



"Love Jesus. Embody Justice. Be Disciples"

Documents of the 230th Annual Convention Supplemental Packet and Consent Agenda

Members of Convention should print or download this packet to have it available for reference at the Annual Convention on Friday, November 8 and Saturday, November 9.

Contents:

- Draft Agenda (updated 10-29-24)
- Workshop Schedule
- Committees of Convention (revised)
- Disciplinary Board Nominees
- Commission on Ministry report (revised)
- Official Acts of the Bishop
- Report of Committee on Related Organizations
- Report on Resolutions
 - R-1a Welcoming Language for Deaf and Hard of Hearing
 - CR-1a John Robert Thomas
 - CR-2a Lynn Gray

- Report of the Committee on Constitutions and Canons
 - C-1a Resolution to Amend Constitution with Attachment (First Reading)
 - C-2a Resolution to Amend Canons with Attachment
 - C-4a Amendment to Canon 4
- 2025 Diocesan Narrative Budget
- 2025 Diocesan Budget (revised)
- Nominations to the Standing Committee
 - SC Clergy – the Rev. Kim Glenn
 - SC Clergy – the Rev. Daniel Johnson
 - SC Clergy – The Rev. Gene LeCouteur
 - SC Clergy – The Rev. Justin McIntosh
 - SC Clergy – the Rev. JT Thomas
 - SC Clergy – the Rev. Joshua Walters

 - SC Lay – Ms. Lauren Breeden
 - SC Lay - Ms. Margaret Jones
 - SC Lay - Mr. Richard Leland
 - SC lay – Mr. Russell Lockey
 - SC Lay – Mr. Gordon Murdock



110 West Franklin St.
Richmond, VA 23220

(804) 643-8451
episcopalvirginia.org

230th Annual Convention Agenda

LOVE JESUS. EMBODY JUSTICE. BE DISCIPLES.

The 230th Annual Convention of the Diocese of Virginia | November 7-9, 2024
Fredericksburg Convention Center, Fredericksburg, VA

THURSDAY, NOVEMBER 7

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

FRIDAY, NOVEMBER 8

- 7:00 a.m. Convention Check-in opens, rear of Exhibit Hall A
Grab and Go Coffee and Pastries
- 8:30 a.m. Opening Session Begins*

9:30 a.m.	<p>Session 1: The Gospel and the Gift of Tears</p> <p>Dean of Duke University Chapel and Professor of Homiletics and African and African American Studies</p>
10:30 a.m.	<p>Practice Ballot in preparation for Standing Committee election</p> <p>Break</p>
11:00 a.m.	<p>Session 2: The Gospel and the Gift of Song, the Rev. Dr. Luke A. Powery</p>
12:00 p.m.	<p>Ballot #1 (Standing Committee)</p> <p>Noonday Prayer</p>
12:15 p.m.	<p>Lunch provided for all in Exhibit Hall A</p>
2:00 p.m.	<p>Workshops</p> <p>Reimagining Global Mission: Becoming a World Where Love is the Way – Diane Wright</p> <p>Mission Real Estate Development: Is Your Property Underutilized? – Nina Janopaul and Kat Turner</p> <p>Discernment: Listening for God’s Call in your Life and Community – Sarah Kye Price</p> <p>Constitution and Canons 101 – d’Rue Hazel</p> <p>Love Jesus. Embody justice. Be disciples. Where do we start? — Discipleship Lens – Jenny Grant, Heidi Kim and Lee Hill</p> <p>Caffeinated Church – Ashley Graham-Wilcox</p> <p>A Door to Hope: Jesus, Justice and Becoming Human – Luke Powery</p> <p>Small Churches Can Be Strong – Shirley Smith Graham</p>
3:00 p.m.	<p>Workshops</p> <p>Crisis in the Sudans: How Episcopalians Can Help – Dane Smith</p> <p>Congregational Historiography – Nathan Madison</p> <p>Discernment: Developing and Practicing Skills for Spiritual Listening – Sarah Kye Price</p> <p>Introduction to Episcopal Migration Ministries (EMM) – Kendall Martin and Allison Duvall</p> <p>Love Jesus. Embody justice. Be disciples. Where do we start? —Racial Justice Lens - Jenny Grant, Heidi Kim and Lee Hill</p>

- 3:00 p.m. (continued) Caffeinated Church - Ashley Graham-Wilcox
- Key Resources for Vestries, Finance Committees, and
Administrators – Ted Smith
- Lay Leaders and Clergy Together Strengthening Their Churches –
Shirley Smith Graham
- 4:45 p.m. Holy Eucharist
- The Rev. Dr. Luke A. Powery, Homilist
The Rt. Rev. Gayle E. Harris, Celebrant
- 6:15 p.m. Dinner on your own
- 6:30 p.m. LGBTQIA+ Clergy Gathering, Exhibit Hall B

SATURDAY, NOVEMBER 9

- 7:30 a.m. Grab and Go Coffee and Pastries
- 8:30 a.m. General Session reconvenes
Morning Prayer
Ballot #2 (Standing Committee)
- 8:45 a.m. Guided Table and Plenary Discussion
- 10:15 a.m. Ballot #3 (Standing Committee)
Break
- 10:30 a.m. Report of the Committee on Constitution and Canons
- 11:00 a.m. Report of the Committee on Resolutions
- 11:45 a.m. Report of the Treasurer – Mr. Ted Smith
Report of the Committee on Budget
- 12:30 p.m. Closing remarks Annual Convention Concludes

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



110 West Franklin St.
Richmond, VA 23220

(804) 643-8451
episcopalvirginia.org

Workshops Schedule - Friday, November 8, 2024

2:00 – 2:50 p.m.

Constitution and Canons 101

The Rev. Canon d'Rue Hazel, Canon to the Ordinary

Ballroom A

Often seen as a complex governing document, the Constitution and Canons provide a necessary framework for mission and ministry in The Episcopal Church. This workshop will provide practical skills for clergy and lay leaders who wish to learn and utilize this resource more fully.

Love Jesus. Embody justice. Be disciples. Where do we start? — Discipleship Lens

Ms. Jenny Grant, Manger, Faith and Community Engagement, Episcopal Relief and Development, Ms. Heidi J. Kim, Interim Canon for Discipleship, and the Rev. Canon Dr. J. Lee Hill, Jr., Canon for Racial Justice and Healing

Ballroom C

Love Jesus, Embody Justice, Be Disciples: Where Do We Start?

The Vision of The Episcopal Diocese of Virginia is: We are a community of disciples who love Jesus, are transformed by a faith lived out in daily life, and committed to racial justice and reconciling all people with God and one another.

What does this look like in our daily lives and ministries? While our diocesan motto and vision are clear, the call to engage discipleship and justice can also raise questions about how and where to start, and how to sustain ourselves and our ministries over time. This workshop will utilize the framework of the [Inner Development Goals](#), created by an international consortium in response to delays in achieving the United Nations' Sustainable Development Goals, to begin to map a way forward for ourselves and our ministries. This session will prioritize discipleship and spiritual (trans)formation.

Love Jesus. Embody justice. Be disciples.

Caffeinated Church

Ms. Ashley Graham-Wilcox

Ballroom D

Boost your church communications and administration with the help of Caffeinated Church. Caffeinated Church is a place to go for resources, idea-sharing, collaboration, and training for all areas of church communications and administration. The Diocese of Virginia has partnered with Caffeinated Church to offer membership to diocesan churches for \$20 per year (a 66% discount!) Ashley Graham-Wilcox, an independent consultant specializing in church-related communications, leadership development, events, and a leader at Caffeinated Church, will share details about this opportunity and answer questions at this workshop.

A Door to Hope: Jesus, Justice and Becoming Human

The Rev. Dr. Luke Powery, Dean of Duke University Chapel and Professor of Homiletics and African and African American Studies

Ballroom E

Join Rev. Dr. Luke Powery for a special dialogue workshop exploring the themes developed in his newest book, *Becoming Human*, as well as his talks, "Jesus and the Gift of Tears" and "Jesus and the Gift of Song." Drawing from his research, sermons and writings, Dr. Powery will guide participants in a thoughtful conversation based on biblical texts, theological themes of Howard Thurman, and our call to do justice. Ms. Carolyn Lainer, Chair for the Ministry for Racial Justice and Healing, will serve as the facilitator for this workshop. Together, they will create a space for open and honest dialogue about the human experience, the role of emotions in our faith lives, and the importance of building inclusive and compassionate communities.

Small Churches Can Be Strong Churches

The Rev. Shirley Smith Graham, Minister for Congregational Vitality

Ballroom F

Can a church be small and vital too? You bet. This workshop offers participants the "vital signs" that help us understand how a church is doing as well as some of the markers for thriving that increase focus, energy and joy in a congregation.

Reimagining Global Mission: Becoming a World Where Love is the Way

Ms. Diane Wright, Diocesan Global Mission Advocate

Small Workshop Room #1

Is your parish discerning launching (or relaunching) an effective global mission ministry? Why engage globally when there is such need locally? How do we discern God's call into mission? What resources are available to support us in this ministry? Join us for an interactive conversation on what global mission looks like in the 21st century, why we are called into the world, and how we can be companions in transformation and see Christ in each other in different parts of the world.

Mission Real Estate Development: Is Your Property Underutilized?

Ms. Nina Janopaul and Ms. Kat Turner, Virginia Episcopal Real Estate Partners (VEREP) board members

Small Workshop Room #3

Mission Real Estate Development is a way for churches to build financial stability or ministry through the creative use of their physical property and real estate. The session will discuss how to discern a missional calling and how church real estate can be used to enhance missional work and provide financial resources to support ministry.

VEREP representatives will discuss pilot projects underway in the Diocese and share resources that are available for churches to begin their own assessment of their readiness for Mission Real Estate Development. Examples will be given on successful MRED within the Diocese and elsewhere. A list of further resources for learning will be available.

Discernment: Listening for God's Call in your Life and Community

The Rev. Dr. Sarah Key Price, Diocesan Vocations Minister

Small Workshop Room #4

In this introductory workshop, participants will be introduced to the concept of Discernment as spiritual listening in community. Information and examples shared in this workshop will involve personal discernment ("listening for God's call in my life") as well as community discernment ("listening for what God is calling us to do as a community") informed by our diocesan approach to spiritual discernment in community. All are welcome!

3:00 – 3:50 p.m.

Introduction to Episcopal Migration Ministries (EMM)

Ms. Kendall Martin, EMM Senior Communications Manager and Ms. Allison Duvall, EMM Senior Manager for Church and Community Engagement

Ballroom A

Episcopal Migration Ministries (EMM) is the refugee resettlement and migration ministry of The Episcopal Church. Since 1988, EMM has resettled more than 100,000 individuals to communities across the United States. Learn more about EMM's important work and how you can support refugee resettlement and migration ministries in your community.

