Megan Limburg, Northern Neck Region	9/4/2025
Rev. Peter Fraser-Morris, Southern Shenandoah Valley Region	9/4/2025
Rev. William Stafford Wittaker, Northern Neck Region	10/9/2025

<i>Nominations for Disciplinary Board</i>	<i>Date</i>
Lay: Marleen McCabe, David Meeker	10/28/2024
Clergy: Rev. Herbert Jones, Rev. Dina Widlake	10/28/2024
Clergy: Rev. Kristen Wickersham appointed to fill a partial term.	3/6/2025
Clergy: Rev. Susan Pinkerton, Rev. Kristen Wickersham	9/4/2025
Lay: Brian Carr, Trevor Cox	9/4/2025

<i>Consent to Appointments for Truth and Reparations Task Force</i>	<i>Date</i>
Consent to discharge Reparations Task Force and reorganize under Ministry for Racial Justice and Healing.	3/6/25
Approved slate of nominees for restructured Truth and Reparations Task Force: John Chilton, Larry Clark, Connor Crafton-Tempel, Karen Franklin, Rev. Marlene Forrest (Chaplain), Rev. Anthony Gaboton, Jabriel Hassan, Thomas Howard, Rev. Dawn McNamara, Maria Pointdexter, Melanie Pressley, Pat Roane, Rev. Julius Rodriguez, Ryan Smith, Marco White (ad hoc), Rev. Kristen Farrington (Standing Committee member).	8/7/25

<i>Other Canonically Required Consents (Accords, depositions etc.)</i>	<i>Date</i>
Consent to release and removal from ordained ministry of Rev. Deacon Reginald Hayes.	12/5/2024
Consent to reunion of the Dioceses of Bethlehem and Central Pennsylvania.	1/2/2025
Consent to Letter of Agreement for second Assistant Bishop (Rt. Rev. Mark Bourlakis).	2/6/2025
Consent to Rt. Rev. Kevin Brown as Bishop of Record for a Title IV case.	2/18/2025

Summary of Parochial Reports

The Summary of Parochial Reports was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.

Vital Statistics

The Vital Statistics Report was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.

Diocese of Virginia Financial Report

And Report of Independent Auditor



Schedule of Operating Funds, Budgetary Comparison of Support, and Revenues and Expenses	16-18
Schedules of Designated Funds	19-21
Schedules of Development Funds	22
Schedules of Other Funds	23-24



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, 2024, 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, 2024, 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 audits.

Report on Comparative Information

We have previously audited the Diocese's 2023 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated April 18, 2025. In our opinion, the comparative information presented herein as of and for the year ended December 31, 2023 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, 2024 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
February 6, 2026

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2024

(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2023)

	2024	2023
ASSETS		
Current Assets:		
Cash and cash equivalents	\$ 211,948	\$ -
Restricted cash	3,833,260	-
Investments - STAMP	865,965	827,562
Accounts receivable	1,543,492	1,278,941
Contributions receivable	62,930	112,333
Prepaid expenses and other current assets	44,898	43,010
Total Current Assets	6,562,493	2,261,846
Investments - Trustees of the Funds	31,432,250	28,997,948
Property and Equipment - Net	279,044	308,334
Other Assets:		
Real estate	55,814,721	56,362,457
Beneficial interest in trusts	105,284	238,905
Total Other Assets	55,920,005	56,601,362
Assets Held as Agent:		
Investments held for others	2,056,269	1,606,055
Less investment held for others	(2,056,269)	(1,606,055)
Total Assets	\$ 94,193,792	\$ 88,169,490
LIABILITIES		
Current Liabilities:		
Accounts payable and other liabilities	\$ 460,631	\$ 341,472
Total Liabilities	460,631	341,472
NET ASSETS		
Without Donor Restrictions:		
Undesignated	14,141,340	12,763,406
Board designated	56,642,677	58,077,603
Total Without Donor Restrictions	70,784,017	70,841,009
With Donor Restrictions	22,949,144	16,987,009
Total Net Assets	93,733,161	87,828,018
Total Liabilities and Net Assets	\$ 94,193,792	\$ 88,169,490

The accompanying notes to the financial statements are an integral part of these statements.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2024

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2023)

	2024		2023	
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Operating Revenue	\$ 384,772	\$ -	\$ 384,772	\$ 350,063
Support and Other Revenue:				
Contributions from churches	4,457,401	-	4,457,401	4,238,385
Individual contributions and gifts	53,230	4,727,617	4,780,847	71,672
Health insurance reimbursement	117,803	-	117,803	113,272
Investment return, net	2,052,558	1,383,530	3,436,088	4,638,188
Change in beneficial interest in trust	-	(133,621)	(133,621)	20,068
Gain from sale of real estate	31,264	-	31,264	-
Other income	370,534	467,430	837,964	388,779
	7,082,790	6,444,956	13,527,746	9,470,364
Net assets released from restrictions	482,821	(482,821)	-	-
Total Support and Other Revenue	7,565,611	5,962,135	13,527,746	9,470,364
Total Revenue and Support	7,950,383	5,962,135	13,912,518	9,820,427
Expenses and Other Deductions:				
Program Services Expenses:				
Support of Our Greater Church Community	799,914	-	799,914	727,064
Ministry Areas in the Diocese	3,306,622	-	3,306,622	2,341,879
Governance and commission support	928,546	-	928,546	813,915
Communications and Technology Across the Diocese	442,622	-	442,622	402,961
Camps and conferences	615,860	-	615,860	543,532
Total Program Services Expenses	6,093,564	-	6,093,564	4,829,351
Supporting Services Expenses:				
General administration	1,899,409	-	1,899,409	1,800,988
Fundraising	14,402	-	14,402	15,365
Total Supporting Services Expenses	1,913,811	-	1,913,811	1,816,353
Total Expenses and Other Deductions	8,007,375	-	8,007,375	6,645,704
Change in net assets	(56,992)	5,962,135	5,905,143	3,174,723
Net assets, beginning of year	70,841,009	16,987,009	87,828,018	84,653,295
Net assets, end of year	\$ 70,784,017	\$ 22,949,144	\$ 93,733,161	\$ 87,828,018

The accompanying notes to the financial statements are an integral part of these statements.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2024
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2023)

	2024	2023
Cash flows from operating activities:		
Change in net assets	\$ 5,905,143	\$ 3,174,723
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	67,006	51,888
Gain from sale of real estate	(31,264)	-
Unrealized gain on investments - net	(1,996,308)	(3,362,975)
Increase in beneficial interest in trusts	(10,134)	(20,068)
Change in operating assets and liabilities:		
Accounts receivable	(264,551)	(205,572)
Contributions receivable	49,403	(60,116)
Prepaid expenses and other current assets	(1,888)	-
Accounts payable and other liabilities	119,159	95,876
Net cash flows from operating activities	<u>3,836,566</u>	<u>(326,244)</u>
Cash flows from investing activities:		
Purchase of investments, including reinvested income	(479,397)	(456,193)
Proceeds from sale of investments	3,000	227,315
Proceeds from sale of real estate	579,000	-
Proceed from termination of beneficial interest in trust	143,755	-
Proceeds from sale of property and equipment	(37,716)	(276,662)
Net cash flows from investing activities	<u>208,642</u>	<u>(505,540)</u>
Net change in cash, cash equivalents, and restricted cash	4,045,208	(831,784)
Cash, cash equivalents, and restricted cash, beginning of year	-	831,784
Cash, cash equivalents, and restricted cash, end of year	<u>\$ 4,045,208</u>	<u>\$ -</u>

The accompanying notes to the financial statements are an integral part of these statements.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED DECEMBER 31, 2024
(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2023)

	2024					2023				
	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
Salaries and wages	-	\$ 1,245,629	\$ 510,829	\$ 361,306	\$ 143,892	\$ 2,261,756	\$ 1,033,581	\$ 14,400	\$ 1,047,981	\$ 3,309,737
Room and board	-	-	-	-	319,471	256,832	21,730	-	21,732	319,471
Travel	134,498	64,607	22,145	21,752	13,830	239,951	-	2	2,132	278,564
Grants	-	239,951	-	-	-	239,951	-	-	-	239,951
Committees	-	49,814	925	-	-	50,739	-	-	-	50,739
Ministries	-	84,264	21,532	-	-	105,796	5,090	-	5,090	110,886
DFMS Pledge	650,244	-	-	-	-	650,244	-	-	-	650,244
Province III Pledge	15,172	-	-	-	-	15,172	-	-	-	15,172
Convention Expenses	-	-	134,532	-	-	134,532	-	-	-	134,532
Insurance	-	-	-	-	-	-	146,604	-	146,604	146,604
Aid for mission churches	-	286,419	-	-	-	286,419	-	-	-	286,419
Aid to churches	-	97,241	-	-	-	97,241	-	-	-	97,241
Aid to other organizations	-	50,000	-	-	-	50,000	-	-	-	50,000
College ministries support	-	380,869	-	-	-	380,869	-	-	-	380,869
Support services	-	196	-	-	-	196	-	-	-	196
Audio expense and reserve	-	-	-	-	-	-	27,543	-	27,543	27,543
Telephone	-	7,502	-	-	3,039	10,541	22,136	-	22,136	32,677
Office supplies	-	946	-	-	27,391	28,337	57,386	-	57,386	85,723
Building expenses	-	719,772	-	-	719,772	1,439,544	187,898	-	187,898	1,627,414
Professional fees	-	-	238,563	50,680	3,350	292,613	169,966	-	169,966	462,579
Miscellaneous	-	79,412	-	8,884	104,787	193,063	160,469	-	160,469	353,532
Depreciation	799,914	3,306,622	928,546	442,622	615,800	6,093,564	1,532,403	14,402	1,546,805	7,640,369
T total Expenses	<u>\$ 799,914</u>	<u>\$ 3,306,622</u>	<u>\$ 928,546</u>	<u>\$ 442,622</u>	<u>\$ 615,800</u>	<u>\$ 6,093,564</u>	<u>\$ 1,599,409</u>	<u>\$ 14,402</u>	<u>\$ 1,613,811</u>	<u>\$ 8,007,375</u>
										<u>\$ 6,845,704</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, 2024

Note 1—Organization and nature of activities

The Protestant Episcopal Church in the Diocese of Virginia (the "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, Cash Equivalents, and Restricted Cash – The Diocese considers all highly liquid investments with an original maturity of three months or less when purchased to be cash equivalents. Restricted cash consists of cash received from the Lily Grant and Cumnock Trust agreements; uses of these funds are required to be maintained or expended only for certain purposes as described by the underlying agreements.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

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 and are stated at cost less an allowance for credit losses. Accounts receivables are written off when there is no reasonable expectation of recovery.

Allowance for Credit Losses – The allowance for credit losses is based on the Diocese's assessment of the collectability of accounts receivable. In accordance with Accounting Standards Codification ("ASC") Topic 326, **Financial Instruments – Credit Losses**, the Diocese makes ongoing estimates relating to the collectability of accounts receivable and records an allowance for estimated losses expected from inability of its customers to make required payments. The Diocese 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. At December 31, 2024, the Diocese determined no allowance for credit losses was required.

Property and Equipment – Property and equipment is stated at cost. Major additions are capitalized. Repairs and renewals are expensed. Depreciation is computed using the straight-line method over a useful life of between five and seven years.

Real Estate and Real Estate Held for Sale – The Diocese holds real estate, recorded at cost, as a part of mission development projects in various regions. The intent is to transfer the properties to the particular parishes when they are authorized to appoint their own trustees. The real estate acquired through the property litigation has been recorded at the property's fair value at the time of acquisition. It will be carried at the acquisition date fair value until it is either disposed of or the value is deemed to be permanently impaired.

Property titled to trustees of individual congregations is not recorded by the Diocese. Under the Canon law of the Episcopal Church, this property is held in trust, in the names of the individual churches, for the benefit of the Episcopal Church and the Diocese.

Income Tax Status – The Diocese is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code; accordingly, the accompanying financial statements do not reflect a provision or liability for federal and state income taxes. The Diocese has determined that it does not have any material unrecognized tax benefits or obligations as of December 31, 2024.

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, cash equivalents, and restricted cash 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, 2024 the Diocese had \$3,966,610 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.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

Note 2—Summary of significant accounting policies (continued)

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.

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 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, 2024.

Note 3—Liquidity and availability

Financial assets available for general expenditures within one year at December 31, 2024:

Financial assets at year-end:	
Cash and cash equivalents	\$ 211,948
Investments	32,298,215
Accounts receivable	1,543,492
Contributions receivable	<u>62,930</u>
Total financial assets at year-end	34,116,585

Less amounts not available to be used for general expenditures within one year:

Net assets with donor restrictions	<u>22,949,144</u>
Financial assets available to be used within one year	<u>\$ 11,167,441</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.

Note 4—Investments

Investments are reported at fair value. Investments consist of the following at December 31, 2024:

	<u>Fair Value</u>	<u>Cost</u>
Investments - STAMP	\$ 865,965	\$ 901,609
Investments - Trustees of the Funds	<u>31,432,250</u>	<u>17,369,343</u>
	<u>\$ 32,298,215</u>	<u>\$ 18,270,952</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

Note 4—Investments (continued)

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, 2024:

STAMP income	\$ 34,192
STAMP unrealized gain	4,211
Trustees of the Funds income, net	1,405,588
Trustees of the Funds unrealized gain	<u>1,992,097</u>
	<u>\$ 3,436,088</u>

Note 5—Investments carried at NAV 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, 2024. This category includes the following type of investment:

	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Lock-In Period</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Trustees of the Funds ^(a)	\$ 31,432,250	n/a	n/a	Daily	None
STAMP ^(b)	\$ 865,965	n/a	n/a	Daily	None

^(a) This class includes funds of hedge funds across multiple strategies. Sub-strategies include but are not limited to long/short term debt, absolute return, and even driven.

