

## **R-1a Resolution to Establish the Virginia Plan for Covenantal Giving**

Resolved, that the Virginia Plan for Proportionate Giving be renamed the Virginia Plan for Covenantal Giving to honor and recognize that the goals of our shared ministry include our financially resourcing our diocese in order to grow in our relationship and covenant with Jesus and our diocesan community, thus enabling the Church to carry out and preach the Gospel, to make new disciples, and to raise up lay and ordained ministers.

Resolved, that the Virginia Plan for Covenantal Giving establish an expectation that, beginning with the 2025 fiscal year, each congregation of the Diocese of Virginia annually pledge at least 10% of the previous three-year average of "Plate offerings, pledge payments & regular support" as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that for the fiscal year 2023, each congregation of the Diocese of Virginia strive to pledge not less than 8% of the previous three-year average of "Plate offerings, pledge payments & regular support" as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that for the fiscal year 2024, each congregation of the Diocese of Virginia pledge not less than 9% of the previous three-year average of "Plate offerings, pledge payments & regular support" as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that the Treasurer of the Diocese of Virginia shall calculate 10% (for 2025 and beyond), 8% (for 2023), and 9% (for 2024) of the previous three-year average of "Plate offerings, pledge payments & regular support" for each congregation and will distribute this information to each congregation by April 30<sup>th</sup> of each year.

Resolved, that congregational giving to the Diocese of Virginia in excess of 10% of the previous three-year average of "Plate offerings, pledge payments & regular support" be welcome as giving above and beyond the basic expectation of full participation in our diocesan community.

Resolved, that the Diocese of Virginia will not charge parishes a registration fee for the Annual Convention of the Diocese of Virginia. Registration fees are for program expenses, not room and board. Room and board may still be charged for Annual Conventions as is appropriate.

Resolved, that the Diocese of Virginia will not charge parishes a registration fee for the yearly Clergy Retreat of the Diocese of Virginia. Registration fees are for program expenses, not room and board. Room and board may still be charged for yearly Clergy Retreats as is appropriate.

Resolved, that congregations which are concerned about meeting the Covenantal

Giving standards may request an adjustment to their pledge to the Diocese by sharing their story at an annual, geographically based gathering of congregations.

Representatives of the Executive Board shall convene these geographically based gatherings on the second Saturday in June and the Executive Board will vote on the adjustments. The regions of the Diocese shall meet in the following four groups:

*Group A (50):* North Fairfax (10), South Fairfax (13), Arlington (9), Alexandria (8), and Potomac (10)

*Group B (40):* Southern Shenandoah Valley (8), Northern Shenandoah (8), Northern Piedmont (14), and Culpeper (10)

*Group C (42):* Charlottesville (21), West Richmond (8), and Central Richmond (13)

*Group D (46):* Fredericksburg (11), North Richmond (10), Upper Tidewater (13), and Northern Neck (12)

Resolved, that the Treasurer of the Diocese of Virginia shall submit to the annual Diocesan Convention a record of adjustments made to congregational pledges.

*Submitted by the Rev. Sven vanBaars on behalf of the Task Force on Resourcing God's Mission: The Rev. Sven vanBaars (Chair), Mr. Mark Eastham, the Rev. Torrence Harman, Mrs. Stephanie Gurnsey Higgins, the Rev. Chris Miller, the Rev. Kathleen Murray, Mr. Ken Royston, Mr. Bob Steventon, Mrs. Suzanne Stroup, and the Rt. Rev. Porter Taylor.*