Love Jesus. Embody justice. Be disciples. Where do we start? — Racial Justice Lens

Ms. Jenny Grant, Manager, Faith and Community Engagement, Episcopal Relief and Development, Ms. Heidi J. Kim, Interim Canon for Discipleship, and the Rev. Canon Dr. J. Lee Hill, Jr., Canon for Racial Justice and Healing

Ballroom C

Love Jesus, Embody Justice, Be Disciples: Where Do We Start?

The Vision of The Episcopal Diocese of Virginia is:

We are a community of disciples who love Jesus, are transformed by a faith lived out in daily life, and committed to racial justice and reconciling all people with God and one another.

What does this look like in our daily lives and ministries? While our diocesan motto and vision are clear, the call to engage discipleship and justice can also raise questions about how and where to start, and how to sustain ourselves and our ministries over time. This workshop will utilize the framework of the [Inner Development Goals](#), created by an international consortium in response to delays in achieving the United Nations' Sustainable Development Goals, to begin to map a way forward for ourselves and our ministries. This session will prioritize racial justice, healing and repair.

Caffeinated Church

Ms. Ashley Graham-Wilcox

Ballroom D

Boost your church communications and administration with the help of Caffeinated Church. Caffeinated Church is a place to go for resources, idea-sharing, collaboration, and training for all areas of church communications and administration. The Diocese of Virginia has partnered with Caffeinated Church to offer membership to diocesan churches for \$20 per year (a 66% discount!) Ashley Graham-Wilcox, an independent consultant specializing in church-related communications, leadership development, events, and a leader at Caffeinated Church, will share details about this opportunity and answer questions at this workshop.

Key Resources for Vestries, Finance Committees, and Administrators

Mr. Ted Smith, Diocesan Treasurer

Ballroom E

This workshop will go over important ways that vestries and other leaders can get up to speed on important aspects of the temporal affairs of congregations.

Lay Leaders and Clergy Strengthening Their Churches Together

The Rev. Shirley Smith Graham, Minister for Congregational Vitality

Ballroom F

This workshop gives participants the opportunity to work through how their church gathers participants, how people experience the transforming power of God, and where they practice their discipleship, while looking especially at the neighborhood or area context in which the church is doing ministry. The best benefit is for lay delegates and clergy to attend together although all are welcome.

Crisis in the Sudans: How Episcopalians Can Help

Mr. Dane F. Smith, Jr., Executive Director, American Friends of the Episcopal Church in Sudan

Small Workshop Room #1

Sudan is being torn apart by rival military groups. Thousands have died, more than 10 million are displaced, and starvation has set in. The Episcopal Church of Sudan, ousted from its offices, has desperately been trying to help dispersed congregations. The recent Episcopal Convention resolved that the Episcopal Church (US) should advocate for a settlement and contribute to organizations promoting that objective like AFRECS and ERD. The workshop will update you on the crisis in both Sudans, on what is being done by Episcopalians already, and how you and your parish can help.

Congregational Historiography

Mr. Nathan Madison, Registrar and Historiographer

Small Workshop Room #3

This session will include an explanation of current projects of the Archivist and Historiographer regarding the organization, digitization, and preservation of the Diocesan Archives. It will also focus on answering participants questions they may have about: preserving their historical records, best archival practices and materials, topics of research, maintaining current records for the future, and any other queries or issues they have encountered as they work to preserve their parish's history.

Discernment: Developing and Practicing Skills for Spiritual Listening

The Rev. Dr. Sarah Key Price, Diocesan Vocations Minister

Small Workshop Room #4

Those who attended last year's workshop on discernment and/or the 2:00 p.m. introductory workshop on discernment are invited to this follow-up opportunity for deeper exploration of discernment skills. Participants in this workshop will practice active sharing and active listening techniques informed by our diocesan approach to spiritual discernment. Participants in this follow up workshop should attend feeling informed and comfortable with the idea of community-based discernment so that techniques can be practiced in small groups.



110 West Franklin St.
Richmond, VA 23220

(804) 643-8451
episcopalvirginia.org

230th Annual Convention Committees of Convention

COMMITTEE ON BUDGET

Prepares the diocesan budget for approval.

Mr. Harry Dickinson, Trinity, Fredericksburg, Chair

Ms. Mickie Jones, St. Mark's Richmond

The Rev. Gene LeCouteur, Emmanuel, Middleburg

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

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

Ms. Kat Turner, Church of the Resurrection, Alexandria

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

COMMITTEE ON CONSTITUTION & CANONS

Considers proposed amendments to the Constitution and Canons.

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

The Rev. Deacon David Curtis, All Saints, Richmond

Mr. Garway Bright, Christ Church, Glen Allen

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

The Rev. Sven vanBaars, Abingdon, White Marsh

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

The Rev. Jay Morris, Aquia, Stafford

Ms. Karen Grane, St. Paul's Alexandria

COMMITTEE ON CREDENTIALS

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

Ms. Terry Long, Holy Comforter, Richmond, Chair

Mr. Bruce LeLacheur, President, Northern Piedmont Region

The Rev. Chuck McCoart, Emmanuel, Alexandria

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

COMMITTEE ON RELATED ORGANIZATIONS

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

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

Mr. Jim Bailes, Potomac Region President

The Rev. Bambi Willis, Trinity, Fredericksburg

COMMITTEE ON RESOLUTIONS

Considers submitted resolutions.

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

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

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

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

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

Dr. George Spagna, North Richmond Region President

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

Dr. Barbara-Allison Bryan, Abingdon, White Marsh

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

COMMITTEE ON THE JOURNAL

Creates the Convention Journal.

Mr. Mark Eastham

Mr. Nathan Madison

Ms. Erin Monaghan Kamran

Disciplinary Board Election.

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

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

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

Commission on Ministry Report to the 2024 Annual Convention

In the Diocese of Virginia, the Commission on Ministry serves as an “umbrella” which includes several working committees and programs that advise and assist the Bishop in overseeing the Canonical responsibilities of Title III (“Ministry”) of the Canons; the determination of present and future opportunities and needs for the ministry of all baptized persons, and the design and oversight of the ongoing processes for recruitment, discernment, formation for ministry, and assessment of readiness for those preparing for Holy Orders as Deacons and Priests.

Commission on Ministry: During the 2023-2024 cycle, the Commission on Ministry undertook a close look and significant revision of our ordination process timelines for both Deacons and Priests. In January 2024, the COM along with the Standing Committee, Bishop and Vocations Minister met for a full day of discussion, revision and participatory engagement walking “sample” ordinands through these processes of discernment, evaluation and formation so that we could add clarity and transparency to our vocations process. Following that meeting, the Commission on Ministry members met both in person and virtually throughout the year to continually evaluate the new timeline processes; define priorities within that process to strengthen our collaborative work; to review and discuss the received report from the Spanish Language Discernment and Formation Task Group and to discuss ongoing efforts to address and expand opportunities to add diversity to both COM membership and to those who present themselves for discernment and formation as Deacons and Priests. The current priorities of the COM in these areas are ongoing, with elected and appointed members of the COM being added in the coming year to continue to foster growth in these strategic areas.

Given that the work of the Commission on Ministry occurs within working committees, a summary of each working committee’s efforts is shared below to keep the Convention appraised regarding our vocations process.

Committee on Discernment: Discernment is the cornerstone of vocational development for all those called to ministry as lay ministers, deacons and priests. Discernment often begins personally but also requires community. The Committee on Discernment is responsive to community listening and discernment on a number of levels, beginning with our Diocesan Discernment Retreats. In the period between Conventions, forty seekers attended a Diocesan Discernment Retreat as the beginning of their discernment process. Many of those who attended retreats continue in a process known as “Exploring the Church” and following that, we have had twenty-one active Parish Discernment Committees in process at some point during 2024. This is keeping our Diocesan Discernment Facilitators busy in the most holy and beautiful ways! Our Diocesan Discernment Facilitators also meet twice a year together, in person, to talk about issues that arise and build a community of support with one another as we facilitate the discernment of others. Additionally, we held a training retreat for new diocesan discernment facilitators this year in August where four new facilitators (and

one volunteer seeker) received training in the Listening Hearts model of community discernment; two of those trained were bilingual facilitators. This committee is active in the ministry of holy listening in service to the work of the Holy Spirit in the Diocese of Virginia.

Committee on Priesthood: During the time between Conventions, the Committee on Priesthood conducted three Postulancy interviews and nine Candidacy interviews and presented six people for Ordination (3 are currently ordained as Deacons, transitional and three are currently ordained as priests). With changes to the canonical timelines and seminary admission calendars, Postulancy interviews are shifting more heavily in the Fall and early Winter, and Candidacy interviews to the Spring. This accounts for the uneven number of Candidacy vs Postulancy interviews during the past year. In addition, the Committee on Priesthood initiated a new opportunity for those in discernment to engage with members of the Committee on Priesthood relationally and prayerfully prior to Postulancy. During the Ember Weeks each quarter, members of the Committee on Priesthood host a virtual Ember Day Evening Prayer and Q&A session to which anyone in discernment for priesthood is invited. The conversation following Evening Prayer is relational and non-evaluative, focused on reducing the barriers and promoting conversation among those in whom the Holy Spirit is stirring and those who are called to the ministry of recruitment, discernment, formation and assessment. This has been a well-attended and much appreciated opportunity to ask questions, demystify the process, build relationships and talk openly with each other about the needs of the church and the ways in which the Holy Spirit is moving in the lives of those exploring and discerning calls to which may include priestly ministry. We are looking ahead to 8-10 anticipated Postulancy interviews in the coming months, so we know that the Spirit is moving and stirring the hearts of future priests in our Diocese.

Committee on the Diaconate: As the Diocese of Virginia continues to grow and expand awareness of the vocation of those called specifically to the Sacred Order of Deacons, the Committee on the Diaconate together with our diocesan Archdeacons are working together to promote discernment and formation of Deacons to serve the church and the world. In the time between Conventions, the Committee on the Diaconate conducted two Postulancy Interviews and four Candidacy interviews with those in Vocations process who are receiving formation through the St. Phoebe School for Deacons; one person was ordained to the Sacred Order of Deacons, with several more anticipated to be ordained in the coming months. In addition, the Committee has read, discussed and moved recommendations forward to the Commission on Ministry regarding Spanish language discernment and formation which is enhanced by the presence of addition of bilingual members of the Committee on the Diaconate who can thoughtfully and prayerfully assist the committee as we consider the nature of the questions asked in discernment of call and evaluation of progress in formation. We are committed to this ongoing work and inspired to continue expanding awareness of Diaconal ministry throughout the Diocese of Virginia.