^(b) This class includes pooled investments in shorter-term, investment grade bonds, U.S. treasury and government agency bonds, pooled consumer bonds, mortgages, and asset-backed securities.

Note 6—Property and equipment

Major classes of property and equipment consisted of the following at December 31, 2024:

Equipment	\$ 446,162
Vehicles	<u>285,589</u>
	731,751
Less accumulated depreciation	<u>(452,707)</u>
	<u>\$ 279,044</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

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 trust is \$105,284 at December 31, 2024, which has been recorded as an asset and is adjusted each year to reflect the change in value. During the year ended December 31, 2024, a beneficial interest in a trust was terminated, the impact to the fair value change is included in termination of beneficial interests in trusts on the statement of cash flows. 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 2024, salary costs incurred and subsequently reimbursed were \$166,518 and \$52,075 for TOTF and DMS, respectively. As of December 31, 2024, the Diocese also had related party receivables with Memorial Trustees and DMS in the amount of \$28,421 and \$17,192, respectively, and related party payable with TOTF of \$62,107, 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 2024, the Diocese paid \$319,471 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 2024 was \$159,689. 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 2024 was \$173,570.

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, 2024 was \$1,937,003. 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.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

Note 11—Board-designated net assets

Net assets without donor restriction includes designated funds by the Diocese for the following purposes at December 31, 2024:

Diocesan programs	\$ 56,642,677
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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, 2024:

Purpose restricted:	
Development funds	\$ 2,530,330
Diocesan programs	6,612,162
Bishop's programs	4,118,694
Beneficial interest in perpetual trusts	2,206,749
Time restricted for endowments, some of which is perpetual in nature:	
Bishop's programs	7,481,209
Total restricted net assets	\$ 22,949,144

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, 2024:

Satisfaction of purpose restriction	\$ 482,821
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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.

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.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

Note 13—Endowment funds (continued)

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 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, 2024, one underwater endowment fund with a original gift value of \$125,000, fair value of \$120,687, and deficiency of \$4,313 was reported in net assets with donor restrictions. This deficiency resulted from unfavorable market fluctuations.

Endowment net asset composition by type of fund as of December 31, 2024:

	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	\$ -	\$ 2,277,300	\$ 2,277,300
Accumulated investments gains	-	5,203,909	5,203,909
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 7,481,209</u>	<u>\$ 7,481,209</u>

Changes in endowment net assets for the fiscal year ended December 31, 2024:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets, beginning of year	\$ -	\$ 6,923,379	\$ 6,923,379
Investment gain, net	-	557,830	557,830
Endowment net assets, end of year	<u>\$ -</u>	<u>\$ 7,481,209</u>	<u>\$ 7,481,209</u>

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

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 2024.

Beneficial Interest in Trusts – Valued using the fair value of the underlying assets of the trust as an estimate for the present value of the expected future cash flows.

The preceding method described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Diocese believes its valuation methods are appropriate and consistent with those of other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value as of December 31, 2024:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Beneficial interest in trusts	\$ -	\$ -	\$ 105,284	\$ 105,284
Investments measured at NAV ^(a)	-	-	-	32,298,215
Total assets at fair value	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 105,284</u>	<u>\$ 32,403,499</u>

^(a) In accordance with Subtopic 820-10, certain investments that are measured at fair value using 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 statement of financial position.

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2024

Note 14—Fair value measurements (continued)

The table below sets forth a summary of changes in the fair value of the beneficial interest in trust for 2024.

Balance, beginning of year	\$ 238,905
Termination of beneficial interest	(143,755)
Change in fair value	<u>10,134</u>
Balance, end of year	<u>\$ 105,284</u>

Note 15—Comparative totals

The summarized amounts shown for 2023 in the accompanying financial statements are included to provide a basis for comparison with 2024 and are not intended to present all information necessary for a fair presentation of the summarized 2023 statements in conformity with U.S. GAAP. Accordingly, such information should be read in conjunction with the Diocese's financial statements for 2023, 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 February 6, 2026, the date the financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULE OF OPERATING FUNDS, BUDGETARY COMPARISON OF SUPPORT,
AND REVENUES AND EXPENSES

YEAR ENDED DECEMBER 31, 2024

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2023)

	2024		2023		Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable)	Amount	Percent
Support and Revenue:						
Contributions from churches	\$ 4,560,700	\$ 4,457,401	\$ 4,238,385	\$ (103,299)		-2.26%
Other gifts, grants, and promises to give	294,900	(274,519)	71,672	(569,419)		-193.09%
Investment income	-	100,473	143,982	100,473		100.00%
Loss from Virginia Episcopalian	-	(162)	(153)	(162)		100.00%
Health insurance administration	115,000	117,803	113,272	2,803		2.44%
Miscellaneous income	-	180,959	38,591	180,959		100.00%
	4,970,600	4,581,955	4,605,749	(388,645)		-7.82%
Net assets released from restrictions	1,100,000	482,821	349,219	(617,179)		-56.11%
Total Support and Revenue	6,070,600	5,064,776	4,954,968	(1,005,824)		-16.57%
Expenses:						
Ministry Areas:						
General Church Support	650,241	650,244	635,900	(3)		0.00%
Christian Formation:						
Committee on Christian Formation	459,150	385,869	316,283	73,281		15.96%
Youth ministry development	5,000	1,112	-	3,888		77.76%
Clergy and diocesan conferences	25,000	28,860	10,611	(3,860)		-15.44%
Education for ministry program	19,750	-	1,750	19,750		100.00%
	508,900	415,841	328,644	93,059		18.29%
Strengthening Our Churches:						
Aid to mission churches	406,500	256,786	362,374	149,714		36.83%
Aid to mountain missions	75,061	53,182	65,554	21,879		29.15%
Special ministries and other committees	5,200	11,348	5,908	(6,148)		-118.23%
Other areas for strengthening our churches	162,300	41,844	43,323	120,456		74.22%
	649,061	363,160	477,159	285,901		44.05%
Mission and Outreach:						
Committee on Mission and Outreach	30,320	350	-	29,970		98.85%
Other mission and outreach areas	72,700	68,168	67,000	4,532		6.23%
	103,020	68,518	67,000	34,502		33.49%
Ministry:						
Commission on Ministry	97,350	79,117	89,047	18,233		18.73%
Human Dignity and Justice:						
Areas for Human Need and Justice	124,250	15,997	10,175	108,253		87.13%
Total Ministry Areas	2,132,822	1,592,877	1,607,925	539,945		25.32%

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, 2024

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2023)

	2024		2023		Budget Variance	
	Budget	Actual	Actual	Favorable (Unfavorable) Amount	Percent	
Expenses (continued):						
Governance and Committee Support:						
Standing Committee	\$ 5,900	\$ 611	\$ 1,741	\$ 5,289	89.64%	
Executive Board, Deans, and Presidents	2,900	314	-	2,586	89.17%	
Other committee support	35,172	15,172	14,043	20,000	56.86%	
	43,972	16,097	15,784	27,875	63.39%	
Communications and Technology:						
Virginia Episcopalian and eCommunique	20,000	-	-	20,000	100.00%	
Other communications expenses	12,460	61,537	40,068	(49,077)	-393.88%	
	32,460	61,537	40,068	(29,077)	-89.58%	
Bishops, Staff, and Support:						
The Episcopate:						
Bishops	620,200	507,523	485,885	112,677	18.17%	
Episcopal office staff	211,453	329,824	319,765	(118,371)	-55.98%	
Other expenses of the Office of the Bishop	25,000	39,674	30,977	(14,674)	-58.70%	
Bishops and Episcopal office travel	65,400	86,834	77,111	(21,434)	-32.77%	
	922,053	963,855	913,738	(41,802)	-4.53%	
Staff:						
Professional staff	2,327,973	2,181,025	1,742,898	146,948	6.31%	
Staff travel	54,340	23,825	41,450	30,515	56.16%	
Other staff expenses	7,500	41,971	32,146	(34,471)	-459.61%	
	2,389,813	2,246,821	1,816,494	142,992	5.98%	
Support:						
Automobile expenses	20,000	75,795	65,103	(55,795)	-278.98%	
Office supplies, equipment, and services	55,080	203,500	233,196	(148,420)	-269.46%	
Building related expenses	84,800	224,411	255,262	(139,611)	-164.64%	
Professional fees	44,000	169,966	131,523	(125,966)	-286.29%	
Other expenses	5,000	29,821	16,760	(24,821)	-496.42%	
	208,880	703,493	701,844	(494,613)	-236.79%	
Total Bishops, Staff, and Support	3,520,746	3,914,169	3,432,076	(393,423)	-11.17%	
Expended assets released from restrictions:						
Aid to individuals and organizations	-	482,821	349,219	(482,821)	100.00%	
Total Expenses	5,730,000	6,067,501	5,445,072	(337,501)	-5.89%	

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, 2024

(WITH COMPARATIVE TOTALS FOR YEAR ENDED DECEMBER 31, 2023)

	2024		2023		Budget Variance	
					Favorable (Unfavorable)	
	Budget	Actual	Actual	Amount	Percent	
Excess (deficiency) of support and revenue over expenses	\$ 340,600	\$ (1,002,725)	\$ (490,104)	\$ (1,343,325)	-394.40%	
Transfer of Funds:						
Reserve accounts	(65,000)	396,000	(210,714)	331,000	-509.23%	
Shrine Mont Camp program support	(200,600)	(125,000)	(125,000)	(75,600)	37.69%	
Other	(75,000)	452,704	445,137	377,704	100.00%	
	(340,600)	723,704	109,423	633,104	-185.88%	
Total Changes in Net Assets After Transfers	\$ -	\$ (279,021)	\$ (380,681)	\$ (710,221)	100.00%	

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DESIGNATED FUNDS

DECEMBER 31, 2024 AND 2023

	2024	2023
Annual Council Fund	\$ (684,568)	\$ (452,065)
Atlee Mission Fund	(374,771)	(385,771)
Auto Reserve	(309,445)	(234,015)
Biggar/Power Fund	600	600
Bishop's DMS Grant	130,464	130,464
Bishop Goff Reace and Reconciliation Fund	8,099	8,099
Bishop Goff retirement gift	34,640	34,640
Bishops & Staff Reserve	47,575	47,575
Bishop's House	(306,551)	(258,110)
Bishop's house rent	(157,577)	(117,127)
Blakemore Trust Proceeds	98,841	92,307
Building Repairs Reserve	221,295	299,860
Bovender Estate - Retreats	150,000	150,000
YASC - C Belous	980	980
CCM-Reserve for Special Needs	66,887	37,887
CCM-Reserve for Transitions	60,000	55,000
Committee on Aging	6,234	6,234
Diaconal Formation Institute	(6,253)	(6,253)
Commission on Ministry Reserve	34,849	34,849
Prevention of Misconduct Reserve	4,000	4,000
Communications Reserve	25,191	25,191
Congregational Development & Revitalization	16,312	16,312
Committee on Race Relations	3,000	3,000
Council Scholarship Fund	360	360
COVID-19 Support	(7,188)	(7,188)
DaySpring	(198,677)	(113,257)
Deacons Reserve	37,379	38,105
YASC - A Cameron	(380)	(380)
YASC - A Jacobs	25	25
YASC - A Russell	973	973
YASC - A. Davis	1,000	1,000
Des - Trinity Highland Springs	12,254	17,200
Congo	630	630
Des - St. Andrew's Charlottesville	(45,525)	(32,486)
Puerto Rico	1,793	1,793
Designated Gift - S S Johnston	(252)	299
Designated - Trinity, Beaverdam	28,959	25,904
Designated Gift - Haiti	10,518	11,583
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	64,287	53,816
YASC - Duncan Campbell	1,310	1,310
Subtotal (carried forward)	(856,798)	(340,722)

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DESIGNATED FUNDS (CONTINUED)

DECEMBER 31, 2024 AND 2023

	2024	2023
Subtotal (brought forward)	\$ (856,798)	\$ (340,722)
East End Initiative	(65,328)	(65,328)
Ecumenical Interfaith Comm	960	960
Education for Ministry	965	965
EPIC Moms	19	19
Episcopal Transition Reserve	(209,020)	(229,020)
General Convention	8,095	51,870
Hecht - Mountain Mission Fd	223	-
Interim Ministry Development	1,080	1,080
John G Hayes Jr Income Fd	(12,919)	(5,212)
John G Hayes Missionary Fund	1,126	1,126
La Iglesia de Santa Maria	(32,362)	(32,362)
Lambeth Convention	39,480	37,480
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	80,748	64,748
Mountain Mission Reserve	64,213	59,995
Native American Ministry	1,572	1,422
Office Equipment Reserve	(5,629)	(5,629)
Omisol Road Reserve	160,746	112,746
Opioid Task Force	327	327
Property & Opr Exp - St Paul's Haymarket	(18,887)	(18,242)
Property Exp - Church Hill Dr. Woodbridge	588,781	523,594
Property Exp - Pickett Rd/Braddock Rd, Fairfax (Apostles)	3,394	3,394
Property Fund	28,170	28,307
Property Maintenance Fund	(12,845)	(29,269)
Queen Esther Girls Secondary School Fund	(2,574)	(2,574)
R10A Reparations Fund	13,198	946
Race and Reconciliation	(1,006)	(632)
Racial Justice Pilgrimage	12,385	12,385
DaySpring Real Estate Fund	38,896,220	38,896,225
Real Estate Value Fund	18,612,160	19,159,896
Region 2 Mission (Deltaville)	122,462	116,116
Risk Management Program	45,943	45,943
Rockingham Property Fund (Reg 14)	12,811	12,811
Ruth Cumnock Trust	3,082,703	-
2015 Unrestricted Reserve	471,879	516,018
Subtotal (carried forward)	61,196,126	59,083,217

