



Report to the 231st Annual Convention of the Diocese of Virginia
Education for Ministry (EfM) in the Diocese of Virginia
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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!

ATTACHMENT to the report to the 229th Annual Convention of the Diocese of Virginia Education for Ministry in the Diocese of Virginia

EfM GROUPS IN THE DIOCESE OF VIRGINIA

The EfM groups in the Diocese of Virginia are listed here by Diocesan Region. A complete list of churches by region is on the Diocese of Virginia website at <http://regions.thediocese.net/About-Regions/Map-of-Regions/>

Online-only EfM Groups: for information about enrollment and mentoring online-only groups, contact Cindy Hargis, Coordinator of online-only groups in the US, chargis@sewanee.edu. 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)
Moiria Skinner soccer22@me.com

Meeting Place: St. Barnabas', 4801 Ravensworth Road, Annandale Group #13089 (6 enrolled)
Beth Harper, bharper49@msn.com, 703-615-5673

Meeting Place: Falls Church Episcopal, 115 East Fairfax St., Falls Church Group #12599 (8 enrolled)
Mary Cushing mecu1010@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