Diocesan Board of Examining Chaplains: An often overlooked working ministry of the Commission on Ministry are those who prepare, read, evaluate and offer feedback to those preparing for ordination as Deacons and Priests who sit for General Ordination Exams (priesthood) and Canonical Exams (diaconate) to evaluate their academic preparation for ministry in the areas identified in the Canons of The Episcopal Church. In the year between Conventions, the DBEC administered and evaluated Canonical exams for three deacons-in-information (these exams are locally prepared) and read the results of the General Ordination Exams and offered feedback for six people preparing for priesthood. Each member of the DBEC reads all exam responses and offers areas of strength and areas for ongoing formation, all of which provides insight for the COM Committees, Bishop, and Standing Committee regarding overall preparation for ministry.

COM Programs: In addition to these active committees, the Commission on Ministry also staffs three specific formation programs: the **Young Priest Initiative** which supports those under age 30 who are exploring calls to ordained ministry, including stipendiary discernment internships; the **Mid-Atlantic Parish Training Program** which offers a colloquy-based and stipendiary full time immersion experience to rising Senior Seminarians to more deeply engage in specialized areas of ministry development and the **St. Phoebe School for Deacons** which prepares those called to the vocation of Deacon through local formation encompassing academic, spiritual and practical formation (St. Phoebe School also prepares those supported for the diaconate from the Diocese of Southwestern Virginia).

Please visit the Vocations Table in the Exhibit Hall for more information on the robust offerings of the Commission on Ministry for discernment and formation for ministry in the Diocese of Virginia. Our Diocesan Vocations Minister, the Rev. Dr. Sarah Kye Price, serves as the staff liaison for the Commission on Ministry and is available to answer questions and provide resources regarding the work of the Commission and our processes for discernment and formation for ministry in the Diocese of Virginia.

Faithfully,

A handwritten signature in cursive script, reading "Sarah Kye Price".

The Rev. Dr. Sarah Kye Price, Vocations Minister
On behalf of the Commission on Ministry & Committees

Elections and Appointments for the Commission on Ministry – 2024 Annual Convention

2024 Convention Commission on Ministry Slate: 3 Year Elected Term

[3 lay and 3 clergy members elected yearly by Convention for terms extending between Conventions]

Dr. Craig Anderson: 2024 – 2027 [Committee on Priesthood]

Affiliation: Holy Comforter, Richmond (lay)

Ms. Sylvia Booth: 2024 – 2027 [Spanish Language Discernment and Committee on Diaconate]

Affiliation: San Jose and Cristo Rey, Arlington (lay)

Mr. Tom Hahn (re-election to second term): 2024 – 2027 [Committee on Discernment]

Affiliation: Christ Church, Alexandria (lay)

The Rev. Jennifer Lazzuri: 2024 – 2027 [Diocesan Board of Examining Chaplains]

Affiliation: St. James, Louisa (clergy)

The Rev. Kevin Newell: 2024 – 2027 [Committee on Priesthood/Mid-Atlantic]

Affiliation: Emmanuel, Brook Hill (clergy)

The Rev. Benjamin Robertson: 2024 – 2027 [Committee on Priesthood]

Affiliation: All Saints, Richmond (clergy)

Previously Elected/Continuing Members of the Commission on Ministry:

Mr. Tom Hahn: 2021 – 2024 *current co-chair

The Rev. Bambi Willis: 2021-2024

The Rev. Deacon Theresa Lewallen: 2021 – 2024

The Rev. Randy Alexander: 2021 – 2024

The Rev. Haywood Spangler: 2022-2025

Dr. Barbara Allison-Bryan: 2023 – 2026

Ms. Lisa Richard 2023 – 2026

Ms. Rosemary H. Arneson 2023 – 2026

The Rev. Andrew Moore 2023-2026 *current co-chair

The Rev. Kelly Moughty 2023-2026

The Rev. Amanda Kotval 2023-2026

Commission to the Ministry - 1 Year Appointed Terms for 2024:

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

The Rev. Randy Alexander: (continuity as Committee on Priesthood chair)

The Rev. Theresa Lewallen, Deacon: (continuity as Committee on Diaconate chair)

The Rev. Emily Krudys

The Rev. Christine Love-Mendoza

The Rev. Lee Gandiya

The Rev. Will Stanley

The Rev. Jeffrey (“Rock”) Higgins

The Rev. Frederico Garza, Deacon

The Rev. Elvira Beracochea, Deacon

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

*Denotes the committee member is also an elected or appointed member of the Commission on Ministry. Our Diocese Canons state, "The Commission may establish committees consisting of members and other persons to report to the Commission or to act on its behalf." (Diocese of Virginia Canon 22, Section 2(b))

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 Kotval
*The Rev. Kevin Newell
The Rev. Martin Gieger
The Rev. Karulynn Koelliker, Deacon
*Ms. Rosemary Arneson

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. John (JT) Thomas, The Rev. John (JT)
*The Rev. Frederico Garza, Deacon
*The Rev. Elvira Beracochea, Deacon
*Ms. Sylvia Booth – new appointment
*The Rev. Christine Love-Mendoza – new appointment

Diocesan Board of Examining Chaplains

*Dr. Barbara Allison-Bryan
*The Rev. Dr. Haywood Spangler
*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

Discernment (All Active Diocesan Discernment Facilitators Listed Below)

Ms. Kathi O'Neill

*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. Matthew Dumont-Machowski

The Rev. David Crosby

The Rev. Jon Scarffe

Diocesan Discernment Retreat Facilitators:

Ms. Liz Ward

The Rev. Deacon Salli Hartman

*The Rev. Jeffrey ("Rock") Higgins

Programs tethered to the COM:

Young Priest Initiative [Young People's Initiative]

*The Rev. Lee Gandiya – YPI Director

The Rev. Will Dickinson

Ms. Karen Salter

Mid-Atlantic Training Program Director: *The Rev. Andrew Moore

St. Phoebe School Formation Director: The Rev. Dr. Sarah Kye Price (diocesan staff)

Official Acts of the Bishops - CONVENTION TO CONVENTION: November 2, 2023 - November 7, 2024					
<i>(as of 11/1/24)</i>					
Postulants for Holy Orders toward ordination to vocational diaconate accepted :					
<i>Name</i>	<i>Date of Acceptance</i>	<i>Accepted by</i>	<i>Presenting Parish</i>		
Bill Birkhofer	4/17/2024	The Rt. Rev. Gayle E. Harris	Pidmont, Madison		
Edward Culley	6/18/2024	The Rt. Rev. E. Mark Steven	Clarke Parish, Berryville		
Postulants for Holy Orders toward ordination to priesthood accepted:					
<i>Name</i>	<i>Date of Acceptance</i>	<i>Accepted by</i>	<i>Presenting Parish</i>		
Jackson Davey	5/22/2024	The Rt. Rev. Gayle E. Harris	St. Paul's, Alexandria		
Lindsey Hepler	6/17/2024	The Rt. Rev. E. Mark Steven	Christ Church, Charlottesville		
Bartolo Natoli	3/28/2024	The Rt. Rev. E. Mark Steven	St. Stephen's, Richmond		
Candidates for Holy Orders toward ordination to vocational diaconate accepted:					
<i>Name</i>	<i>Date of Acceptance</i>	<i>Accepted by</i>	<i>Presenting Parish</i>		
Mary Cushing	4/17/2024	The Rt. Rev. Gayle E. Harris	St. Michael's, Arlington		
Florian Jones-Stamm	5/7/2024	The Rt. Rev. Gayle E. Harris	St. John's, Richmond		
Candidates for Holy Orders toward ordination to priesthood accepted:					
<i>Name</i>	<i>Date of Acceptance</i>	<i>Accepted by</i>	<i>Presenting Parish</i>		
Rebecca Casey	5/2/2024	The Rt. Rev. Gayle E. Harris	Clarke Parish, Berryville		
Reginal Hayes	5/15/2024	The Rt. Rev. E. Mark Steven	Resurrection, Alexnadria		
Kara Laughlin	8/7/2024	The Rt. Rev. E. Mark Steven	St. James, Leesburg		
Caroline Mitchell	5/2/24	The Rt. Rev. Gayle E. Harris	Clarke Parish, Berryville		
Jon Scarffe	12/21/2023	The Rt. Rev. E. Mark Steven	St. Alban's, Annandale		
Redmond Self	12/18/2023	The Rt. Rev. E. Mark Steven	YPI/St. Andrew's, Arlington		
Ordinations to the Vocational Diaconate					
<i>Name</i>	<i>Ordination Date</i>	<i>Location</i>	<i>Ordaining Bishop</i>		
Mary Cushing	8/10/2024	St. Thomas, McLean	The Rt. Rev. Gayle E. Harris		
Ordinations to the Transitional Diaconate					
<i>Name</i>	<i>Ordination Date</i>	<i>Location</i>	<i>Ordaining Bishop</i>		
Rebecca Casey	7/13/2024	St. Andrew's, Burke	The Rt. Rev. Edwin Gulick		
Lachlan Hassman	3/16/2024	St. Paul's, Alexandria	The Rt. Rev. Gayle E. Harris		
Reginal Hayes	7/13/2024	St. Andrew's, Burke	The Rt. Rev. Edwin Gulick		
Caroline Mitchell	7/13/2024	St. Andrew's, Burke	The Rt. Rev. Edwin Gulick		
Jon Scarffe	3/16/2024	St. Paul's, Alexandria	The Rt. Rev. Gayle E. Harris		
Redmond Self	3/16/2024	St. Paul's, Alexandria	The Rt. Rev. Gayle E. Harris		
Ordinations to the Priesthood					
<i>Name</i>	<i>Ordination Date</i>	<i>Location</i>	<i>Ordaining Bishop</i>		
Emma Addison Wright Brice	1/6/2024	All Saints, Richmond	The Rt. Rev. E. Mark Stevenson		
Anthony Delgrand Gaboton, Jr.	1/6/2024	All Saints, Richmond	The Rt. Rev. E. Mark Stevenson		
Lachlan Hassman	9/30/2024	St. Joseph's, Durham, NC	The Rt. Rev. E. Mark Stevenson		
Robert Stuart Arthur Laughton	1/6/2024	All Saints, Richmond	The Rt. Rev. E. Mark Stevenson		
Jon Scarffe	9/28/2024	St. George's, Arlington	The Rt. Rev. E. Mark Stevenson		
Redmond Self	9/28/2024	St. George's, Arlington	The Rt. Rev. E. Mark Stevenson		
R. Dale Smith	1/6/2024	All Saints, Richmond	The Rt. Rev. E. Mark Stevenson		
Ann Peyton Williams	1/6/2024	All Saints, Richmond	The Rt. Rev. E. Mark Stevenson		