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DESIGNATED FUNDS (CONTINUED)

DECEMBER 31, 2024 AND 2023

	2024	2023
Subtotal (brought forward)	\$ 61,196,126	\$ 59,083,217
Santa Maria Stewardship (DuPont Grant)	701	701
Shelton Shop Rd Property	246,100	221,495
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)	(653,733)	(179,357)
ST Investments - Designated	464,694	444,086
St Margarets Ruther Glenn	(9,553)	135
St. John the baptist bequest	151,111	-
St. Martin's TOTF funds	3,067	-
St. Paul's on the Hill Property	29,060	-
St. Peter's Restoration	12,933	12,951
St. Phoebe's School	(38,300)	(30,252)
Stewardship of Creation Grant Fund	5,228	5,228
Stewardship Committee	467	467
TIV	(33,619)	-
Triangle of Hope	(29,812)	(7,265)
Trustees of the Funds	3,594,453	3,340,480
Virginia Diocesan Library	(53,085)	(41,248)
Young Priests Initiative	9,888	9,888
Youth Ministry	100,970	100,970
Total Designated Funds	\$ 64,871,285	\$ 62,836,085

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF DEVELOPMENT FUNDS

DECEMBER 31, 2024 AND 2023

	2024	2023
B Maxwell Art Camp Scholarship	\$ 6,617	\$ 5,185
FCF- Unrestricted	67,849	67,849
Mustard Seed Grant Fund	(1,942)	(8,393)
DVA Grant Fund	1,125	1,125
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	17,206
Youth Mission Vouchers 2011	1,205	1,205
Bishop Jones Evangelism Fund	2,615	2,615
Bishop Lee Fund for Small Church Vitality	200,292	174,082
FCF- DFHN	1,595	1,595
Shrine Mont - Shout It! Campaign	63,119	63,119
Camp Scholarship Annual Fund	294,199	294,375
St. Georges Camp	19,848	19,848
Camp Equipment	13,155	13,155
Camp Program TOF Investments	1,817,307	1,699,907
Pledges Receivable - Shout It! Campaign	29,240	29,240
Total Development Funds	\$ 2,530,330	\$ 2,379,013

See Report of Independent Auditor on Supplementary Information.

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS

DECEMBER 31, 2024 AND 2023

	2024	2023
AH & CJ Robinson Fund	\$ 950,853	\$ 574,462
Albert Baker Fund	136,750	136,750
Alison Gibson Fund	649	649
Ball Fund	165,354	165,354
Bishop Harris Discretionary Fund	7,212	9,245
Bishop Ihloff Discretionary Fund	8,292	8,292
Bishop Johnston Discretionary Fund	13,660	9,685
Bishop Porter Discretionary Fund	12,172	12,172
Bishop Stevenson Discretionary Fund	26,664	17,839
Bishop Stevenson Vestments	(13,230)	(13,230)
Bishops Combined Disc Fd	(16,708)	339
Bishop's Emergency Needs Fund	79,923	79,923
Bishop's Goldsborough Fund	(37,438)	(29,438)
Bishop's Investment Fd	1,200	1,200
Bishops Theological Ed Fd	1,616	5,558
Bp DCJ Disc Fd	40,308	38,303
Bp DCJones Evangelism Income Fund	6,678	6,678
Bp Goodwin Mem Scholarship Fd	15,123	15,123
Bp Gray Disc Fd	(3,000)	(3,000)
Bp Gulick Discretionary Fund	2,219	8,717
Bp Jones Sabbatical Fd	3,226	3,226
Bp P.J.L. Disc Fd	(24,336)	(24,336)
Bp R. F. Gibson Memorial Fund	1,518	1,518
Bp R. F. Gibson Property Foundation	10,856	10,856
Bp Roy Mason Mem Fd	2,632	2,632
Bp. Jennifer Brooke-Davidson	6,518	6,518
Bruce Fund	56,844	56,844
Canon Wingo Disc Fund	2,784	2,784
Charles Norse Fund	10,471	7,821
COLUMBIA WALKER MEMORIAL MISSIONS FUND	51,735	51,735
David Lewis Memorial Fund	5,619	5,619
DFHN	33,943	30,882
DFWM	43,559	36,913
Disabled Clergy Fund	675,359	709,671
Dickinson Memorial Fund	(50,000)	(50,000)
Dooley Fund	514,151	450,221
d'Rue Hazel disc. fund	1,346	1,496
duPont Diocesan Enrichment Fund	(6,018)	(3,368)
Dupont Small Ch Clergy Dev Fd	17,050	17,050
E Holcombe Palmer Fund	3,301	3,301
ECW Gift - Bp Goff Vestments	339	339
Subtotal (carried forward)	<u>2,759,194</u>	<u>2,366,343</u>

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS (CONTINUED)

DECEMBER 31, 2024 AND 2023

	2024	2023
Subtotal (brought forward)	\$ 2,759,194	\$ 2,366,343
Fear Not	615	615
Fifth Century Fund	50,000	50,000
Forest Fund	55,257	55,257
Francis Edmonia Newman Fd	232,529	177,818
Freda W Kipps Income Fd	38,863	38,863
Gilliat Campus Ministry Fund	10,559	10,559
Grant - MEZ	2,609	2,609
Hugh McGuire Taylor Fd	36,839	36,839
Ida B Gale Fund	37,554	37,554
J. Lee Hill Discretionary	4,941	4,061
John and Ethel Davis Fund	1,302	1,302
John Lyons Fund	6,207	6,207
Julia A Ward Income Fund	802	802
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
Moncure Memorial Fund	18,371	18,371
Pearl Leone Hecht Fund	(37)	186
Philip A. Arthur Memorial Fund	576	576
Rev. Dr. Sarah Kye Price Disc. Fund	730	730
Scott Fdn Grant	(27,018)	2,982
SM Scholarship Fd	4,710	4,710
Smoot Bequest Income Fund	(76,078)	(76,078)
Smoot Bequest to Dio Fund	55,592	55,592
South African Bishops Fund	9,699	9,699
ST Investments - Restricted	318,327	304,210
St John's Waldrop Fund	33,176	33,176
St. John's Greensprings	(132,738)	(63,806)
Stock Dividends	12	12
Suff Bp Goff Disc Fund	41,598	39,143
The Episcopal Fund Income Fd	(15,000)	(15,000)
Unrestricted Bequests	10,000	10,000
UTO Fund	587	587
V Beveridge Trust	329,958	3,459
Zimmerman Income Fd	(1,321)	-
Subtotal	3,824,206	3,133,169
Funds invested with the Trustees of the Funds	25,100,446	23,134,313
Beneficial Interest in Trusts	105,284	238,905
Total Other Funds	\$ 29,029,936	\$ 26,506,387

Virginia Episcopal Investment Funds/Trustees of the Funds Financial Report

THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS (CONTINUED)

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Hugh McGuire Taylor Fd	36,839	36,839
Ida B Gale Fund	37,554	37,554
J. Lee Hill Discretionary	4,941	4,061
John and Ethel Davis Fund	1,302	1,302
John Lyons Fund	6,207	6,207
Julia A Ward Income Fund	802	802
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
Moncure Memorial Fund	18,371	18,371
Pearl Leone Hecht Fund	(37)	186
Philip A. Arthur Memorial Fund	576	576
Rev. Dr. Sarah Kye Price Disc. Fund	730	730
Scott Fdn Grant	(27,018)	2,982
SM Scholarship Fd	4,710	4,710
Smoot Bequest Income Fund	(76,078)	(76,078)
Smoot Bequest to Dio Fund	55,592	55,592
South African Bishops Fund	9,699	9,699
ST Investments - Restricted	318,327	304,210
St John's Waldrop Fund	33,176	33,176
St. John's Greensprings	(132,738)	(63,806)
Stock Dividends	12	12
Suff Bp Goff Disc Fund	41,598	39,143
The Episcopal Fund Income Fd	(15,000)	(15,000)
Unrestricted Bequests	10,000	10,000
UTO Fund	587	587
V Beveridge Trust	329,958	3,459
Zimmerman Income Fd	(1,321)	-
Subtotal	3,824,206	3,133,169
Funds invested with the Trustees of the Funds	25,100,446	23,134,313
Beneficial Interest in Trusts	105,284	238,905
Total Other Funds	\$ 29,029,936	\$ 26,506,387

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THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF VIRGINIA
SCHEDULES OF OTHER FUNDS (CONTINUED)

DECEMBER 31, 2024 AND 2023

	2024	2023
Subtotal (brought forward)	\$ 2,759,194	\$ 2,366,343
Fear Not	615	615
Fifth Century Fund	50,000	50,000
Forest Fund	55,257	55,257
Francis Edmonia Newman Fd	232,529	177,818
Freda W Kipps Income Fd	38,863	38,863
Gilliatt Campus Ministry Fund	10,559	10,559
Grant - MEZ	2,609	2,609
Hugh McGuire Taylor Fd	36,839	36,839
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**TRUSTEES OF THE FUNDS OF THE
PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

Richmond, Virginia

FINANCIAL STATEMENTS

DECEMBER 31, 2024 AND 2023

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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, including the schedule of investments, as of December 31, 2024 and 2023, the related 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, 2024 and 2023, 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.

Yount, Hyde & Barton, P.C.

Winchester, Virginia
September 2, 2025

**TRUSTEES OF THE FUNDS OF THE PROTESTANT EPISCOPAL CHURCH
IN THE DIOCESE OF VIRGINIA, INC.**

Statements of Financial Position
December 31, 2024 and 2023

Assets	2024	2023
Current Assets		
Cash and cash equivalents	\$ 4,829,983	\$ 2,055,965
Accrued investment income	129,522	106,855
Other receivables	<u>5,186</u>	<u>22,022</u>
Total current assets	<u>4,964,691</u>	<u>2,184,842</u>
Marketable Securities,		
investments in securities, at fair value	<u>132,577,309</u>	<u>135,861,471</u>
Property and Equipment,		
land and building, net	<u>1,262,647</u>	<u>1,262,647</u>
Other Assets		
Due from the Diocese of Virginia	39,529	6,894
Beneficial interest in trust	<u>2,484,961</u>	<u>2,245,775</u>
	<u>2,524,490</u>	<u>2,252,669</u>
Total assets	<u>\$ 141,329,137</u>	<u>\$ 141,561,629</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, 2024 and 2023

Liabilities and Net Assets	2024	2023
Current Liabilities		
Investment fees payable	\$ 54,519	\$ 45,049
Accrued expenses	<u>364</u>	<u>687</u>
Total current liabilities	<u>54,883</u>	<u>45,736</u>
Long-Term Liabilities, annuity payable	<u>6,597</u>	<u>6,597</u>
Total liabilities	<u>61,480</u>	<u>52,333</u>
Net Assets		
Balanced fund		
Parish Funds (2024 - 496 Parish funds with 49,077.0381 units at \$1,531.49 and undistributed gain of \$93,212); (2023 - 487 Parish funds with 53,974.6547 units at \$1,428.82 and undistributed loss of \$76,509)	75,160,913	77,120,112
Diocesan Funds (2024 - 60 Diocesan funds with 12,134.8467 units at \$1,531.49 and undistributed gain of \$23,048); (2023 - 58 Diocesan funds with 12,289.4246 units at \$1,428.82 and undistributed loss of \$17,420);	18,584,376	17,559,385
Trustee Funds (2024 - 94 Trustee funds with 21,356.7510 units at \$1,531.49 and undistributed gain of \$40,563); (2023 - 94 Trustee funds with 21,072.8273 units at \$1,428.82 and undistributed loss of \$29,871);	<u>32,707,616</u>	<u>30,109,295</u>
	<u>126,452,905</u>	<u>124,788,792</u>
Short Term fund		
Parish Funds (2024 - 48 Parish funds with market value of \$3,557,636); (2023 - 49 Parish funds with market value of \$4,078,799)	3,557,636	4,078,799
Trustee Funds (2024 - 10 Trustee funds with market value of \$6,506,281); (2023 - 10 Trustee funds with market value of \$6,453,915)	<u>6,506,281</u>	<u>6,453,915</u>
	<u>10,063,917</u>	<u>10,532,714</u>
All Equity Fund		
Trustee Funds	381,498	362,647
Parish Funds	<u>486,208</u>	<u>2,021,900</u>
	<u>867,706</u>	<u>2,384,547</u>
Other Trustee Funds	3,194,582	3,114,696
Mayo Memorial Fund	<u>688,547</u>	<u>688,547</u>
Total net assets	<u>141,267,657</u>	<u>141,509,296</u>
Total liabilities and net assets	<u>\$ 141,329,137</u>	<u>\$ 141,561,629</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, 2024

	<u>Number of Shares</u>	<u>Fair Value</u>
Bonds - 10.63%		
Corporate obligations	6,722,000	\$ 6,364,451
Government and agency obligations		
Fed Home Loan Mtg Corp	3,397,807	995,042
Fed National Mtg Assn	14,106,976	3,901,342
Government National Mtg Assn	1,945,000	606,236
United States Treasury Bonds	1,825,000	1,162,414
United States Treasury Notes	1,175,000	1,057,086
Mutual Funds - 70.06%		
Baird Funds Ultra Short Bond Inst	397,468	4,014,427
Vanguard Short Term Bond Index Inst	491,445	4,978,340
Blackrock Funds Event Driven Equity Inst	131,364	1,313,643
FPA Funds Crescent Supra Inst	34,657	1,394,934
Vanguard FTSE Social Index Adm	428,870	17,412,141
Vanguard Total Bond Mkt Index Inst	1,414,241	13,407,009
Vanguard FTSE All-World Ex-US Index I	53,870	6,091,109
Vanguard Total Stock Mkt Index Inst	234,223	33,037,157
Brown Capital Management Intl Sm Co Investor	595	14,495
Vanguard FTSE Social Index Inst	9,138	515,392
Vanguard Bal Index Admiral	276	13,403
John Hancock Funds Seaport Long Short I	119,982	1,390,588
Loomis Sayles Strategic	154,584	1,473,181
Artisan Sustainable Emer Ind	211,693	3,677,111
Artisan Sustainable Emer Adm	2,142	37,202
GQC Partners Emerging MA Ind	246,667	4,079,879
GQC Partners Emerging MA Adm	2,081	34,425
Exchange Traded Funds - 0.10%		
Vanguard ESG Intl Stk ETF	2,227	126,245
Hedge Funds - 6.28%		
Drake Capital Offshore Partners, L.P.		8,326,202

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, 2024

	<u>Number of Shares</u>	<u>Fair Value</u>
Real Estate and Natural Resource Funds - 3.93%		
Commonfund Capital Natural Res Partners VIII		\$ 203,810
Property Holdings IV LLC REIT		965,987
Park Street Capital Natural Resources Fund		458,218
Oaktree Real Estate Income Fund		3,582,810
Private Equity Funds - 0.92%		
MIT Private Equity Fund VII		191,447
MIT Private Equity Fund IV		42,323
Warburg Pincus GG 14		661,811
Warburg Pincus GG 14 (E&P)		39,538
Warburg Pincus GG 14 Callisto		285,774
Global Equity Funds - 8.08%		
Silchester Northern Trust		10,722,137
		<u>\$ 132,577,309</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, 2023

	<u>Number of Shares</u>	<u>Fair Value</u>
Bonds - 10.41%		
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
Mutual Funds - 71.41%		
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 Mid 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
Exchange Traded Funds - 0.29%		
Vanguard ESG Intl Stk ETF	7,005	387,236
Hedge Funds - 5.24%		
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>
Real Estate and Natural Resource Funds - 4.36%		
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
Private Equity Funds - 0.38%		
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
Global Equity Funds - 7.91%		
Silchester Northern Trust		10,745,741
		<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.**

Statements of Cash Flows
For the Years Ended December 31, 2024 and 2023

	2024	2023
Cash Flows from Operating Activities		
Change in net assets from operations	\$ 14,695,128	\$ 19,330,069
Adjustments to reconcile change in net assets from operations to net cash provided by operating activities		
Gain on sale of investments	(3,384,015)	(350,300)
Purchase of investments	(12,028,860)	(31,862,114)
Proceeds from sale of investments	27,508,124	35,550,940
Unrealized gains on investments	(8,811,087)	(16,090,824)
Change in beneficial interest in trust	(239,186)	(210,260)
Contributions of property	- -	(574,100)
Decrease (increase) in:		
Accrued investment income	(22,667)	(46,672)
Insurance claim receivable	- -	25,000
Other receivables	16,836	(16,836)
Due from Diocese of Virginia	(32,635)	(6,894)
Increase (decrease) in:		
Due to Diocese of Virginia	- -	(105,910)
Accrued expenses	(323)	(11,112)
Investment fees payable	9,470	37,059
Net cash provided by operating activities	<u>17,710,785</u>	<u>5,668,046</u>
Cash Flows from Financing Activities		
Investment and income distribution reinvestments	7,066,541	5,686,709
Withdrawals and distributions	(22,003,308)	(12,350,301)
Net cash (used in) financing activities	<u>(14,936,767)</u>	<u>(6,663,592)</u>
Net change in cash and cash equivalents	2,774,018	(995,546)
Cash and Cash Equivalents		
Beginning of year	<u>2,055,965</u>	<u>3,051,511</u>
End of year	<u>\$ 4,829,983</u>	<u>\$ 2,055,965</u>
Supplemental Disclosure of Noncash Financing Activities,		
distribution of note receivable	<u>\$ - -</u>	<u>\$ 100,000</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

The Balanced Fund is a unitized fund established to provide 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:

- 35-65% 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

The Short-Term Fund was 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. The Investment Policy Statement sets the following ranges:

- 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 the following weighting ranges:

- 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.

Trustee Funds account for investment funds primarily held in the name of the Trustees of the Funds for various beneficiaries.

Diocesan 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 \$64.99 and \$68.51 per unit, aggregating to \$5,243,416 and \$5,479,427, were paid to unitholders in 2024 and 2023, 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, 2024.

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 2, 2025, which is the date the financial statements were available to be issued.

Note 3. Note Receivable

The Company previously held a note receivable of \$100,000 from the Diocesan Missionary Society of Virginia. 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, 2024 and 2023:

	2024	2023
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	136,000
Building	<u>438,100</u>	<u>438,100</u>
	<u>574,100</u>	<u>574,100</u>
	<u>\$ 1,262,647</u>	<u>\$ 1,262,647</u>

As discussed in Note 11, subsequent to December 31, 2024, the Corporation transferred title of the land and buildings.

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 from operations. The fair value of the interest in the trust is \$2,484,961 and \$2,245,775 at December 31, 2024 and 2023, 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.

Notes of Financial Statements

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used during 2024 or 2023.

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 and exchange traded 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.

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, 2024				
	Level 1	Level 2	Level 3	NAV	Total
Investments					
Debt securities:					
Mortgage-backed securities	\$ 5,502,620	\$ --	\$ --	\$ --	\$ 5,502,620
U.S. Treasury securities	2,219,500	--	--	--	2,219,500
Corporate bonds	--	6,364,451	--	--	6,364,451
Mutual funds:					
Global equity funds	15,329,155	--	--	--	15,329,155
Fixed income funds	23,886,360	--	--	--	23,886,360
Domestic equity funds	53,668,921	--	--	--	53,668,921
Global equity funds measured at net asset value	--	--	--	10,722,137	10,722,137
Exchange traded funds:					
Global equity	126,245	--	--	--	126,245
Hedge funds					
Hedge fund investments measured at net asset value	--	--	--	14,757,920	14,757,920
	<u>100,732,801</u>	<u>6,364,451</u>	<u>--</u>	<u>25,480,057</u>	<u>132,577,309</u>
Beneficial Interest in Trust	<u>--</u>	<u>--</u>	<u>2,484,961</u>	<u>--</u>	<u>2,484,961</u>
	<u>\$ 100,732,801</u>	<u>\$ 6,364,451</u>	<u>\$ 2,484,961</u>	<u>\$ 25,480,057</u>	<u>\$ 132,577,309</u>
	Fair Value Measurements at December 31, 2023				
	Level 1	Level 2	Level 3	NAV	Total
Debt and Equity 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>
Beneficial Interest in Trust	<u>--</u>	<u>--</u>	<u>2,245,775</u>	<u>--</u>	<u>2,245,775</u>
	<u>\$ 104,982,034</u>	<u>\$ 6,583,200</u>	<u>\$ 2,245,775</u>	<u>\$ 24,296,237</u>	<u>\$ 133,107,246</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, 2024	Fair Value	Unfunded Commitments	Lock-in Period	Redemption Frequency	Redemption Notice Period
Hedge Funds					
Equity long/short funds ^(a)	\$ 8,326,202	\$ --	6/30/2017	Semi-annually	90 days
Real estate and natural resource funds ^(b)	203,810	21,875	8/19/2003	n/a	n/a
	965,987	18,650	9/16/2017	n/a	n/a
	458,218	30,375	1/31/2027	n/a	n/a
	3,582,810	--	4/3/2025	Quarterly	90-180 days
Private equity funds ^(c)	191,447	1,772,483	n/a	n/a	n/a
	42,323	50,304	3/17/2023	n/a	n/a
	987,123	678,750	1/11/2035	n/a	n/a
	<u>14,757,920</u>	<u>2,572,437</u>			
Global Equity Fund ^(d)	<u>10,722,137</u>	<u>--</u>	<u>n/a</u>	<u>Monthly</u>	<u>10 business days</u>
	<u>\$ 25,480,057</u>	<u>\$ 2,572,437</u>			
December 31, 2023	Fair Value	Unfunded Commitments	Lock-in Period	Redemption Frequency	Redemption Notice Period
Hedge Funds					
Equity long/short funds ^(a)	\$ 7,093,274	\$ --	6/30/2017	Semi-annually	90 days
	20,894	--	2/28/2021	Annually	95 days
Real estate and natural resource funds ^(b)	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 ^(c)	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>			
Global Equity Fund ^(d)	<u>10,745,741</u>	<u>--</u>	<u>n/a</u>	<u>Monthly</u>	<u>10 business days</u>
	<u>\$ 24,296,237</u>	<u>\$ 1,203,644</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 2024 and 2023, on average, follows:

	<u>2024</u>	<u>2023</u>
Interest income	\$ 7.50	\$ 5.89
Dividend income	<u>22.44</u>	<u>20.41</u>
Total investment income	29.94	26.30
Total expenses	<u>(7.61)</u>	<u>(7.23)</u>
Investment income - net	22.33	19.07
Income distributions	<u>(64.99)</u>	<u>(68.51)</u>
	(42.66)	(49.44)
Net realized gain and unrealized gain	<u>145.33</u>	<u>188.82</u>
Change in net asset value	102.67	139.38
Net asset value - beginning of year	<u>1,428.82</u>	<u>1,289.44</u>
Net asset value - end of year	<u>\$ 1,531.49</u>	<u>\$ 1,428.82</u>
Total return	6.94%	10.25%
Supplemental Data:		
Unitized Net Assets (Balanced Fund)		
Net assets, end of year	\$ 126,452,905	\$ 124,788,792
Ratio to average net assets:		
Expenses	0.51%	0.53%
Net investment income	1.51%	1.40%

Notes of Financial Statements

	<u>2024</u>	<u>2023</u>
Non-Unitized Net Assets (Non-Balanced Fund)		
Net assets, end of year	\$ 14,814,752	\$ 16,720,504
Investment return	\$ 350,592	\$ 947,690
Beneficial interest in trust	\$ 239,186	\$ 210,260
Ratio to average net assets:		
Investment return	2.22%	5.77%
Beneficial interest in trust	1.52%	1.28%

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, 2024 and 2023 consist of the following:

	<u>2024</u>		<u>2023</u>	
Investment management and consultant fees				
Investment manager fees - direct	\$ 155,719		\$ 181,038	
Investment manager fees - indirect	328,305		409,971	
Investment consultant - direct	<u>148,976</u>		<u>141,257</u>	
	633,000	0.48%	732,266	0.54%
General and administrative expenses				
Audit, insurance, staff and other administrative - direct	256,550		259,318	
Master custodian - direct	<u>33,111</u>		<u>30,234</u>	
	289,661	0.22%	289,552	0.19%
Total cost of operations - direct	594,356	0.45%	611,847	0.43%
Total cost of operations - indirect	<u>328,305</u>	0.25%	<u>409,971</u>	0.30%
Total cost of operations	<u>\$ 922,661</u>	0.70%	<u>\$ 1,021,818</u>	0.73%

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, 2024 and 2023 consist of the following:

December 31, 2024	Balanced Fund	Short Term Fund	All Equity Fund
Investment management and consultant fees			
Investment manager fees - direct	\$ 146,198	\$ 8,766	\$ 755
Investment manager fees - indirect	302,182	24,050	2,073
Investment consultant - direct	<u>137,122</u>	<u>10,913</u>	<u>941</u>
	585,502 0.46%	43,729 0.43%	3,769 0.43%
General and administrative expenses			
Audit, insurance, staff and other administrative - direct	236,136	18,793	1,621
Master custodian - direct	<u>30,477</u>	<u>2,426</u>	<u>208</u>
	266,613 0.21%	21,219 0.21%	1,829 0.21%
Total cost of operations - direct	549,933 0.43%	40,898 0.41%	3,525 0.41%
Total cost of operations - indirect	<u>302,182</u> 0.24%	<u>24,050</u> 0.24%	<u>2,073</u> 0.24%
Total cost of operations	<u>\$ 852,115</u> 0.67%	<u>\$ 64,948</u> 0.65%	<u>\$ 5,598</u> 0.65%
December 31, 2023	Balanced Fund	Short Term Fund	All Equity Fund
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</u> 0.31%	<u>10,982</u> 0.10%	<u>8,300</u> 0.35%
Total cost of operations	<u>\$ 948,179</u> 0.76%	<u>\$ 55,305</u> 0.53%	<u>\$ 18,334</u> 0.77%

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 \$127,966 and \$132,523 as of and for the years ended December 31, 2024 and 2023, respectively. As of December 31, 2024 and 2023, the Corporation had amounts due from (to) the Diocese in the amount of \$39,529 and \$6,894, 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 to the Diocese of Virginia for the years ended December 31, 2024 and 2023.

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. Subsequent Events

In May 2025, the Corporation transferred the title of the land and buildings by deed of gift to The Episcopal Diocese of Virginia and the Trustees of Holy Cross Episcopal Church.

Diocesan Missionary Society Financial Report



DIOCESAN MISSIONARY SOCIETY OF VIRGINIA	
OFFICERS	
The Rev. Dina Widlake President	
Tracy G. Melton Vice President	The Rev. Cass Bailey Secretary
Andrew Reisinger Treasurer	
Bishop Gayle Harris Ex-Officio	
Stas Jones, Assistant Secretary	
Trustees	
Glenn Ayers	Scott Boyers
John Dickinson	Bradley Gable
Russell Lockey	The Rev. Chris Miller
Rick Steenrod	

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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, 2024 and 2023, 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, 2024 and 2023, 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.