Ordinations to the Priesthood on Behalf of the Bishop of Virginia					
<i>Name</i>	<i>Ordination Date</i>	<i>Location</i>	<i>Ordaining Bishop</i>		
None					
Ordinations to the Priesthood on behalf of another diocese					
<i>Name</i>	<i>Ordination Date</i>	<i>Location</i>	<i>Ordaining Bishop</i>	<i>On Behalf of</i>	<i>Diocese</i>
Joshua Padraig Cavanaugh	1/6/2024	All Saints, Richmond	The Rt. Rev. E. Mark Stevenson	The Rt. Rev. Alan Gates	Massachusetts
Rebecca Brittany Troutman	1/6/2024	All Saints, Richmond	The Rt. Rev. E. Mark Stevenson	The Rt. Rev. Suan Haynes	Southern Virginia
Postulancies Rescinded					
<i>Name</i>	<i>Date of Removal</i>	<i>Presenting Parish</i>			
None					
Received from churches in the Historic Succession					
<i>Name</i>	<i>Ordination Date</i>	<i>Location</i>	<i>Ordaining Bishop</i>		
None					
Letters Dimissory Given					
<i>Name</i>	<i>Date</i>	<i>Receiving Diocese</i>			
Fanny Belanger	4/16/2024	East Carolina			
Celal Jeshar Kamran	2/1/2024	Central Pennsylvania			
Cyntha McKenna	8/5/2024	Washington			
Sarah Miller	8/1/2024	Washington			
Sarah Elizabeth Palmer	1/30/2024	Washington			
Pilar Parnell	9/1/2024	Central New York			
Scott Parnell	10/1/2024	Central New York			
Kimberly Reinholz	12/1/2023	New Jersey			
SarahWinston "Winnie" Smith	4/14/2024	Washington			
Ann Willms	7/1/2024	Rio Grande			
Leah Caitlin Wise	5/2/2024	Texas			
Letters Dimissory Received					
<i>Name</i>	<i>Date</i>	<i>Sending Diocese</i>			
Gregory Bezilla	5/20/2024	New Jersey			
Julie Diane Bryant	2/7/2024	Los Angeles			
Jennie Miller Leahey	7/25/2024	Central Gulf Coast			
Angela Lerena	11/27/2023	Colorado			
Brent A. Melton	9/18/2024	North Carolina			
Sarah Moses	7/3/2024	Mississippi			
David Rose	8/19/2024	Georgia			
Randi Hicks Rowe	9/1/2024	Western New York			
Restriction on Ministry/ Pastoral Direction					
<i>Name</i>	<i>Date</i>				
Bishop E. Mark Stevenson issued one (1) Restriction on Ministry and three (3) Pastoral Directions between November 2, 2023 and November 7, 2024.					
Bishop Gayle Elizabeth Harris issued one (1) Pastoral Direction between November 2, 2023 and November 7, 2024.					
Priests Deposed					
<i>Name</i>	<i>Date</i>				
Nicholas Lubelfeld	12/14/2023				

Priests Released and Removed					
<i>Name</i>	<i>Date</i>				
None					
Priests Suspended					
<i>Name</i>	<i>Date</i>				
None					
Dissolution of a Pastoral Relationship					
<i>Name</i>	<i>Date</i>				
None					
Accords					
<i>Name</i>	<i>Date</i>				
None					
Bishop Consent for Reinstatement of Priests Released and Removed					
<i>Name</i>	<i>Date</i>				
The Rev. Harry Stock, Diocese of West Virginia	8/23/2024				
Bishop Election Consents					
Bishop E. Mark Stevenson responded to the request to vote in seven (7) elections of Bishops in The Episcopal Church between November 2, 2023 and November 7, 2024.					
Bishop E. Mark Stevenson responded to the request to consent to six (6) resignations of Bishops in The Episcopal Church between November 2, 2023 and November 7, 2024.					
Lay Catechist:	0				
Lay Eucharistic Minister licenses issued:	213				
Lay Eucharistic Visitors licenses issued:	40				
Lay Preacher licenses issued:	4				
Worship Leader licenses issued:	4				
Remarriage applications approved:	36				
Clergy Serving under License					
<i>Name</i>	<i>Canonical Residence</i>				
Thomas Maulden Alexander	Arkansas				
Gregory Bezilla	New Jersey				
Elizabeth Bingham	Michigan				
Hugh E. Brown III	New Jersey				
Linda R. Calkins	Washington				
Elizabeth Hall Carmody	Washington				
Caroline Mae Carter	Atlanta				
David P. Casey	Louisiana				
Rodney Caulkins	Southern Virginia				
Joshua Padraig "Paddy" Cavanaugh	Massachusetts				
Marthat K. Clark	Washington				
Sarah Anne Coakley	Oxford, UK				
Lynn A. Collins	Long Island				
Anne Fredericks Cooper	Liberia				
R. David Cox	Southwestern Virginia				
Martha M. Dooley	New Jersey				
Hal Massouth Edmonson	Massachusetts				
Robert D. Flanagan	New York				
Denise Gray Cuinta	Southwestern Virginia				

Michael B. Guy	Evangelical Lutheran (ELCA)				
Neal Halvorson-Taylor	Evangelical Lutheran (ELCA)				
Robert E. Hamilton	North Carolina				
Julie Nan Harris	West Virginia				
John Franklin Hartman	Bethlehem				
Vicotoria Heard	Dallas				
Lisa M. Hufford	Evangelical Lutheran (ELCA)				
Thomas R. Hughes	Easton				
Howeard M. Humphrey, Jr.	Ohio				
Corey Michael Irwin	Indianapolis				
H. Vance Johnson	Washington				
Johan Johnson	New York				
Richmond Jones	Atlanta				
William Henry Joyner, Jr.	North Carolina				
Hi-Jae Peter Kang	Los Angeles				
Linda Kapurch	Maryland				
Zaccheaus Katta	Medak, Church of South India				
Briggett J. Keith	Newark				
Nicole Lambelet	Atlanta				
Jennie M. Leahey	Central Gulf Coast				
Ryan Lesh	New York				
Margaret Ewing Lloyd	Massachusetts				
Jan Alfred Maas	New York				
Leigh P. Mackintosh	New York				
Sandra Lee Mizirl	Texas				
Jared Moore	Missouri				
Richard Louis Nelson	Northwest Texas				
John Tige" E. Newell	Southern Virginia				
Peggy Newman	Southern Virginia				
Shelby Ochs Owen	Southwestern Virginia				
Susan Parlier	Upper South Carolina				
Susan D. Parsons	California				
Francis Bradley Peyton IV	Washington				
Susan B. Pinkerton	Connecticut				
David F. Potter	Washington				
Meredith Woods Potter	Chicago				
Thomas Morgan Prichard	Pittsburgh				
Katherine Hancock Ragsdale	Newark				
Andrea Wigodsky Rohrs	Southern Virginia				
Stephen E. Rorke	Rochester				
Donna J. Scott	Tennessee				
Claudia Dare Seiter	Utah				
Carol Sims	Southern Virginia				
Jerry Mack Sneary	West Texas				
John Gordon Talk IV	North Carolina				
Robin T. Teasley	Southern Virginia				
Rebecca Brittany Troutman	Southern Virginia				
Cynthia Byers Walter	West Virginia				
Mark Wastler	Maryland				
Elliott Waters	Pennsylvania				
Winston Welton	Pennsylvania				
Lisa Amspacher Work	Central Pennsylvania				

Clergy who have died					
<i>Name</i>	<i>Date of Death</i>				
Howard LaRue	1/11/2024				
Joseph Webb III	1/21/2024				
Philip G. Johnston	2/27/2024				
George Wyer	5/13/2024				
Charles B. Spigner	5/27/2024				
Gabor Strasser	6/12/2024				
Linda Estelle Murphy	7/16/2024				
Alwin Reiners, Jr.	7/17/2024				
Carla Thompson	8/29/2024				
Names of Congregations visited:	107 scheduled visitations between November 2, 2023 and November 7, 2024.				
All Saints	Richmond				
All Saints, Sharon Chapel	Alexandria				
Calvary	Front Royal				
Calvary	Hanover				
Cathedral Shrine	Shrine Mont				
Christ	Alexandria				
Christ	Charlottesville				
Christ	Glen Allen				
Christ	Saluda				
Christ	Spotsylvania				
Christ Church	Winchester				
Christ, Lucketts	Leesburg				
Clarke Parish (Grace & St. Mary's)	Berryville				
Cristo Rey	Arlington				
Emmanuel (Piedmont Parish)	Delaplane				
Emmanuel (see Beckford Parish)	Woodstock				
Emmanuel, Brook Hill	Richmond				
Epiphany	Henrico				
Epiphany, Oak Hill	Herndon				
Good Shepherd	Burke				
Good Shepherd of the Hills, Boonesville	Free Union				
Grace	Alexandria				
Grace	Goochland				
Grace	Stanardsville				
Grace & Holy Trinity	Richmond				
Grace (Cismont)	Keswick				
Grace Memorial (See Lynwood Parish)	Port Republic				
Holy Comforter	Richmond				
Holy Comforter	Vienna				
Holy Cross	Batesville				
Holy Cross	Dunn Loring				
Holy Cross Korean	Fairfax				
Immanuel on the Hill	Alexandria				
Kingston	Mathews				
Leeds	Markham				
Little Fork	Rixeyville				
Meade Memorial	Alexandria				
Messiah	Fredericksburg				

N. Farnham	Warsaw				
Our Redeemer	Aldie				
Our Saviour	Charlottesville				
Our Saviour	Montpelier				
Pohick	Lorton				
San Jose	Arlington				
Santa Maria	Falls Church				
St. Aidan's	Alexandria				
St. Andrew's	Richmond				
St. Andrew's (see Beckford Parish)	Mt. Jackson				
St. Andrew's, Ada	Marshall				
St. Asaph's	Bowling Green				
St. Barnabas	Annandale				
St. Clement's	Alexandria				
St. David's	Ashburn				
St. David's	Aylett				
St. Dunstan's	McLean				
St. Francis	Great Falls				
St. Gabriel's--San Gabriel's	Leesburg				
St. George's	Arlington				
St. George's	Fredericksburg				
St. James'	Leesburg				
St. James'	Louisa				
St. James, Mt. Vernon	Alexandria				
St. James's	Richmond				
St. John the Baptist	Ivy				
St. John's	Centreville				
St. John's	McLean				
St. John's	Warsaw				
St. John's	West Point				
St. Luke's	Remington				
St. Luke's, Simeon	Charlottesville				
St. Luke's, Wellington	Alexandria				
St. Margaret's	Woodbridge				
St. Martin de Porres	Alexandria				
St. Mary's	Arlington				
St. Mary's	Arlington				
St. Mary's	Berryville				
St. Mary's	Colonial Beach				
St. Mary's	Goochland				
St. Mary's	White Chapel				
St. Paul's	Alexandria				
St. Paul's	Bailey's Crossroads				
St. Paul's	Haymarket				
St. Paul's	Ivy				
St. Paul's	Millers Tavern				
St. Paul's	Richmond				
St. Peter's	Arlington				
St. Peter's	New Kent				
St. Peter's	Port Royal				
St. Peter's	Purcellville				
St. Peter's in the Woods	Fairfax Station				
St. Peter's, Oak Grove	Colonial Beach				

St. Philip's	Richmond				
St. Stephen's	Heathsville				
St. Stephen's	Richmond				
St. Stephens & the Good Shepherd (See Lynwood Parish)	Elkton				
St. Thomas	Orange				
The Falls Church	Falls Church				
Trinity	Charlottesville				
Trinity	Fredericksburg				
Trinity	Lancaster				
Trinity	Manassas				
Trinity	Upperville				
Varina	Richmond				
Vauters	Loretto				
Ware	Gloucester				
Westover	Charles City				
Wicomico Parish	Wicomico				
Number of Persons Confirmed:	TBD				
Number of Persons Received:	TBD				

Report of the Committee on Related Organizations

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

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

Faithfully submitted,

The Committee on Related Organizations

The Very Rev. Kathleen Murray, Chair

Mr. James Bailes

The Rev. Bambi Willis

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

The Committee received three nominations for Virginia Diocesan Homes.