Wells Coleman

March 9, 2026

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF FINANCIAL POSITION

December 31, 2024 and 2023

ASSETS

	2024	2023
Current Assets		
Cash and cash equivalents	\$ 3,238,454	\$ 2,012,484
Investments	5,937,514	5,603,515
Loans receivable, current portion	464,526	1,362,274
Accrued interest receivable	17,989	20,177
Total current assets	9,658,483	8,998,450
Property and Equipment		
Properties used by active congregations	1,395,094	1,395,094
Properties used by Episcopal campus ministries	2,371,949	2,371,949
Unimproved real estate	1,288,404	1,414,845
Total property and equipment	5,055,447	5,181,888
Less accumulated depreciation	(416,463)	(353,731)
Net property and equipment	4,638,984	4,828,157
Other Assets		
Loans receivable - collateralized	1,179,269	938,933
Loans receivable - uncollateralized	719,149	917,985
Total other assets	1,898,418	1,856,918
Total Assets	\$ 16,195,885	\$ 15,683,525

See accompanying notes to financial statements.

LIABILITIES AND NET ASSETS

	<u>2024</u>	<u>2023</u>
Current Liabilities		
Accounts payable	\$ 139,512	\$ 101,084
Notes payable, current portion	<u>137,245</u>	<u>205,000</u>
Total current liabilities	<u>276,757</u>	<u>306,084</u>
Long-Term Liabilities		
Notes payable	<u>284,144</u>	<u>236,389</u>
Total liabilities	<u>560,901</u>	<u>542,473</u>
Net Assets		
Without donor restrictions		
Undesignated	13,049,681	12,641,266
Designated by Board	<u>-</u>	<u>-</u>
Total without donor restrictions	<u>13,049,681</u>	<u>12,641,266</u>
With donor restrictions		
Purpose restrictions	398,841	313,324
Perpetual in nature	<u>2,186,462</u>	<u>2,186,462</u>
Total with donor restrictions	<u>2,585,303</u>	<u>2,499,786</u>
Total net assets	<u>15,634,984</u>	<u>15,141,052</u>
Total Liabilities and Net Assets	<u>\$ 16,195,885</u>	<u>\$ 15,683,525</u>

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2024

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Perpetual in Nature</u>	<u>Total</u>
Support and Revenue				
Interest income on loans	\$ 101,352	\$ -	\$ -	\$ 101,352
Investment income, net	236,592	61,260	-	297,852
Realized losses on investments	-	(12,367)	-	(12,367)
Gain on sale of property	273,559	-	-	273,559
Other income	797	-	-	797
Net assets released from restrictions	<u>61,260</u>	<u>(61,260)</u>	<u>-</u>	<u>-</u>
Net support and revenue	<u>673,560</u>	<u>(12,367)</u>	<u>-</u>	<u>661,193</u>
Expenses				
Program	194,345	-	-	194,345
Management and general	<u>74,018</u>	<u>-</u>	<u>-</u>	<u>74,018</u>
Total expenses	<u>268,363</u>	<u>-</u>	<u>-</u>	<u>268,363</u>
Other Income				
Unrealized gains on investments	<u>3,218</u>	<u>97,884</u>	<u>-</u>	<u>101,102</u>
Change in Net Assets	<u>408,415</u>	<u>85,517</u>	<u>-</u>	<u>493,932</u>
Net Assets, beginning	<u>12,641,266</u>	<u>313,324</u>	<u>2,186,462</u>	<u>15,141,052</u>
Net Assets, ending	<u>\$ 13,049,681</u>	<u>\$ 398,841</u>	<u>\$ 2,186,462</u>	<u>\$ 15,634,984</u>

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF ACTIVITIES

For the year ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions		
		Purpose Restrictions	Perpetual in Nature	Total
Support and Revenue				
Interest income on loans	\$ 127,552	\$ -	\$ -	\$ 127,552
Investment income, net	200,734	53,497	-	254,231
Realized losses on investments	-	(22,276)	-	(22,276)
Net assets released from restrictions	53,497	(53,497)	-	-
Net support and revenue	381,783	(22,276)	-	359,507
Expenses				
Program	283,239	-	-	283,239
Management and general	60,500	-	-	60,500
Total expenses	343,739	-	-	343,739
Other Income				
Unrealized gains on investments	8,825	181,973	-	190,798
Change in Net Assets	46,869	159,697	-	206,566
Net Assets, beginning	12,594,397	153,627	2,186,462	14,934,486
Net Assets, ending	\$ 12,641,266	\$ 313,324	\$ 2,186,462	\$ 15,141,052

See accompanying notes to financial statements.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2024

	Program	Management and General	Total
Income distribution to Diocese of Virginia	\$ 105,202	\$ -	\$ 105,202
Loan program - interest expense	9,606	-	9,606
Depreciation expense	62,732	-	62,732
Other program services	12,008	-	12,008
Administration fees	-	58,018	58,018
Professional fees	4,797	16,000	20,797
	\$ 194,345	\$ 74,018	\$ 268,363

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	<u>4,940</u>	<u>15,500</u>	<u>20,440</u>
	<u>\$ 283,239</u>	<u>\$ 60,500</u>	<u>\$ 343,739</u>

See accompanying notes to financial statements.

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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

STATEMENTS OF CASH FLOWS

For the years ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Cash Flows from Operating Activities		
Change in net assets	\$ 493,932	\$ 206,566
Adjustments to reconcile change in net assets to net cash and cash equivalents provided by operating activities		
Depreciation	62,732	64,237
Unrealized gain on investments	(101,102)	(190,798)
Realized losses on investments	12,367	22,276
Gain on sale of property	(273,559)	-
(Increase) decrease in operating assets		
Accrued interest receivable	2,188	(1,676)
Loans made	(250,000)	(150,000)
Collections on loans receivable	1,106,248	136,892
Increase (decrease) in operating liabilities		
Accounts payable	<u>38,428</u>	<u>49,827</u>
Net cash and cash equivalents provided by operating activities	<u>1,091,234</u>	<u>137,324</u>
Cash Flows from Investing Activities		
Purchase of investments	(245,264)	(198,931)
Proceeds from sale of property	<u>400,000</u>	<u>100,000</u>
Net cash and cash equivalents provided (used) by investing activities	<u>154,736</u>	<u>(98,931)</u>
Cash Flows from Financing Activities		
Payback of loans	<u>(20,000)</u>	<u>(136,000)</u>
Net cash and cash equivalents used by financing activities	<u>(20,000)</u>	<u>(136,000)</u>
Increase (decrease) in cash and cash equivalents	1,225,970	(97,607)
Cash and Cash Equivalents, beginning	<u>2,012,484</u>	<u>2,110,091</u>
Cash and Cash Equivalents, ending	<u>\$ 3,238,454</u>	<u>\$ 2,012,484</u>
Supplemental Disclosure of Cash Flow Information		
Cash paid for interest	\$ 2,673	\$ 12,145

See accompanying notes to financial statements.

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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
 NOTES TO FINANCIAL STATEMENTS - CONTINUED
 December 31, 2024 and 2023

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.

The Society adopted FASB ASU 2016-13, "Financial Instruments - Credit Losses" effective January 1, 2023. The Society uses the current expected credit loss (CECL) model, which replaced the incurred loss model historically used, to estimate potential credit losses on financial instruments, such as trade receivables and held-to-maturity debt agreements. The Society does not expect any significant credit losses from its accounts receivable, and, therefore, no provision for such losses is considered necessary.

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.
- 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.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
 NOTES TO FINANCIAL STATEMENTS - CONTINUED
 December 31, 2024 and 2023

2. Summary of Significant Accounting Policies - Continued

Revenue Recognition: Interest income from loans is recognized over the term of the loan and is computed using the simple-interest method. Investment income, which is primarily interest income, is recognized when earned. The donated land is reflected in the accompanying financial statements at its estimated fair value at the date of donation.

Valuation of Long-Lived Assets: Accounting standards require that long-lived assets be reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability of the long-lived asset is measured by a comparison of the carrying amount of the asset to future undiscounted net cash flows expected to be generated by the asset. If such assets are considered to be impaired, the impairment to be recognized is measured by the amount by which the carrying amount exceeds the estimated fair value of the asset. Assets to be disposed of are reportable at the lower of the carrying amount or fair value, less costs to sell. There was no impairment recognized in 2024 or 2023.

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, 2024.

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 March 9, 2026, 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, 2024 and 2023

3. Liquidity - Continued

The following reflects the Society's financial assets as of December 31, 2024, which are expected to be available within one year to meet the cash needs for general expenditures.

	<u>2024</u>
Cash and cash equivalents	\$ 3,238,454
Investments	5,937,514
Loans receivable, current portion	464,526
Accrued interest receivable	17,989
Less those unavailable for general expenditures within one year, due to:	
Donor-imposed restrictions:	
Purpose restrictions	(398,841)
Investments held in perpetuity	<u>(2,186,462)</u>
	<u>\$ 7,073,180</u>

4. Investments

Investments are reported at fair value. The fair values at December 31 are as follows:

	<u>2024</u>	<u>2023</u>
Balanced Fund	\$ 1,242,978	\$ 1,117,163
Short-term Fund	<u>4,694,536</u>	<u>4,486,352</u>
	<u>\$ 5,937,514</u>	<u>\$ 5,603,515</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, 2024 and 2023

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, 2024 and 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>
<u>December 31, 2024</u>					
Balanced Fund (a)	\$ 1,242,978	n/a	n/a	Daily	None
Short-term Fund (b)	\$ 4,694,536	n/a	n/a	Daily	None
<u>December 31, 2023</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

(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>2024</u>	<u>2023</u>
Land	\$ 3,023,719	\$ 3,150,160
Land and development costs	69,779	69,779
Buildings	<u>1,961,949</u>	<u>1,961,949</u>
	5,055,447	5,181,888
Less accumulated depreciation	<u>(416,463)</u>	<u>(353,731)</u>
	<u>\$ 4,638,984</u>	<u>\$ 4,828,157</u>

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, 2024 and 2023, and is included in unimproved real estate on the statements of financial position.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

6. Real Estate - Continued

The Society owns land in Fairfax Station which has an active congregation of St. Peter's in the Woods. 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, 2024 and 2023 and is included in properties used by active congregations on the statements of financial position. The Society, subsequent to year-end, transferred ownership of the property to the church and combined its two existing notes receivable into one note receivable and converted it to a deed of trust.

During 2024, the Society sold a parcel of land in Fredericksburg for \$440,000. The book value of the land was \$126,441 and expenses related to the sale were \$40,000, resulting in a gain of \$273,559.

The Society owns a building and land in Fredericksburg that is used for its campus ministries. The Society leases the building to a church and allows the church to use the property without any rent payments due to the Society. The property is in need of repairs estimated to be \$31,000 of which all had been spent subsequent to December 31, 2024.

7. Notes Payable

Notes payable consists of uncollateralized loans from churches. These loans are used to provide funds for capital improvements to churches. The loans are evidenced by negotiable promissory notes, which bear interest from 1.75% to 4.0%. Generally, interest on all notes is payable each June 30th and December 31st, with principal generally due 5 to 15 years from the date of issue.

Aggregate principal maturities of the notes payable are presented below. These schedules represent scheduled maturities; however, the notes have traditionally been renegotiated for an additional 5 to 15-year period.

Estimated principal payments on notes payable for future years ending December 31 are as follows:

<u>For the year ending December 31</u>	
2025	\$ 137,245
2026	32,144
2027	165,000
2028	2,000
2029	85,000
Thereafter	-
	<u>\$ 421,389</u>

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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

8. Net Assets

Net assets with donor restrictions of the Society are as follows:

	<u>December 31, 2024</u>	
	<u>With Donor Restrictions</u>	
	<u>Purpose Restrictions</u>	<u>Perpetual in Nature</u>
Reid Fund for mountain mission work	\$ 328,275	\$ 1,386,408
Capital needs	70,566	-
Lending to churches	-	515,991
Other endowed funds	-	284,063
	<u>\$ 398,841</u>	<u>\$ 2,186,462</u>

	<u>December 31, 2023</u>	
	<u>With Donor Restrictions</u>	
	<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>

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 2024 and 2023) 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.

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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2024 and 2023

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, 2024 or 2023.

Activity in all endowment funds is as follows:

	With Donor Restrictions		
	Purpose Restrictions	Perpetual in Nature	Total
Net assets - December 31, 2022	\$ 153,627	\$ 2,186,462	\$ 2,340,089
Investment return:			
Investment income	53,496	-	53,496
Net realized and unrealized gain	159,697	-	159,697
Amounts appropriated for mission work	<u>(53,496)</u>	<u>-</u>	<u>(53,496)</u>
Net assets - December 31, 2023	313,324	2,186,462	2,499,786
Investment return:			
Investment income	61,260	-	61,260
Net realized and unrealized loss	85,517	-	85,517
Amounts appropriated for mission work	<u>(61,260)</u>	<u>-</u>	<u>(61,260)</u>
Net assets - December 31, 2024	\$ 398,841	\$ 2,186,462	\$ 2,585,303

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 this arrangement, the Society allocates expenses based on time spent by the employee. Administrative costs incurred and subsequently reimbursed were \$58,018 and \$45,000 for the years ended December 31, 2024 and 2023, respectively.

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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2024 and 2023

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 2025, the Society loaned Cavalry Front Royal \$177,000 and St. Andrew's Burke \$869,696.

Church of Our Savior, Montpelier's note receivable of \$258,100 was due in October 2025 and has since been extended for another five years.

In March 2025, the notes receivable of St. Peter's in the Woods were combined into one note and the property was gifted to the church. See Note 6 for further information.

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SUPPLEMENTARY INFORMATION

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
SCHEDULE OF LOANS RECEIVABLE
 For the year ended December 31, 2024

	Balance 12/31/2023	Loans Made	Reduction of Allowance for Doubtful Accounts	Loan Write-offs	Payments Received	Balance 12/31/2024	Interest Earned	Note Maturity Date	Interest Rate
Collateralized by Deeds of Trust:									
Christ Church, Spotsylvania	\$ 212,188	\$ -	\$ -	\$ -	\$ 6,106	\$ 206,082	\$ 6,774	03/31/2026	3.75%
Church of Our Saviour, Montpelier	266,196	-	-	-	8,096	258,100	9,550	10/01/2025	3.75%
Meade Memorial Church, Alexandria	64,547	-	-	-	2,003	62,544	2,387	10/01/2026	3.75%
St. David's, Aylett	42,957	-	-	-	1,175	41,782	1,889	03/01/2029	4.50%
St. Francis, Goodland	99,329	-	-	-	89,329	-	1,057	12/31/2025	3.75%
St. James, Mount Vernon	834,796	-	-	-	834,796	-	8,993	06/01/2024	4.50%
Trinity, Charlottesville	42,105	-	-	-	7,534	34,471	2,559	06/01/2026	4.50%
Grace Episcopal Church, Alexandria	313,314	-	-	-	65,410	247,904	11,904	05/01/2029	4.50%
St. Michael's Arlington	40,685	-	-	-	19,890	20,695	1,083	05/01/2026	3.75%
St. Mark's, Richmond	385,090	-	-	-	10,416	374,674	15,044	05/01/2027	3.75%
St. Margaret's, Woodbridge	151,384	-	-	-	3,941	147,443	5,917	04/01/2028	3.75%
All Saints, Sharon Chapel	-	250,000	-	-	-	250,000	-	03/15/2030	4.75%
Total collateralized loans	2,452,691	250,000	-	-	1,058,796	1,693,795	67,157		
Uncollateralized Loans:									
St. Peter's in the Woods	616,601	-	-	-	20,238	596,363	26,512	04/01/2030 *	4.50%
St. Peter's in the Woods 153K	150,000	-	-	-	27,213	122,786	7,693	04/01/2030 *	4.50%
Total uncollateralized loans	766,601	-	-	-	47,452	719,149	34,195		
Total	\$ 3,219,192	\$ 250,000	\$ -	\$ -	\$ 1,106,248	\$ 2,382,944	\$ 101,352		

* These loans were combined into one loan in March 2025 when the property was gifted to the church.

DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF REAL ESTATE

For the year ended December 31, 2024

<u>Date Acquired</u>	<u>Description</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Book Value</u>
Properties used by Active Congregations				
06/09/1989	Church of Messiah, Fredericksburg	\$ 200,000	\$ 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, Fairfax Station	<u>1,000,000</u>	-	<u>1,000,000</u>
		<u>1,395,094</u>	<u>80,000</u>	<u>1,315,094</u>
Properties used by Episcopal Campus Ministries				
01/04/2007	Episcopal Campus Ministries, Fredericksburg	450,170	189,033	261,137
11/15/2019	Episcopal Campus Ministries, Harrisonburg	<u>1,921,779</u>	<u>147,430</u>	<u>1,774,349</u>
		<u>2,371,949</u>	<u>336,463</u>	<u>2,035,486</u>
Unimproved Real Estate				
06/09/2006	Hanover property	<u>1,288,404</u>	-	<u>1,288,404</u>
		<u>1,288,404</u>	-	<u>1,288,404</u>
		<u>\$ 5,055,447</u>	<u>\$ 416,463</u>	<u>\$ 4,638,984</u>

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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA

SCHEDULE OF NOTES PAYABLE

For the year ended December 31, 2024

	<u>Balance 12/31/2023</u>	<u>Additions (Reductions)</u>	<u>Balance 12/31/2024</u>	<u>Maturity Date</u>	<u>Interest Rate</u>
Notes Payable to Churches:					
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	02/23/2029	2.50%
Maxine Bishop and Christian Education Fund, St. Paul's, Alexandria	12,245	-	12,245	11/11/2025	1.75%
Emmanuel Church Fund, Woodstock	75,000	-	75,000	04/10/2029	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%
Christ Church Historic Foundation, Alexandria	20,000	(20,000)	-	02/27/2024	2.50%
Christ Episcopal Church, Gordonsville	1,000	-	1,000	07/01/2028	2.50%
Gillatt Endowment, Emmanuel, Harrisonburg	50,000	-	50,000	09/28/2027	1.75%
Rector's Disc Fund, St. John's Church, Richmond	3,544	-	3,544	07/12/2026	1.75%
St. John's Church Fund, Richmond	1,000	-	1,000	02/15/2028	2.50%
St. James', Louisa	20,000	-	20,000	07/21/2026	1.75%
St. Matthew's Church, Endowment Fund, Richmond	15,000	-	15,000	01/27/2027	1.75%
Other Notes Payable:					
Disabled Clergy Fund, Trustees of the Funds	<u>100,000</u>	-	<u>100,000</u>	<u>11/21/2024</u>	<u>2.50%</u>
	<u>\$ 441,389</u>	<u>\$ (20,000)</u>	<u>\$ 421,389</u>		

Note: Remittances for interest are made semi-annually.

* Note was paid in 2025.

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DIOCESAN MISSIONARY SOCIETY OF VIRGINIA
 SCHEDULE OF NET ASSETS WITH DONOR RESTRICTIONS - PERPETUAL IN NATURE
 For the year ended December 31, 2024

Reid Fund	\$ 1,386,408
Revolving Loan Funds:	
Diocesan Revolving Fund Proper	467,145
Norma Stewart	5,269
E. Hope Stewart	5,269
Margaret D. Mason	6,191
Annie Belle Yancey	6,191
Annie C. Stewart	5,269
Tanner's Ridge, Sarah J. Stoddard	2,606
Kittle M. Morris	527
Louisa T. Davis	9,118
Elizabeth Cardoza Lloyd	525
Archdeacon's Residence Fund	7,881
Total revolving loan funds	515,991
Other Endowed Fund:	
Douglas F. Forrest	45,119
William C. Rives	158,138
Frances Young	22,908
Bessie Ransay Rodgers Memorial	3,659
Phyllis Langhorne Brand	12,102
Betty S. Brent	20,963
Margaret Mason	4,694
Annie Belle Yancey	2,335
Archdeacon's Neve Endowment	6,840
Sally Aiken Williams Fund of John Moncure School	3,293
Grace Memorial Church Fund	2,272
Arthur E. Booth Memorial	1,000
Bishop and Mrs. John Baden Fund	740
Total other endowed fund	284,063
Total net assets with donor restrictions - perpetual in nature	\$ 2,186,462

Program Budget

The Program Budget was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.

Narrative Budget

Narrative Budget

DIOCESE OF VIRGINIA
2026 Narrative Budget
For 2025 Convention Presentation

Click here to email the Budget Working Group		
Item #	2026 Draft Budget	Note
INCOME		
1 Anticipated Pledge Income	5,200,000	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	1,347,921	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 2026.
4 Rents & External Trusts	295,000	Rent on church and residential properties and externally held Dooley, Reid, and Robinson trusts.
5 Health Insurance Administration Reimbursemen	125,000	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). With the change to the Denominational Health Plan in 2011, this amount was reduced to two-percent of premiums and is continued in 2026.
6 TOTAL INCOME	6,967,921	
EXPENSES		
Church Citizenship and Grant Programs		
1 Support of Our Greater Church Community	672,600	Our support of the general Church budget is a reminder of that this diocese is part of the worldwide Anglican Communion; that in our differences we remain one in heart and spirit through Jesus Christ who continues to work through the people of the Church to fashion a new creation. The budget formula of the Episcopal Church, asks the Diocese of Virginia for a 2026 pledge of 15% of total diocesan income after a \$200,000 exemption. Total diocesan income is generally defined as operating income from churches and all other unrestricted income sources based on the prior year's audit.
2 General Convention Representation - Reserve	20,000	Funds are set aside each year to create a reserve to cover travel and registration costs for deputies 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 no longer pay a registration fee to attend Convention.
4 Shrine Mont Camp Scholarships	79,900	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 2026.
5 Clergy Children's Scholarships	63,300	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 2026 the Executive Board will make this funding, provided by a bequest, available for clergy to take personal retreats.
7 Mustard Seed & Small Church Revitalization Grs	66,000	These grants provide funding to enhance the missions and ministries of congregations in the Diocese via a process administered by the Executive Board.
8 Province III - Representation & Support	15,700	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.
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

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Narrative Budget

DIOCESE OF VIRGINIA
2026 Narrative Budget
For 2025 Convention Presentation

Click here to email the Budget Working Group		
Item #	2026 Draft Budget	Note
10 Virginia Interfaith Center for Public Policy (VICPI)	10,000	A non-profit, statewide organization committed to representing the faith community in Virginia on matters of public policy. In 2026, 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	1,159,020	
Evangelism and Christian Formation		
12 Formation Staff Cost	389,000	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	11,550	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
14 Support of Discipleship Programming	22,000	Allocation to support Discipleship programming including a Formation Summit and regional Discipleship Retreats.
15 Aging, Committee on	18,000	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 annually sponsors the Tri-Diocesan Fall Camp at Shrine Mont and a 50th wedding anniversary celebration.
16 Grants for Episcopal College Ministries	467,608	Episcopal chaplaincy programs support our young adults at a critical time in life. The 2026 budget request includes support for an Episcopal presence at George Mason University, James Madison University, the University of Mary Washington & young adults in the Fredericksburg area, the University of Virginia, and Virginia Commonwealth University.
17 Committee on Children & Youth Ministries	19,000	Focuses on providing opportunities for fellowship, service, and spiritual growth to the youth of the Diocese. Members volunteer their time to provide training & leadership in youth ministry to adults and youth around the Diocese. Programs planned for 2026 include a 3rd, 4th, and 5th grade fellowship day and retreats for Middle and Upper School students.
18 Ministries in Higher Education, Committee on	2,000	Funding for a planned Campus Ministry Summit in 2026.
19 Shrine Mont Camp Program Support	200,000	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 actual spending across the prior three camping seasons.
20 Ministry Development	5,000	Through this line the Office of Christian formation sponsors training of formation leaders, the development and sharing of tools for ministry, and meetings of formation leaders in the Diocese. In 2026 there is planned support for formation leaders to attend the FORMA conference.
21 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. This line item is the cost of the diocesan contract with Sewanee which reduces direct costs to participants.
Total - Evangelism and Christian Formation	1,135,908	
Ministries of Human Dignity & Justice		
22 HD&J Staff Costs	246,000	This category covers the salary and benefits for the Canon for Racial Justice and Healing and administrative support for this work.
23 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.
24 HD&J Travel	11,550	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.

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DIOCESE OF VIRGINIA 2026 Narrative Budget For 2025 Convention Presentation		
Click here to email the Budget Working Group		
Item # CATEGORY AND PROGRAM	2026 Draft Budget	Note
25 Office of Missional Engagement	22,575	Included in this line are funding for the diocesan R10a working group, translation and interpretation of diocesan events and materials, support for the prayer breakfast at the General Assembly, and attendance at Mission, Advocacy, and Justice training.
26 Gracelnside	50,000	Formerly the Chaplain Service Prison Ministry, Gracelnside is an ecumenical group which provides chaplains for the men & women who are incarcerated in the Commonwealth. Chaplains conduct worship services, lead Bible studies, coordinate volunteers and counsel prisoners.
27 Support - Office of Mission & Outreach	5,000	Allocation from the Office of Missional Engagement for our partners in other parts of the Anglican Communion.
28 Creation Care Task Force	19,522	Develops programs to bring together church leaders and subject matter experts to explore and educate concerning threats to Virginia's natural resources.
29 Mission for Racial Justice & Healing	40,000	The Ministry for Racial Justice and Healing will work actively to engage the Diocese of Virginia in creating sustainable programs to dismantle racism, white supremacy, and the legacy of colonialism through education and advocacy with social, governmental, and ecclesiastical systems. The Ministry plans a diocesan event, workshops, a reparations study, a partnership with Virginia Theological Seminary, and conference attendance.
30 Triangle of Hope	25,000	The Triangle of Hope is a covenantal community dedicated to transforming the long history, ongoing effects, and continuing presence of slavery in our world. In 2026 this support will enable Virginia pilgrims to travel to Ghana and will support the participation of our partners from the Diocese of Kumasi.
31 Latino Task Force	1,000	An increased amount has been budgeted for meeting costs to support the large and growing proportion of Latino communicants in the Diocese.
Total - Human Dignity & Justice	430,647	
Direct Support of Congregations In the Diocese		
31 DSC Staff Cost	390,000	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
32 DSC Staff Travel	4,200	This category supports diocesan travel, mileage reimbursements, conference fees, airfare, hotels, meals and other transportation.
33 Root, Thrive, Soar Cohort	-	This program has run it's scheduled three-year course.
34 College for Congregational Development Coach	7,000	Funds participation at the College for Congregational Development in methods to work within congregations on myriad aspects of church health. We now participate in the College as trainers as well as students. Funds will cover additional training for trainers and any expenses of coaching and gathering for congregational training.
35 Committee on Congregational Missions (CCM) A	479,940	One of the largest elements of our common work, this item will provide assistance to 18 mission congregations in the Diocese in 2026. 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	16,000	
Christ Church, Lucketts	8,000	
Cristo Rey, Arlington	70,000	
Good Shepherd, Bluemont	14,400	
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	21,840	

DIOCESE OF VIRGINIA 2026 Narrative Budget For 2025 Convention Presentation		
Click here to email the Budget Working Group		
Item # CATEGORY AND PROGRAM	2026 Draft Budget	Note
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	
36 Reserve for mission maintenance projects	20,000	This fund covers major building expenses, usually for infrastructural issues that must be addressed, that congregations cannot completely
37 Reserve for special needs of mission congregati	40,000	Most missions have very little reserve and needs can quickly become acute. This gives us the flexibility to respond to specific needs as they arise.
38 Reserve for Transitions	17,000	This item provides assistance for congregations in times of clergy transition.
39 Small Church Conference/Continuing Ed/Cmte e	2,750	Leadership development for CCM and materials & supplies for CCM meetings.
40 Committee on Stewardship	2,500	Works to strengthen our congregations by providing access to resources, training, and workshops to share information on annual giving campaigns, planned giving and capital campaigns. Covers an annual membership to Crescendo, a service providing our congregation with planned giving resources, and TENS (The Episcopal Network for Stewardship), which provides all diocesan churches and organizations membership access to their resources.
41 Committee on Liturgy & Church Music	6,000	This increased amount will support the planning and supply of diocesan liturgies, including ordinations, Convention, and the clergy
42 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. The line item includes 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.
43 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 will provide for consulting to parishes in addition to the diocesan subscription to demographic data providers.
44 Insurance for vacant churches	7,000	This line item covers property and casualty insurance expenses for vacant church buildings.
45 Real Estate Tax (Undeveloped Land)	25,000	This item covers the real estate taxes on the undeveloped church site properties owned by the Diocese.
Total - Strengthening Our Churches	1,043,690	
Support and Development of the Ministry		
46 Ministry Staff Costs	390,000	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
47 Ministry Staff Travel	13,823	This category supports diocesan travel, mileage reimbursements, transition and discernment minister's conference registration fees.
48 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."