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

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

The Rev. Benjamin P. Campbell is pastoral associate at Saint Paul's, Richmond and support team at Christ/Ascension in Richmond. In addition to his ordained ministry, he has served as Executive

Director of a non-profit housing corporation and has 40 years experience of housing advocacy and relationships in the field. He believes that the church is at a moment when our property resources and the needs of the community are in line with each other.

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

The Committee received three nominations.

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

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

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

**REPORT OF THE COMMITTEE ON RESOLUTIONS
TO THE 230TH ANNUAL CONVENTION
OF THE DIOCESE OF VIRGINIA**

RESOLUTIONS

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

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

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

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

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

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

As amended by the Resolutions Committee

COURTESY RESOLUTIONS

CR-1 Mr. John Robert “Bob” Thomas

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

CR-1a Mr. John Robert “Bob” Thomas

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

Whereas, Bob Thomas was a devoted lay pastor, enjoying and engaging in God’s

Creation, sportsmanship, and the warm company of friends and family; and was a faithful missionary of our Lord Jesus Christ to everyone he met at church, at work, or even in the grocery store, and

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

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

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

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

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

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

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

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

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

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

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

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

As amended by the Resolutions Committee

CR-2 Ms. Lynn Gray

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

CR-2a Ms. Lynn Gray

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

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

Whereas, Lynn Gray went above and beyond her role as Nurse Coordinator, serving as a caretaker who soothed the anxieties of both parents and staff. Lynn has always operated as a source of unconditional love and acceptance amongst campers and staff and has often been a first point of contact for nervous parents. Lynn’s service often included assisting the camp in developing programming that

could appropriately and safely accommodate campers from all spaces, including those with mental health challenges, exceptional medical needs, family systems facing difficult moments, and more.

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

Submitted by the Bishops and staff of the Diocese of Virginia

As amended by the Resolutions Committee

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

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

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

Ms. Beth Klein, St. George's, Fredericksburg

As amended by the Resolutions Committee

CR-1a Mr. John Robert “Bob” Thomas

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

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

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

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

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

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

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

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

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

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

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

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

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

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

As amended by the Resolutions Committee (Amendments in red)

CR-2a Ms. Lynn Gray

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

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

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

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

Submitted by the Bishops and staff of the Diocese of Virginia

As amended by the Resolutions Committee (Amendments in red)

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

After receiving comments at our open hearing and other comments, the Committee on Constitution and Canons respectfully reports:

C-1 The Committee recommends amending C-1 to replace the words “Suffragan Bishop” wherever they appear with the words “Bishop Suffragan.”

Rationale: These amendments conform the wording of our Constitution with the wording of the Canons of the General Convention.

The Committee recommends **approval** of C-1 with the amendments stated above on first reading. The Committee requests that C-1, as amended, be placed on the Consent Agenda.

C-2 The Committee recommends amending C-2 to replace the words “Suffragan Bishop” wherever they appear with the words “Bishop Suffragan.”

The Committee recommends **approval** of C-2 with the amendments stated above. The Committee requests that C-2, as amended, be placed on the Consent Agenda.

C-3 The Committee recommends **approval** of C-3.

C-4 The Committee recommends amending C-4 to add under section (b) an additional subparagraph vii reading as follows:

vii. A written report summarizing important practices and helpful hints about the work and procedures of the General Convention and the deputation is given to the Secretary of the Diocese promptly after the General Convention to be shared with the Chairs and Vice Chairs of successive General Convention deputations.

Rationale: The amendment provides for documenting the knowledge of the Chair and Vice Chair of the work of General Convention and the deputation with a written document of identifying past practices and procedures.

The Committee recommends **approval** of C-4 with the amendment stated above.

Respectfully:

The Committee on Constitution and Canons

J. P. Causey, Chair

Mr. Garway Bright

The Rev, Deacon David Curtis

Ms. Karen Grane

The Rev. Emily Krudys

Mr. Grey Ligon, II

The Rev. Jay Morris

The Rev Sven vanBaars

October 30, 2024

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

Submitted by: The Constitution and Canons Work Group:

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

Rationale:

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

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

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

- b. In the Canons, Canons 22.3 and 27.13 (both transitional provisions that are no longer applicable) and Canon 29 (Gender of Pronouns), which are unnecessary if the proposed changes to remove masculine pronouns are adopted.
3. *To clarify and make consistent the language, grammar, punctuation, and order in the Constitution and Canons so that they are easier to understand for all who refer to and rely upon them.* The proposed revisions remove outdated language and ensure consistency and uniformity in terminology, structure, and language style. Among these, the proposed revisions seek to conform to the style guide used by the Diocese and to use consistently the “Oxford comma.” Additionally, the use of the term “Convention” applies to the convening body of the Diocese, whereas the meetings of the Convention are identified as such. In some cases, cross-citations to related provisions are proposed for clarity and ease of reference. Four changes are proposed to the order of the Canons for purposes of clarity:
 - a. Sections 7 and 8 of Canon 11 (Election and Organization of Vestries, and Call of Congregational Meetings) are reversed to align more closely with the order of events in the election and qualification of new vestry members.
 - b. Canon 9.3 (which addresses the authority of the Executive Board over an inactive Church) was moved from Canon 9 (Boundaries) and inserted as a new section at the end of Canon 10 (Churches).
 - c. Canon 19, Subsection 1(h) (which addresses the Executive Board’s authority with respect to financial matters and business methods) was removed from Canon 19 (The Treasurer of the Diocese) and added to Section 5 of Canon 7 (Executive Board).
 - d. Canon 31 (Health Insurance) was inserted in place of Canon 29 (Gender of Pronouns), which as mentioned above is proposed for deletion, appropriately leaving Canon 30 (Amendments to the Canons) as the final Canon.
4. *To update and conform the language of the Constitution and Canons to the current practices of the Diocese.* Revisions were made to the following canons to conform the language to current practice:
 - a. Canon 13, which addresses business methods in church affairs, states in Section 2 that the “Finance Committee of the Diocese” has the authority to approve the methods used for investing trust, endowment, and other funds of the Diocese. Canon 25 states in Section 1 that the “Finance Committee of the Diocese” is appointed to perform the duties relating to financial matters enumerated in Canon 25. The Diocese does not have a Finance Committee; rather, the Executive Board has the authority to perform and performs the duties enumerated in Canons 13 and 25. Accordingly, to align with current practice these canons are revised to refer to the Executive Board rather than a Finance Committee.
 - b. Canon 31 (Health Insurance), which as mentioned above is inserted as Canon 29 in the proposed revisions, refers in Section 2 to “annual guidelines offered by the Diocesan Compensation Commission as approved by the Executive Board.” Because the Diocese does not have a Compensation Commission, to conform to current practice the language is revised to state “annual guidelines approved by the Executive Board.”

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

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

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

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

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

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

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

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

Article I.

Order, Government, and Discipline.

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

Article II.

Meetings of the Convention.

The Convention shall annually hold a regular meeting ~~on a weekend~~, upon the date designated by the Ecclesiastical Authority ~~of the Diocese, a regular annual meeting~~ and at the place designated by the preceding regular meeting of the Convention. The Ecclesiastical Authority ~~of the Diocese~~ may, for any cause deemed by it to be sufficient, change the time, or the place, or both, for any regular meeting of the Convention. At meetings of the Convention, the Rules of Order of the previous meeting shall be in force until they are amended or repealed by the Convention. Special meetings of the Convention may be held in accordance with the provisions of Articles VII, VIII, and IX.

Article III.

Composition of the Convention.

Section 1

- (a) The Convention shall be composed of the Clerical order and the Lay order.
- (b) The Clerical order shall consist of the Bishop or Bishops and all other ministers canonically resident in the Diocese of Virginia. No member of the Clerical order under ecclesiastical 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~~ only one Lay Delegate from each Church and Mission, to be chosen by its Vestry or its Vestry Committee. ~~But~~ From every Church and Mission having more than 450 ~~three hundred~~ confirmed communicants in good standing reported to the Diocesan authorities in the last ~~annual~~ parochial report, beginning with 451 the Vestry or Vestry Committee shall choose ~~there shall be an~~ one additional Lay Delegate and, thereafter, an additional Lay Delegate shall be chosen for each ~~300~~ three hundred confirmed communicants in good standing, as set forth below: ~~or major fraction thereof, above the first three hundred.~~

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

- (e) Lay members ex officio of the Convention shall be: ~~The~~ Lay members ~~of the~~ Standing Committee, the Lay members of the Executive Board, the Chancellor, the Presidents of the Regions, the President of the Episcopal Church Women of the Diocese, one Youth Delegate (not over 21 years of age at the time of election) elected by each Regional Council on or before May 1, and five Lay persons, (not over 25 years of age at the time of election) who are participants in an Episcopal higher education ministry in the Diocese, to be elected by the Standing Committee on or before May 1 as Collegiate Delegates, ~~shall be members of Convention ex officio.~~

- (f) Each elected Delegate and *ex officio* member shall have one vote.

Section 2. The Lay Delegates shall serve for the regular meeting for which they are chosen, and, unless other delegates are ~~be~~ chosen, for any special meeting held prior to the next regular meeting of the Convention.

Section 3. All Lay members of the Convention shall be adult confirmed communicants in good standing, ~~(as defined in the General Convention Canon I.17), of the Episcopal Church,~~ in the Diocese of Virginia.

Article IV.

Quorum of the Convention.

One-third of the members of the Clerical order and one-half of the members of the Lay order shall constitute a quorum for the transaction of business at any regular or special meeting of the Convention, ~~but a smaller number may adjourn any such meeting.~~ The presence of a quorum is not required for taking a vote to adjourn the meeting.

Article V.

Methods of Voting in the Convention.

In all matters that may come before any meeting of the Convention the ~~Clergy~~ Clerical order and Lay order ~~Lay~~ 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~~ to 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~~aforsaid~~.

Article XIII.

The Chancellor of the Diocese.

Section 1. A Chancellor of the Diocese shall be appointed by the Ecclesiastical Authority. The Chancellor shall, upon qualification, continue in office at the pleasure of the Ecclesiastical Authority. The Chancellor shall be a confirmed ~~adult~~communicant in good standing, (as defined in General Convention Canon I. 17), ~~of the Episcopal Church,~~ in the Diocese of Virginia, and a member of the Virginia State Bar. The Chancellor shall be the legal advisor ~~to~~ of the Ecclesiastical Authority ~~of the Diocese~~, the Convention of the Diocese, and ~~to~~ the Executive Board of the Diocese.

Section 2. The Ecclesiastical Authority may, in consultation with the Chancellor, also appoint one or more Vice Chancellors, who shall continue in office at the pleasure of the Ecclesiastical Authority. Vice Chancellors shall be confirmed ~~adult~~communicants in good standing, (as defined in General Convention Canon I.-17), ~~of the Episcopal Church,~~ in the Diocese of Virginia, and members of the Virginia State Bar. Vice Chancellors shall serve at the direction of the Chancellor and shall assist the Chancellor in the performance of the Chancellor's duties. Vice Chancellors shall have seat and voice at meetings of the Convention~~the Annual Convention~~, but shall not have a vote unless the Chancellor does not attend ~~the a~~ meeting of ~~the Annual~~ the Convention and certifies to the Secretary of the Diocese that a Vice Chancellor will attend the meeting of ~~the Annual~~ Convention in the place and stead of the Chancellor, in which case, the certified Vice Chancellor shall have a vote.

Article XIV.

The Registrar of the Diocese.

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

Article XV.

The Standing Committee of the Diocese.

The Standing Committee ~~of the Diocese~~ shall consist of twelve members of the Diocese, six of the Clerical order, and six of the Lay order, each of whom shall be a confirmed communicant in good standing as defined in General Convention Canon I.-17, ~~of the Church of this Diocese~~ and ~~eighteen (18)-~~ years of age or over.

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

In case of a vacancy in the Episcopal office, or in case neither the Bishop, Bishop Coadjutor, nor Bishop Suffragan ~~is~~be capable of performing the administrative duties of the Bishop, or ~~and~~ in any case when the Bishop shall authorize it to act, the Standing Committee shall be the Ecclesiastical Authority ~~of the Diocese~~.

The Standing Committee at every regular meeting of the Convention shall submit a report of its proceedings. When required by the Convention it shall also lay before the Convention any document which may have come into its possession. It shall perform such other duties as may be prescribed by

Canon.

In case of a vacancy in the Standing Committee, the Executive Board shall fill the vacancy from the same order. The appointee shall serve until the next regular meeting of the Convention, at which meeting the Convention shall fill the vacancy.

Article XVI.

The Missionary Society.

All baptized members of the Protestant Episcopal -in this Diocese shall, as ~~before~~heretofore, constitute a missionary society known as the Missionary Society of the Protestant Episcopal Church in the Diocese of Virginia.

The direction and activities of the Society shall be identical with those of the Executive Board and shall be directed solely by it.

Article XVII.

Parishes to be Bound by this Constitution.

Every Congregation within the Diocese of Virginia, however called, shall be bound by ~~this~~the Constitution and the Diocesan Canons ~~adopted in pursuance hereof~~.

Article XVIII.

~~Transitional Provision. Every member of a committee heretofore established and continued under this Constitution, and every officer heretofore chosen, shall hold office during the term for which the member or officer he was he was chosen.~~

Reserved for future use.

Article XIX.

Amendments to the Constitution.

This Constitution may be amended only in the following manner ~~only, namely~~: At any regular meeting of the Convention a proposed amendment shall be referred to the appropriate committee, and a report thereon shall be presented by that committee and the proposed amendment shall be considered by the Convention. If approved by the Convention, ~~it~~the proposed amendment shall be again considered at the next regular meeting of the Convention and, if again approved, shall become effective immediately upon its adoption unless otherwise provided therein.

Article XX.

Gender of Pronouns.

~~The masculine pronoun whenever used in this Constitution shall be deemed to include the feminine pronoun.~~

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

Submitted by: The Constitution and Canons Work Group:

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

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

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

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

Canons of the Protestant Episcopal Church
in the Diocese of Virginia

CANON 1.

Official List of the Clergy of the Diocese.

Section 1. A list of all the ordained Ministers of the Episcopal Church, canonically resident or licensed to work in this Diocese, with their respective mailing post-office addresses, cures, stations, and positions, shall be prepared by the Ecclesiastical Authority and kept, corrected up to date, on file at the headquarters of the Diocese. The Ecclesiastical Authority shall keep the Church Pension Fund informed of the employment of any parish, congregation, diocesan related institution, or other ecclesiastical organization in this Diocese of Clergy canonically resident in this Diocese and of non-resident Clergy officiating in this Diocese.

Section 2. The right of any Clergyperson ~~man~~ clergyman to vote in the Convention shall, if challenged, be determined by the Convention itself according to the provisions of the Constitution and Canons, whether ~~the~~ his name of such Clergyperson is inserted in, or omitted from, the list.

Section 3. The official list of the Clergy of the Diocese, with the names of those entitled to vote in the Convention ~~designated thereon~~, shall be laid before the Convention on the first day of its meeting, and the roll of the Clerical members ~~Delegates~~ entitled to vote shall be determined from it. The list of the Clergy submitted to the Convention shall be appended to the Journal and be transmitted to the Secretary of the General Convention.

Section 4. Every Clergyperson ~~man~~ clergyman canonically resident in the Diocese shall attend every meeting of the Convention; or, if unable to attend, shall send to the President of the Convention a written statement of the reasons for the ~~his~~ absence.

CANON 2.

Lay Representation in the Convention.

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

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

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

Section 4. No later than April 1, Th the Vestry of a Church, -or the Vestry Committee of a Mission, -shall elect ~~not later than April 1~~ the Lay Delegates from that Church or Mission to the Convention, and ~~shall also elect~~ one Lay Alternate for each Lay Delegate elected. For Churches entitled to multiple Lay

Delegates, the Vestry may designate the order in which the Lay Alternates are to serve in the event Lay Delegates are absent. In the event a Lay Delegate is absent and no Lay Alternate is available, the Vestry, or, if the Vestry is unavailable, the Rector or Vicar, in consultation with the Wardens, shall appoint a person qualified to serve as a Lay Delegate and so advise the ~~Credentials Committee~~ on Credentials.

Section 5. The election of adult confirmed communicants in good standing as Lay Delegates and Lay Alternates to the Convention shall be certified by the Rector, Vicar, Register, Priest-in-Charge, or one of the Wardens of the ~~proper~~ Church or Mission, in duplicate, which certificate shall be in a form to be supplied by the Secretary of the Diocese. One copy of this certificate shall be sent to the Secretary of the Diocese no later than April 15, and a copy shall be given to each Delegate and each Alternate named therein.

Section 6. Lay Delegates of Churches, or in their absence, their Alternates, shall be entitled to one vote each on all questions coming before the Convention. Alternates shall not be entitled to voice and vote in the meetings of the Convention except when serving in the absence of a Lay Delegate.

Section 7. The Secretary of the Diocese shall make a roll of the Lay Delegates and Alternates certified to ~~the Secretary~~ him as duly elected with their respective Churches and Missions. The President of the Convention shall appoint a Committee on Credentials, to be composed of one Clerical member ~~Clergyman~~ and two Lay Delegates, to which shall be referred the credentials of all Lay Delegates. The Committee shall make its report to the Convention promptly. Until this report ~~is~~ be received, the roll as made by the Secretary shall, unless objection ~~is~~ be made, be accepted as the authentic roll of Lay Delegates and Alternates.

Should doubt arise as to the right of any Lay Delegate or Alternate to ~~his~~ his seat, the Committee on Credentials shall hear the evidence presented and report its judgment. Upon this report the Convention shall determine the matter unless by a vote of two-thirds of the members present the Convention decides to hear the whole case de novo.

CANON 3.

Deputies to the Provincial Synod.

At the regular ~~Annual~~ meeting of the Convention preceding the meeting of the Provincial Synod, there shall be elected by ballot one member of the Clergy and two Lay persons to be Deputies to the Provincial Synod and one member of the Clergy and one Lay person to be Alternate Deputies to the Provincial Synod to serve as a Deputy if a Deputy is unavailable for a meeting of the Provincial Synod, all of whom shall serve until their successors are elected. A report shall be made to the regular meeting of the ~~Annual~~ Convention following each meeting of the Synod. Qualifications for election as a Deputy or Alternate Deputy to the Provincial Synod shall be the same as for election as a Deputy to the General Convention.

CANON 4.

Deputies to the General Convention.

Section 1. At ~~the~~ the regular meeting of the Convention held more than once ~~during the~~ calendar year ~~next~~ preceding each regular meeting of the General Convention, there shall be elected by ballot the full number of Clerical and Lay Deputies to the General Convention to which this Diocese is entitled and a majority of all votes cast shall be necessary to a choice. Following the election of the full number of Clergy and Lay Deputies, a ballot shall be taken for a like number of Clergy and Lay Alternate Deputies; and the proper number receiving the highest vote shall be declared Alternates in the order of preference of that ballot.

The Clerical Deputies shall be Presbyters or Deacons canonically resident in this Diocese, and the Lay Deputies shall be persons eligible for election to the Vestry of a Church in this Diocese.

The Deputies so elected shall serve for the regular meeting for which they are chosen and for any special meeting held prior to the next regular meeting of the General Convention unless other Deputies ~~be~~ are elected by the Convention.

Section 2. Each of the Deputies shall signify to the Secretary of the Convention within ~~30 thirty~~ days after his election whether or not ~~each the Deputy~~ accepts the election. ~~The Secretary shall issue to each Deputy who If he accepts election a certificate of election. If he accepted, the Secretary shall issue to him each Deputy a certificate of election.~~ Should any Deputy elected decline or fail to signify his acceptance, or fail to meet the requirements for election, or should a vacancy occur otherwise, the Secretary of the Convention shall issue the certificate of election to the Alternate Deputy of the same order in which the vacancy occurs, who was first elected, or, if more than one were elected on the same ballot, who received the highest votes; and if there ~~is~~ more than one vacancy the others shall be filled successively in like manner.

CANON 5.

The Church Pension Fund.

Section 1. The Diocese of Virginia hereby ratifies and confirms its adoption of the system of the Church Pension Fund.

Section 2. In furtherance of the Church Pension Fund:

- (a) The Secretary of the Diocese shall keep the Clergy and Llaity of the Diocese advised of the benefits of the Church Pension Fund for Clergy and qualified Llay employees and shall procure prompt payment of the amounts due the Church Pension Fund, or such other comparable pension fund as may be selected by ~~the~~ 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, ~~and the~~ qualified Llay employees of this Diocese, ~~and the~~ qualified Lay employees of the Churches, Missions, and Related Organizations in this Diocese, and their beneficiaries of the Clergy and qualified Lay employees who may be entitled to receive pensions from the Church Pension Fund.
- (c) The Secretary of the Diocese shall report to the Executive Board which Churches, Missions, or Related Organizations have failed to pay in full their assessments by the Church Pension Fund and such other matters ~~in regarding~~ to the operation of the Church Pension Fund as may be appropriate.