Narrative Budget

DIOCESE OF VIRGINIA
2026 Narrative Budget
For 2025 Convention Presentation

Click here to email the Budget Working Group		
Item #	CATEGORY AND PROGRAM	2026 Draft Budget Note
49	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.
50	Clergy & Diocesan Conferences	26,250 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.
51	Committee on the Diaconate	5,000 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 St. Phoebe School for Deacons and related curriculum.
52	Committee on the Priesthood	21,300 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.
53	Committee on the Young Priests Initiative	15,200 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.
54	Diocesan Board of Examining Chaplains	3,750 Covers the cost of General Ordination Exams for graduating seminarians in 2026.
55	Committee on Continuing Clergy Formation	20,125 Oversight of the work of this committee in developing and administering the Connecting in Ministry program for newly ordained clergy and clergy new to the Diocese as well as the New Clergy Orientation.
Total for Ministry Areas		503,448
Governance, Communications, & Finance		
56	Governance Staff Costs	411,000 This category funds the compensation and benefits of three full-time positions: Secretary & Chief of Staff, Administrative Assistant, and Project Manager.
57	Governance Travel	6,300 This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
58	Standing Committee	6,000 Exists by Canon and serves as 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. The line provides for meeting expenses including an annual retreat lodging at Roslyn.
59	Finance Staff	537,000 This category funds the compensation and benefits of three full-time positions: Treasurer, Financial Administrator, and two Finance Administrators.
60	Finance Travel	8,400 This category supports diocesan travel, mileage reimbursements, Episcopal Business Administrators Conference and CPG Benefits Partners Conference registration fees, airfare, hotels, meals and other transportation.
61	Executive Board, Deans & Presidents	3,000 The canonical responsibilities of the Executive Board include carrying out the directions of Annual Convention between sessions of the Convention.
62	Communications Staff Costs	66,000 This category funds the cost of our outsourced Communications director model.
63	Communications Travel	7,350 This category supports diocesan travel, mileage reimbursements, Episcopal Communicators conference registration fees, airfare, hotels, meals and other transportation.
64	Communication Consulting and Production	22,000 External communication strategy & advice and expense associated with producing the online e-Communique or any printed publications required by the Office of the Bishop.

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Narrative Budget

DIOCESE OF VIRGINIA
2026 Narrative Budget
For 2025 Convention Presentation

Click here to email the Budget Working Group		
Item #	CATEGORY AND PROGRAM	2026 Draft Budget Note
65	Web Presence	3,633 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.
66	Other Communications Expenses	9,450 Provides for the use of freelance writers, photographers and layout designers provides the best possible communications products for the Diocese. This line item also allows for materials and equipment..
Total Governance, Communication, & Finance		1,080,133
The Episcopate		
67	Bishops	853,000 Salaries and benefits for three full-time bishops.
68	Episcopal Office Staff	317,000 This category covers total compensation for an Administrative Assistant, a Diocesan Registrar & Archivist, and a Director of Diocesan Advancement.
69	Other expenses of the Bishops Office	1,500 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.
70	Bishops' Travel	68,250 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.
71	Bishops' Office Travel	6,300 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.
72	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.
73	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.
Total Episcopate		1,268,050
Administration & Operations		
74	Diocesan Office Staff	84,000 This category funds the staff costs for diocesan operations.
75	Diocesan Office Staff Travel	525 This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
76	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.
77	Other Staff Expenses	7,500 Included here are expenses for continuing education for all staff, workers compensation insurance and other general expenses. Combines former "Temporary Assistance" line.
78	Auto Expense & Reserve	22,000 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.
79	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.
80	Office Supplies, Equipment & Services	37,000 Costs associated with the Diocesan offices are funded here. Expenses include paper, printing, postage, copying, office equipment, service, supplies and maintenance.
81	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 repairs.
82	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.

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DIOCESE OF VIRGINIA 2026 Narrative Budget For 2025 Convention Presentation		
Click here to email the Budget Working Group		
2026		
Draft Budget		
Item # CATEGORY AND PROGRAM		Note
83 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	347,025	
TOTAL EXPENSES	6,967,921	
NET SURPLUS (DEFICIT)	-	

Record of Adjustments

The Record of Adjustments was not received before publication of the Draft Journal of the 231st Annual Convention. It will be included in the final publication of the Journal.

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 of the Protestant Episcopal Church in the Diocese of Virginia, also known as Virginia Episcopal Investment Funds, is:

“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 Episcopal Real Estate Partners, Inc., formerly known as Virginia Diocesan Homes, Form of Bequest:

“I hereby give, devise and bequeath to Virginia Episcopal Real Estate Partners, 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

2025 Revision

Constitution and Canons of the Diocese of Virginia

2025 Revision

Contents

The Constitution of the Diocese of Virginia

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Canon 5.	The Church Pension Fund.
Canon 6.	Archdeacons, Regional Deans, and Archdeacons.
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Canon 13.	Business Methods in Church Affairs.
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Canon 16.	Parish Registers and Parochial Reports. Canon 17. Related Organizations.
Canon 18.	The Secretary of the Diocese.
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Canon 22.	The Commission on Ministry.
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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, amends 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, upon the date designated by the Ecclesiastical Authority and at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority 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 Church or Mission, and (2) the Lay members ex officio.
- d. There shall be at least one Lay Delegate from each Church and Misson, to be chosen by its Vestry or its Vestry Committee from every Church and Mission having more than 450 confirmed communicants in good standing reported to the Diocesan authorities in the last parochial report, beginning with 451, the Vestry or Vestry Committee shall choose one additional Lay Delegate and, thereafter, an additional Lay Delegate shall be chosen for each 300 confirmed communicants in good standing, as set forth below:

<i>Communicants in Good Standing</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: 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.

- 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 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 General Convention Canon I.17) 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. 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 Clerical order and 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 and each Lay member 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 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.

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 may call a special meeting of the Convention at whatever time and place the Bishop may think necessary; and whenever requested by the Standing Committee, it shall be the Bishop's 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 one, shall preside at any meeting of the Convention from which the Bishop is absent, or whenever the Bishop may request the Bishop Coadjutor to preside.

Section 3. The ranking active Bishop Suffragan, if there is one, shall preside at any meeting of the Convention, if such Bishop Suffragan 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 Bishop Suffragan shall be in charge of this Diocese and shall be temporarily the Ecclesiastical Authority until such time as a new Bishop shall be chosen and consecrated; or, if the Standing Committee declares 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 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 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 shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. If the Secretary is a Priest, the Secretary shall hold no other Clerical preferment. The Secretary shall also serve as Secretary of the Convention, take minutes of its proceedings, attest to the public acts of the body, and 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 shall, upon qualification, remain in office at the pleasure of the Ecclesiastical Authority or until removed as hereinafter provided. The Treasurer shall: 1) receive and keep safely all money and other property entrusted to the custody of the office; 2) disburse and dispose of the same as may be provided by Canon; and 3) report annually to the Convention an account showing all money and other property received, and the manner in which the money and property has been disbursed or disposed of. 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 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 misconduct by the Treasurer, or of the Treasurer's incapacity, refusal, or failure to discharge the duties of the office, the Standing Committee shall remove the Treasurer and a new appointment shall be made in the manner provided above.

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 communicant in good standing, (as defined in General Convention Canon I.17) in the Diocese of Virginia, and a member of the Virginia State Bar. The Chancellor shall be the legal advisor to the Ecclesiastical Authority, the Convention of the Diocese, and 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 communicants in good standing, (as defined in General Convention Canon I.17) 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, but shall not have a vote unless the Chancellor does not attend the meeting of the Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of 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 Canons of this Diocese.

ARTICLE XV.**The Standing Committee of the Diocese.**

The Standing Committee 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) and 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 was elected and until a successor is elected or appointed. No member may serve consecutive full terms.

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 in any case when the Bishop shall authorize it to act, the Standing Committee shall be the Ecclesiastical Authority.

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, 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.

ARTICLE XVIII.**Reserved for future use.****ARTICLE XIX.****Amendments to the Constitution.**

This Constitution may be amended only in the following manner: 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, 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.

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 Bishops, Priests, and Deacons of the Episcopal Church canonically resident or licensed to work in the Diocese of Virginia (hereinafter “the Diocese”), with their respective mailing addresses, cures, stations, and positions, shall be prepared by the Ecclesiastical Authority and maintained at the headquarters of the Diocese. The Ecclesiastical Authority shall keep the Church Pension Fund informed of the employment by any parish, congregation, diocesan related institution, or other ecclesiastical organization in the Diocese, of Clergy canonically resident in the Diocese and of non-resident Clergy officiating in the Diocese.

Section 2.

- a. The official list of the Clergy of the Diocese, with the names of those eligible 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 eligible to vote shall be determined from it.
- b. 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 3. If the eligibility of any Clergyperson to vote in the Convention is disputed, such person’s eligibility shall be determined by the Convention according to the provisions of the Constitution and Canons.

Section 4. Every Clergyperson 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 the 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 as of January 23, 1972, together with Churches thereafter constituted in accordance with the Canons of the Diocese and received into union by act of the Convention.

Section 2. The Missions of the Diocese entitled to Lay representation in the Convention are those which were recorded by the Secretary of the Convention as such as of January 23, 1972, together with those Missions thereafter constituted in accordance with the Canons of the Diocese 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.

- a. 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 and Missions entitled to multiple Lay Delegates, the Vestry or Vestry Committee 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 Vestry Committee (or if the Vestry or Vestry Committee is unavailable, the Rector or Priest-in-Charge, in consultation with the Wardens) shall appoint a person qualified to serve as a Lay Delegate and so advise the Committee on Credentials.

- b. The election of the Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Priest-in-Charge, Register, 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 provided to the Secretary of the Diocese no later than April 15 of each year, and a copy shall be provided to each Delegate and each Alternate named therein.

Section 5. Each elected Lay Delegate and Lay Alternate shall be an adult confirmed communicant in good standing. For purposes of these Canons, each of the terms “adult”, “confirmed”, “communicant”, and “good standing” has the respective meaning given such term in Canon I.17 of the General Convention.

Section 6. Lay Delegates of Churches and Missions, 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. Each Region of the Diocese may elect one Youth Delegate and one Alternate Youth Delegate to the Annual Convention. Youth Delegates shall be confirmed communicants in good standing, under the age of twenty-one (21) at the time of their election, and shall have seat, voice, and vote in the Convention. The election of Youth Delegates shall take place at a duly called meeting of the Regional Council on or before May 1 each year. Any Regional Council which has not elected its own Youth Delegate may elect any otherwise eligible youth confirmed communicant in good standing of a congregation in this Diocese without regard to the youth’s home congregation or region. Certification of election shall be submitted to the Secretary of the Convention in accordance with established procedures.

Section 8.

- a. 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. Subject to subsections (b) and (c) of this Section, the roll made by the Secretary shall be accepted as the authentic roll of Lay Delegates and Alternates.
- b. 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 and Alternates certified under subsection (a) of this Section. The Committee on Credentials shall review the accuracy of the roll of the Lay Delegates and Alternates prepared by the Secretary and promptly report its determination to the Convention.
- c. 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. The Convention shall determine the matter based on the report of the Committee 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.

Section 1. At the regular meeting of the Convention preceding the meeting of the Provincial Synod, there shall be elected by ballot:

- a. one member of the Clergy and two Lay persons to be Deputies to the Provincial Synod, and
- b. 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.

Section 2. 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.

Section 3. A report shall be made by the Deputies to the regular meeting of the Convention following each meeting of the Provincial Synod.

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:

- a. There shall be elected by ballot the full number of Clerical and Lay Deputies to the General Convention to which the Diocese is entitled, and a majority of all votes cast shall be necessary to a choice.
- b. Following the election of the full number of Clerical and Lay Deputies, a ballot shall be taken for a like number of Clerical and Lay Alternate Deputies; and the proper number receiving the highest vote shall be declared Alternates in the order of preference of that ballot.
- c. The Clerical Deputies and Clerical Alternate Deputies to the General Convention shall be Priests or Deacons canonically resident in the Diocese at the time elected and at the time of any meeting of the General Convention at which they serve.
- d. The Lay Deputies and Lay Alternate Deputies to the General Convention shall be persons eligible for election to the Vestry of a Church in the Diocese at the time elected and at the time of any meeting of the General Convention at which they serve.
- e. 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, Deputies to the General Convention shall meet (which may be done virtually) to elect a Deputation Chair and Vice-Chair, one of whom must be a Clerical 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:
 1. Deputies and Alternates are trained in the most current procedures of the House of Deputies, including Committee procedures;
 2. Deputies and Alternates are provided information needed to vote knowledgeably in General Convention elections for members of church-wide bodies;
 3. The Diocese is fully represented when the General Convention votes on measures and elections before it;
 4. Alternate Deputies are engaged in the work of the General Convention;
 5. Specific concerns and resolutions offered by the Diocesan Convention for consideration by the General Convention are addressed;
 6. The Diocese, especially the Diocesan Convention, receives a timely and informative post-General Convention report; and
 7. 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 the Diocese, the qualified Lay employees of the Diocese, the qualified Lay employees of the Churches, Missions, and Related Organizations in the 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.
- b. A Dean shall serve at the pleasure of the Bishop and shall be the official representative of the Bishop to the Region.
- c. The Bishop may appoint an Archdean with the advice and consent of the Standing Committee. The Archdean may be a regional Dean, who may continue to serve as Dean, or another Priest appointed especially for that purpose.
- d. An 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. Neither a Dean nor an Archdean shall serve more than four consecutive years.
- f. A Priest may serve as Dean or Archdean without resigning the Priest's cure.