CANON 6.

Archdeacons, and Regional Deans, and Archdeans.

Section 1.

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

Section 2.

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

CANON 7.

The Executive Board.

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

- (a) One member elected by each Regional Council or, in the absence of the member, an alternate member elected by each Regional Council.
- (b) The Bishop, the Bishop Coadjutor if there ~~is~~ are one, and the Bishop Suffragans if there ~~are any~~ be such.
- (c) To provide for wider diversity and equity that may not always be represented, the Bishop may appoint, with the advice and consent of the Standing Committee, no more than three at-large members (whether Lay or Clerical) for a one-year term, with the option of reappointment for each at-large member for no more than two additional one-year terms. The appointed at-large members shall be Clergy who are on the Official List of the Clergy of the Diocese (~~Canon 4~~) or Lay persons eligible for election to the Vestry of a Church in the Diocese, and may not be the Dean or President of a Region or a member of the Standing Committee.

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

Section 3. Any two members of the Executive Board may call for a vote by orders on any motion or in any election; the vote of a Bishop shall be counted among the Clerical order. A motion or an election so called for ~~dealt with~~ must succeed concurrently in both orders to be effective.

Section 4. The President of the Executive Board shall be the Bishop. The Executive Board shall elect a Lay member as its Vice President, and may elect a Secretary, who may be of either order and who need not be a member of the Board. It may elect such other officers as it may desire not in conflict with these Canons. ~~With the exception of~~ Except for the President, all terms of office shall be one year.

Section 5.

(a) The Executive Board shall prepare and recommend Diocesan programs, and the proposed funding of such programs, to the Convention for approval. The Executive Board shall be responsible for the execution of all approved programs except as the Convention may specify and between meetings of the Convention shall be responsible for the work of the Church in the Diocese.

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

Section 6. The Executive Board shall meet regularly, at such times and places as it may determine. Special meetings may be called by the President, or by any three members. Written notice of the time and place of any special meeting shall be mailed or otherwise delivered to each member at least seven days in advance of such meeting.

Section 7. The Bishop may appoint, subject to the approval of the Executive Board, a person to serve as the coordinator of the Board. Such person will function as the Bishop may direct.

Section 8. In the event of the absence of the President, and of the Vice President, the meeting shall be presided over by a member present selected by the members present.

Section 9. One-half of the members of the Clerical order and one-half of the members of the Lay order constitute a quorum for the transaction of business at any regular or special meeting of the Executive Board, ~~but a smaller number may adjourn.~~ The presence of a quorum is not required for taking a vote to adjourn the meeting.

CANON 8.

Regions and Regional Councils.

Section 1. The Diocese of Virginia shall be divided into Regions in such a way that every point of the

Diocese is in a Region, and every Church or Mission shall be a member unit of some Region. Assignment to a Region shall be by majority vote of all members of the Standing Committee, which may create as many Regions as it wishes, but not ~~less~~ fewer than nine nor more than ~~20~~ twenty. Each Region must contain two or more geographically contiguous Churches, each containing at least two or more geographically contiguous Churches.

Section 2. The Vestry or Vestry Committee of any Church or Mission which desires to change to another Region shall petition the Standing Committee for such change, stating reasons, and including with the petition ~~the a written statement setting forth the~~ views of both Regional Councils affected by the change. The Standing Committee shall decide the change by majority vote of all its members.

Section 3. The Standing Committee shall promptly notify the Bishop, the Bishop Coadjutor, (if there ~~be~~ is one), and the Bishop Suffragans, (if there ~~be are~~ are such), ~~such~~, the Executive Board, and the Secretary of the Diocese ~~promptly~~ of any change in the number or compositions of Regions, and shall ~~annually~~ provide ~~annually~~ to the Convention a list of the Regions and their member Churches, which shall be published in the Journal of the Convention.

Section 4. In each Region there shall be a Regional Council, subject to the following provisions:

- (a) Each ~~church~~ Church and Mission of the Region shall be represented by its active Clergy and as many Lay persons, elected by its Vestry or Vestry Committee, as it has Lay Delegates to the ~~Convention~~ Council of the Diocese. Qualifications for election to Regional Councils shall be the same as for election to a Vestry.
- (b) In any Region where no elected Officers exist or for any newly established Regions, The Dean shall call the first meeting of a Regional Council, which shall then organize itself, electing a Lay Member members as President and then a Vice-President from among the Lay members, respectively. Each Region Council shall elect such other officers as it desires and ~~shall~~ establish a schedule of regular meetings. Special meetings may be called by any Bishop, ~~by the Dean,~~ or by the President, or at the request of the representatives of any two constituent Churches.
- (c) All terms of office shall be determined by each Regional Council, and shall expire at the conclusion of the regular meeting of the Convention ~~of the Diocese~~ in the appropriate year. Notice ~~of, and the results,~~ of any election shall be forwarded to the Secretary of the Diocese ~~at the conclusion of Convention within thirty (30) days of the election.~~
- (d) Each Regional Council shall elect one member and one alternate member ~~of the Executive Board. That to serve on the Executive Board. The positions shall alternate between Lay and Clerical incumbents. The rotation of rotation of members shall be established by the Standing Committee from time to time so that as nearly as possible one-third thereof shall be elected each year. That The member and alternate member must be either be a Lay persons person-eligible for election to the Vestry of a Church or Vestry Committee of a Mission in the Region, or members of its active Clergy, and may not be the Dean of the Region or a member of the Standing Committee. Such The member and alternate member shall be elected for a term of three years and shall both be of the same order. The positions shall alternate between Lay and Clerical incumbents. The rotation of members shall be established by the Standing Committee from time to time so that as nearly as possible one-third thereof shall be elected each year.~~ Vacancies shall be filled by the appropriate Regional Council for the unexpired term, with due regard as to order, except that, when the unexpired term is for three months or less, the replacement member may be of either order. Regional Council representatives on the Executive Board shall become *ex officio* members of their own Regional Council.
- (e) A Regional Council shall be governed by the Rules of Order of the next preceding regular meeting of the Convention of the Diocese, unless the Regional Council ~~shall~~ decides otherwise.

Section 5.

- (a) Each Regional Council shall be responsible for seeing that the ministrations of The Episcopal Church are made available to every person living within the boundaries of such Region and shall exercise authority for the Region as a whole in safeguarding the interests and extending the ministrations of the Church throughout its borders, so that the Region may function as a unit in matters of common concern and responsibility. A Regional Council may, for these and other purposes, and subject to the

- approval of the Executive Board, adopt and administer a budget.
- (b) Any proposal to ~~begin found a Mission or missionary work or to found a Church~~ must, as provided in Canon 10 (Churches), must have the approval of the Regional Council of the Region in which such ~~Mission work or Church~~ is to be established.
 - (c) In any case when a Church is aggrieved by an action of its Regional Council, its Rector or Vicar, with the advice and consent of its Vestry or Vestry Committee, may appeal the matter to the Standing Committee. ~~†The decision of the Standing Committee on the matter which shall be final.~~
 - (d) ~~In any case when~~ If a Regional Council ~~fails to meet and act,~~ upon a request made to the Dean of the Region by the Ecclesiastical Authority ~~to the dean, fails to meet and act within 60 sixty days of such the request,~~ the Executive Board of the Diocese shall have the authority to act on the request upon behalf ~~exercise the authority of the Regional Council, with respect to the matter, under consideration.~~ A Church aggrieved by the Executive Board's exercise of authority pursuant to this Section shall have subject to the right of appeal set forth in Section 5(c) of this Canon. Any such exercise of authority by the Executive Board pursuant to this Section shall be reported within one month of its exercise to the Standing Committee, and shall also be reported in full to the next meeting of the Convention of the Diocese.

CANON 9.

Boundaries.

Section 1. The historical Parishes of the Diocese, ~~and their boundaries, having been~~ are fixed as of January 23, 1972, ~~and shall not be changed henceforth.~~

Section 2. In every Region, the Rector and Vestry of each Church and the Vicar and the Vestry Committee of each Mission shall have and exercise concurrent jurisdiction within the boundaries of the Region, and shall have equal responsibility for the extension and welfare of the Church and ministration to ~~needy~~ people within the Region.

~~Section 3. An inactive Church is defined as one in which there is no functioning Vestry or Vestry Committee. The authority of an inactive Church is assigned to the Executive Board, which may delegate this authority in specific cases to a sub-committee composed entirely of members of the Executive Board. An inactive Church is defined as one in which there is no functioning Vestry or Vestry Committee.~~

CANON 10.

Churches.

Section 1. A group of people (1) which ~~acknowledges~~ acknowledge the jurisdiction of the Bishop or Ecclesiastical Authority of the Diocese of Virginia, (2) among whom there is a regular program of identifiable Episcopal services (including regular celebration of the Holy Communion) at a designated place or places of worship, (3) which as a group shares in the support of the Episcopate of the Diocese, (4) which makes provision for the pastoral administrations of the church to its members, and (5) which functions under the supervision of a Priest or Deacon, shall, upon approval of ~~be called a petition submitted in accordance with Section 2 of this Canon, be called a Church.~~ A list of all Churches shall be published annually in the Journal of the Convention. All congregations designated as Parish Churches, Parishes, or Separate Congregations on the effective date of this Canon shall be classified as Churches.

Section 2. A group of people seeking ~~such Church~~ status must signify its desire to a regular meeting of the Convention of the Diocese of Virginia by petitioning the Diocesan Convention for Church status. Such petition must contain the proposed name for the Church, a certification that the requirements of Section 1 of this Canon are being met ~~are complied with~~, the name and address of the supervising Priest, the address or addresses of the place or places of worship, and a copy of the current budget. The petition shall be accompanied by certificates of endorsement from the Regional Council of the Region in which such group provides a place of worship and from the Executive Board, ~~it being the responsibility of the group to obtain such certificate.~~

Section 3. Each Church shall have a Vestry in conformity with Canon 11 (Election and Organization of Vestries, and Call of Congregational Meetings).

Section 4. The Vestry of a Church shall elect, from among those persons eligible to serve as Vestry members of that Church, representatives to the Regional Council and the Convention of the Diocese in the number provided by Canon.

Section 5. The Rector and Vestry of a Church as herein defined are expressly designated as the "Rector and Vestry of a Parish" for purposes of the Constitution and Canons of The Episcopal Church.