CANON 7. The Executive Board.

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

- a. One member elected by each Regional Council or, in the absence of the member, an alternate member elected by such Regional Council pursuant to Section 4(d) of Canon 8.
- b. The Bishop, the Bishop Coadjutor if there is one, and the Bishops Suffragan and Assistant Bishops if there are any.
- c. Not more than three at-large members, Lay or Clerical, appointed by the Bishop with the advice and consent of the Standing Committee, to provide for wider diversity of representation based on demographics and professional expertise. At-large members shall be:
 1. chosen from among the Clergy who are on the Official List of the Clergy of the Diocese or from Lay persons eligible for election to the Vestry of a Church or Vestry Committee of a Mission in the Diocese, other than a Dean or President of a Region or any member of the Standing Committee, and
 2. appointed for a one-year term, with the option of reappointment for no more than two additional one-year terms.

Section 2.

- a. Members and alternate members elected by a Regional Council shall 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.
- b. The alternate member shall be a member of the same order as the member.
- c. Each member and alternate member shall be elected for a term of three years. Terms of elected members and alternate members shall expire at the end of the third calendar year following the date of election.

Section 3. 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 for these officers shall be one year.

Section 4. 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 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. 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 8. 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.

Section 9. 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.

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 is 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), the Bishops Suffragan (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 Regional 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 for terms set forth in Section 2 of Canon 7. 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.

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, adopt and administer a budget.

- b. Any proposal to found a Mission or a Church must, as provided in Canon 10 (Churches and Missions), 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, or by the Executive Board acting on behalf of a Regional Council pursuant to subsection (d), its Rector or Priest-in-Charge, 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 the Ecclesiastical Authority requests any action of a Dean of a Region and the Regional Council of such Region fails to meet and act upon the request within 60 days, the Executive Board of the Diocese shall have the authority to act on behalf of the Regional Council. 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.

The historical Parishes of the Diocese and their boundaries, having been fixed as of January 23, 1972, shall not be changed henceforth.

CANON 10. Churches and Missions.

Section 1.

- a. 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 ministrations of The Episcopal Church to its members, and
 5. which functions under the supervision of a Priest or Deacon,
 6. shall, upon approval of a petition submitted in accordance with Section 2 of this Canon, be called a Church.
- b. All congregations designated as Parish Churches, Parishes, or Separate Congregations as of January 23, 1972, are classified as Churches as of such date.
- c. A list of all Churches shall be published annually in the Journal of the Convention.

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 be submitted for presentation to and approval by the Convention. The petition shall 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 or Deacon, 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 Rector and Vestry of a Church as herein defined are expressly designated as the Rector and Vestry of a Parish for purposes of applying the Constitution and Canons of The Episcopal Church.

Section 5.

- a. Two or more Churches may seek to merge to create a new Church according to the process described in subsection (b) of this Section.
- b. For two or more Churches to merge:
 1. The Vestry of each Church shall give notice to the Bishop in writing of their intention to enter a period of discernment.
 2. Each Church shall engage in a period of not less than six months of intentional discernment to consider prayerfully the will, vocational call, and nature of the Church and other related considerations for the merger.
 3. At each Church's annual meeting or congregational meeting called in accordance with Canon 11.13, each Church shall vote on whether to:
 - a. end the mission and ministry of the existing Church, and
 - b. begin a mission and ministry as a merged Church.
 4. A two-thirds majority of each Church's members eligible to vote shall be required to approve the decision to merge.
 5. The vestries of the Churches desiring to merge shall jointly petition the Executive Board to endorse the merger and shall demonstrate compliance with this subsection.
 6. If endorsed by the Executive Board, the petition for merger shall be submitted to the Convention, and if approved by the Convention, the merged Church shall become a Church within the Diocese.
- c. Nothing in this Canon shall be construed to deny the ability of two or more Churches that do not seek to merge, or do not meet the requirements for merger, to enter into a written agreement to collaborate in their missions and ministries, with the consent of the Bishop. Such collaborating or historically yoked Churches shall remain distinct Churches within the Diocese.
- d. Nothing in this Canon shall be construed to alter or otherwise affect the rights and responsibilities according to these Canons of the Vestries, Rectors or Priests-in-Charge of collaborating or historically yoked Churches.

Section 6.

- a. For purposes of these Canons, a Diocesan Mission, a Mission of a Founding Church, and a Mission of a Theological Seminary are Missions of the Diocese.
- b. 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 Churches.
- c. A Mission and one or more Churches or Missions may merge or collaborate as set forth in Section 5.

Section 7.

- 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. Any Church may petition to become or be remitted to be a Diocesan Mission upon the failure of such Church to meet all the requirements of Section 1 of this Canon or to operate otherwise as a Church of the Diocese. The Rector, Wardens, and Vestry, or if there be no Rector, the Wardens and Vestry of an existing Church, shall unite in a petition to the Bishop, asking that such Church shall become or be remitted to the status of a Diocesan Mission, stating fully the grounds for such petition. The Bishop, with the advice and consent of the Standing Committee, or the Standing Committee itself if it is the Ecclesiastical Authority, may grant or refuse the petition.
- c. Upon the failure of any Church to meet all the requirements of Section 1 of this Canon, the Bishop, with the advice or 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.
- d. 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 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 Priest-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 all the regular duties and obligations of a Vestry Committee with respect to the Mission of a Founding Church other than any functions which the founding Church may retain to itself. The founding Church shall remain 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 “Diocesan Mission,” and when the change in designation becomes effective, such Mission shall have the status of a Diocesan 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 Priest-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 all the regular duties and obligations of a Vestry Committee with respect to the Mission of a Theological Seminary other than any functions which the theological seminary may retain to itself. The theological seminary shall remain 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 “Diocesan Mission”. When such designation becomes effective, the Mission will have the status of a Diocesan 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 or Priest-in-Charge, 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.

- a. 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 calendar days’ advance 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.
- b. 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.
- c. 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, 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, 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.

- a. 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.
- b. 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.

- c. 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.
- d. 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 calendar days advance notice of the time, place, and purpose of the meeting has 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 or a Mission of a Theological Seminary 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 to be called the Vestry Committee.

CANON 12.

Duties of Vestries, Wardens, and Parish Officers.

Section 1.

- a. The Vestry of a Church shall elect a Priest to serve as the Rector, with the advice of the Bishop and in compliance with Canon III.9.3(a) of the General Convention.
- b. Upon the nomination by the Bishop, the Vestry Committee of a Mission shall elect a Priest to serve as Priest-in-Charge of a Mission. Absent timely election by a Vestry Committee, the Bishop may appoint a Priest to serve as the Priest-in-Charge. In all such congregations the Priest-in-Charge shall exercise the duties of a Rector, outlined in Canon III.9.6 of the General Convention, and serve at the pleasure of the Bishop.
- c. The Bishop, after consultation with the Vestry, may appoint a Priest to serve as Priest-in-Charge of any Church in which there is no Rector, in accordance with Canon III.9.3(b) of the General Convention.
- d. The Rector or Priest-in-Charge, subject to the approval of the Vestry or Vestry Committee, shall select any Priest or other ministers to serve as an assistant, by whatever title designated, in accordance with Canon III.9.3(c) of the General Convention.

Section 2. Each Vestry member shall cooperate with the Rector or Priest-in-Charge in promoting the spiritual welfare of the congregation and assist the Rector or Priest-in-Charge in the duties defined in Canon III.9.6 of the General Convention.

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 Priest-in-Charge is properly supported, that the Rector's and Priest-in-Charge'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 Priest-in-Charge 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 Priest-in-Charge, and subject to the control of the Rector or Priest-in-Charge.

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 Priest-in-Charge and Vestry to submit to the Bishop by March 1 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; establishing a Finance Committee as required by Canon 25 (Finance Committees); and (e) observing Canon 13 (Business Methods in Church Affairs).

Section 7. 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 8. After consultation with the Vestry, the Rector or Priest-in-Charge of a Church has the authority to hire and terminate employees of the Church. After consultation with the Vestry Committee, the Priest-in-Charge of a Mission has the authority to hire and terminate employees of the Mission.

Section 9. With the assistance of the other members of the Vestry and the congregation, 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 support the Rector or Priest-in-Charge in supervising employees; and
- f. To be familiar with the current General Convention and Diocesan Constitutions and Canons for the information and guidance of the Rector or Priest-in-Charge, the Vestry or Vestry Committee, and the congregation.

Section 10. 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 or appropriate digital form to be provided for that purpose and to deliver the records and minutes to the Rector, Priest-in-Charge, or Wardens, when the Register's term of office expires.

Section 11.

- a. Except as provided in subsection (b) below, the Treasurer shall take charge of all funds 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.
- b. Communion Alms shall be treated as provided for in Canon III.9.6(b)(6) of the General Convention.

Section 12. The provisions of this Canon are also applicable to Vestry Committees of Missions to the extent not in conflict with other Canons.

CANON 13. Business Methods in Church Affairs.

Section 1. In every Church, Mission, and Related Organization connected with the Diocese, business methods shall be observed as contained in Canon 1.7 of the General Convention 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
- c. invested in such manner as approved by the Executive Board. Such accounts shall be approved in writing by the Vestry or the appropriate 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 shall 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, Mission or Related Organization 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, Mission or Related Organization 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, Mission or Related Organization 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 the 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 or Mission, 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 the consent of the Bishop, acting with the advice and the consent of the Standing Committee.

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 the 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 property may be regarded as abandoned, the Executive Board shall have the authority to declare the property abandoned and 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 Priest-in-Charge shall maintain a register of official acts and make the required entries in the Parish Register as required by Canon I.6.1 of the General Convention. These records shall be made in suitable form 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 Priest-in-Charge, 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 Priest-in-Charge shall provide to the Bishop or, if there is no Bishop, to the Secretary of the Diocese or the President of the Convention, on or before March 1 of each year, the report required by Canon I.6.1 of the General Convention for the year ending December 31 preceding, in such form as shall be prescribed by the Bishop or the Convention. If any congregation is without a Rector or Priest-in-Charge, 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 March 1 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, whether in physical or in digital format. 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. A member of the Standing Committee who has completed a full term within the preceding two years 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 subsection (b) of this Section. 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 among the members elected pursuant to subsection (a) of this Section, 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 subsection (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 General Convention, including, but not limited to, advising and assisting the Bishop in:

- a. the determination of present and future opportunities and needs for the ministry of all baptized persons, and

- b. 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 Canon I.7 of the General Convention. 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 or Priest-in-Charge, 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 the Canon of the General Convention; 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, subject to the restrictions set forth in Canon IV.5.3.c of the General Convention. 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 the 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:
 1. 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.
 2. The Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.
 3. 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. Pursuant to Canon IV.2 of the General Convention, the following individuals may not serve as an Intake Officer: (a) any Bishop, and (b) any member of the Standing Committee. The Intake Officers shall not all be of the same gender. The Diocese must have at least one Intake Officer who has no direct employment or compensation relationship with the Diocese. The Bishop shall publish the names and contact information of the Intake Officers throughout the Diocese.

Section 5. Investigator. A Reference Panel Composed of the Bishop, the President of the Disciplinary Board, and the Intake Officer shall appoint one or more Investigators. Every Investigator must act in accordance with Canon IV.11 of the General Convention.

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 Canon IV.2 of the General Convention. 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 designate one or more Pastoral Response Coordinator(s) to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Canon IV.8 of the General Convention. The Pastoral Response Coordinator shall not be an Intake Officer or 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. Costs and Expenses. The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Advisors, the Church Attorney, the Assistant Church Attorney, the Disciplinary Board Clerk, and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Executive Board.

Section 11. 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.

[For Reconciliation of Disagreements Affecting the Pastoral Relation and Dissolution of the Pastoral Relation, see Canon III.9 of the General Convention.]

CANON 28. Reserved for Future Use.

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 the Diocese may be amended by the Convention; but no proposed amendment shall be considered by the Convention unless (a) the proposed amendment was submitted to the Secretary of the Diocese at least seven days before the Convention convenes, and (b) the proposed amendment was referred to and reported upon by the Committee on Constitution and Canons.

Section 2. No amendment shall be adopted during the same Convention unless two-thirds of the members present vote to approve the amendment. If a majority of the Convention, but less than two-thirds, votes to approve the proposed amendment, the proposed amendment shall lie over for consideration at the next regular meeting of the Convention. If approved by a majority at the next regular meeting of the Convention, the amendment shall be adopted. 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 3. 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 4. At the conclusion of each regular meeting of the Convention, the Chancellor, the Chairperson of the Committee on Constitution and Canons of the Diocese, and the Secretary shall be empowered to correct numbering references in the Canons to the Constitution and Canons of the Diocese. Any corrections shall be reported to the Secretary of the Diocese.

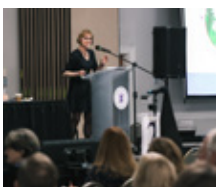
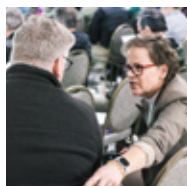
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THE EPISCOPAL DIOCESE OF VIRGINIA