Section 6. _____

- (a) A group of ~~persons who desire~~ people desiring to organize a ~~congregation Church~~, but who are unable to meet all of the requirements of Section 1 of this Canon, may apply to be constituted as a Mission by the Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it ~~is~~ be the Ecclesiastical Authority, ~~a Mission. An Application~~ Application for such Mission status shall be accompanied by a certificate of endorsement ~~offrom~~ the Regional Council of the Region in which such group proposes to worship, ~~it being the responsibility of the group to obtain such certificate.~~ A list of all Missions shall be published annually in the Journal of the Convention of the Diocese. ~~Upon the request of any Church, or the failure of any Church to meet all the requirements of Section 1 of this Canon, or upon request by a Church for direct aid from the Diocesan Budget,~~
- (b) Upon the request of any Church or upon the failure of any Church to meet all the requirements of Section 1 of this Canon, or upon request by a Church for direct aid from the Diocesan Budget, ~~the~~ Bishop or Ecclesiastical Authority, with the advice and consent of the Standing Committee, or the Standing Committee itself if it ~~be~~ is the Ecclesiastical Authority, may change the status of such Church to that of a Mission. Any action taken under this section shall be reported in the Journal of the next succeeding Convention as one of the official acts of the authority taking the action.

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

Section 8.

- (a) Any Church may, with the consent of the Ecclesiastical Authority and the Regional Council of the Region in which the Mission is to be located, establish within the boundaries of such Region one or more Missions (each referred to in this Section as a "Mission of a Founding Church"). ~~The minister in charge of such a Mission of a Founding Church~~ shall be appointed by the Rector of the ~~Founding~~ Church with the concurrence of the Ecclesiastical Authority. The Vestry of the ~~Founding~~ Church shall appoint or ~~shall~~ allow to be elected a Vestry Committee for the Mission of a Founding Church which shall be composed as provided in Canon 11.14. ~~# 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~~ the Mission of a Founding Church.
- (b) The Rector and Vestry of the ~~Founding~~ Church may at any time agree with the Ecclesiastical Authority ~~Bishop~~ to designate ~~such a~~ "Mission of a Founding Church" as a "Mission," and ~~upon when the change in such designation becoming becomes effective, such Mission shall have the status of a Mission under these Canons and the provisions of this section~~ Section shall no longer apply to such a Mission. Any Mission of a Founding Church functioning under this ~~section~~ Section shall be so ~~marked~~ identified in the annual list of Missions.
- (c) A Mission of a Founding Church shall be entitled to Lay and Clerical representation in the ~~Diocesan~~ Convention and Regional Council as is afforded ~~other~~ Churches.

Section 9.

- (a) An Episcopal theological seminary located within the bounds of the ~~diocese~~ Diocese may, with the consent of the Ecclesiastical Authority and the Regional Council of the Region in which the Mission

is to be located, establish within the boundaries of such Region one or more Missions (each referred to in this Section as a "Mission of a Theological Seminary"). The minister in charge of ~~such a Mission of a Theological Seminary established pursuant to this Section~~ shall be appointed by the Dean and President of the theological seminary with the concurrence of the Ecclesiastical Authority. The Dean and President shall also appoint or allow to be elected a Vestry Committee for the Mission of a Theological Seminary which shall be composed as provided in Canon 11.14. ~~¶ The Vestry Committee~~ It shall be charged with transacting the temporal business of the Mission of a Theological Seminary, except that the theological seminary may retain to itself such temporal functions as it deems proper and, in any event, shall be ultimately responsible for the temporal obligations of ~~the the~~ Mission of a Theological Seminary.

- (b) The Dean and President of the theological seminary may at any time agree with the ~~Bishop Ecclesiastical Authority~~ to designate ~~such a~~ "Mission of a Theological Seminary" as a "Mission," ~~When, and upon such designation becoming becomes effective, the Mission will have the status of a Mission under these Canons and the provisions of this section~~ Section shall no longer apply to such the a Mission. Any Mission functioning as a Mission of a Theological Seminary under this section Section shall be so marked identified in the annual list of Missions.
- (c) A Mission of a Theological Seminary shall be entitled to Lay and Clerical representation in the ~~Diocesan~~ Convention and Regional Council as is afforded ~~other~~ Churches.

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

CANON 11.

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

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

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

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

Section 3. The election of Vestry members shall be held annually at such time and place as shall be designated by the Vestry, ~~or, in the event the Vestry does not act, then by the Rector, or, if there is no Rector, then by the Wardens.~~ If the time and place ~~is~~ be not so fixed, then the election shall be held on Easter Monday in the church or regular place of worship. At least three ~~days~~ days' notice of the time and place of each election of Vestry members shall be given in the church on an occasion of public worship or

by other adequate means.

~~Notwithstanding the foregoing provision, if any Church so authorize, Vestry members may be elected for terms not to exceed four years, the~~ The ~~the congregation to shall~~ determine the length of terms, ~~the beginning of the term when the terms begins,~~ and the number of Vestry members to be elected for such terms. The Vestry members elected and qualified under this Canon shall serve until their successors are elected and have qualified.

At all meetings of the congregation, the Rector shall preside, except that at the request of the Rector, or if the Church is without a Rector, the meeting shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry.

Section 4. Only Lay persons, who are confirmed adult communicants in good standing of the ~~church~~ Church, as defined in General Convention Canon I.17, registered in the particular Church, shall be eligible for election as Vestry members of such ~~church~~ Church. However, regardless of eligibility of a person for election, no person shall be elected at duly convened congregational meetings to consecutive full terms on a congregation's Vestry or Vestry Committee.

Section 5. All adult communicants in good standing, as defined in General Convention Canon I.17, ~~registered in the particular Church, in which they offer to vote,~~ shall be entitled to vote at the election of Vestry members of such Church. The voting shall be by ballot in person and, unless otherwise provided by the meeting, a majority of the votes cast shall be necessary to a choice. There shall be no voting by proxy. ~~But no~~ No election shall be valid unless the participating qualified voters number at least 10 ~~ten~~ per cent of the number of active communicants qualified to vote reported for the previous year.

Section 6. The Vestry may appoint three persons to act as judges at the Vestry elections, whose duties shall be to determine the qualifications of the voters and the eligibility of persons for nomination as Vestry members.

Section 87. Every person chosen a Vestry member shall qualify by subscribing the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of The Episcopal Church; and I promise that I will faithfully execute the office of Vestry member of _____ Church, in Region _____, in the County (or City) of _____, according to my best knowledge and skill." No person shall act as a Vestry member until this declaration and promise have been subscribed to.

~~Section 78. As soon as may be practical after their a Vestry election, the persons chosen as Vestry members shall assemble and organize at such time and place as the Rector shall appoint designate, or, if no time or place is be appointed designated by him the Rector within a reasonable time, then any two Vestry members may designate a time and place, notifying the Rector and each Vestry member. at such time and place as shall be designated by any two Vestry members elect, the Rector and each Vestry member elect being notified.~~ The newly organized Vestry takes office at a time previously established by the congregation in a duly called meeting. The proceedings at this and every meeting of the Vestry shall be opened with one or more collects and the Lord's Prayer by the Rector, or another person appointed by the Rector.

~~Section 8. Every person chosen a Vestry member shall qualify by subscribing the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of The Episcopal Church; and I promise that I will faithfully execute the office of Vestry member of _____ Church, in Region _____, in the County (or City) of _____, according to my best knowledge and skill." No person shall act as a Vestry member until this declaration and promise have been subscribed to.~~

Section 9. The Vestry shall elect a Senior and a Junior Warden, a Register, and a Treasurer, who shall continue in office until their successors are elected and qualified. The Wardens shall be members of the Vestry.

Section 10. The Rector shall preside at all meetings of the Vestry. ~~In the absence of the Rector, or at his request when present, the Rector.~~ The Rector may, when absent or present, may request the Vestry to elect a substitute presiding officer, in which case the Rector will continue to have seat, voice, and vote. If the ~~Church~~ church is without a Rector, ~~one of the Wardens shall~~ shall preside over meetings, ~~of the Vestry shall be presided over by one of the Wardens or, in their absence, by a Vestry member selected by the Vestry.~~ All Vestry meetings shall be subject to the Rector's call; but in case ~~he~~ the Rector fails to call a meeting when requested to do so by two or more Vestry members, such Vestry members may ~~themselves~~ call a meeting, giving at least three ~~days~~ days' notice of the time and place to the Rector and to each Vestry member. A majority of the Vestry members who have qualified, exclusive of the Rector, shall constitute a quorum; but any Vestry may by resolution fix ~~specify~~ a smaller number to act as a quorum at future meetings. The Vestry may not adopt bylaws ~~not inconsistent with Diocesan or National Canons~~ the Canons of the Diocese and General Convention.

Section 11. In case of a vacancy in the Vestry for any reason, the remaining members may elect a qualified member of the congregation to fill the vacancy until the next annual congregational meeting, at which time such vacancy shall be filled. Upon resolution of the Vestry and after due warning, a Vestry member may be removed from the Vestry, thereby creating a vacancy. ~~Any of the following actions of any Vestry member may warrant removal of the Vestry member, after due warning, be deemed to create~~ worthy of creating a vacancy a vacancy which shall be declared by resolution of the Vestry:

- (a)- Failure to qualify within 60 days of election; ~~or~~
- (b)- Failure to continue as a communicant in good standing; ~~or~~
- (c) Continued failure to attend the meetings of the Vestry without adequate excuse; or
- (d)- Neglect to perform faithfully and diligently the duties of Vestry members enumerated in the Canons or ~~by~~ the bylaws of the congregation.

Section 12. Any Church having two or more congregations in different ~~communities~~ locations may apportion to each congregation the number of Vestry members to be chosen as its representation ~~upon to~~ the Church Vestry. A separate election shall be held by and for each congregation, at which the number of Vestry members allotted to that congregation shall be chosen in accordance with the procedure presented in the preceding provisions of this Canon.

The Vestry members so chosen, together with the Rector, if there ~~is~~ be one, shall constitute the Rector and Vestry of the Church. The Vestry members chosen by each congregation, together with the Rector, shall ~~be a committee of the Church Vestry~~ to have the care and control of the property and ~~to~~ transact the local business of the congregation from which elected. Each ~~Vestry committee of the Church Vestry~~ may appoint one Warden for its congregation, a Treasurer, and a Clerk. If Wardens have been chosen for particular congregations by ~~Committees of the Church Vestry~~, the Senior and Junior Wardens of the Church shall be chosen from among such Wardens.

The Church Vestry shall meet as a whole at least quarterly. Any matter upon which a majority of the committees of the Church Vestry concur that is concurred in by a majority of the committees of the Vestry, recorded by their respective Clerks, and by the Register of the Vestry, shall be the act of the Vestry of the Church unless the Rector, or, if there ~~is~~ be none, the Senior Warden, ~~deems~~ it proper that such matter should be acted upon in a meeting of the Church Vestry as a whole.

Section 13. In addition to the annual meeting of the congregation for the election of Vestry members, other meetings of the congregation may be called by the Vestry or, if they decline to do so, by 10 ~~ten~~ qualified voters of the congregation after at least three ~~days~~ days' notice of the time, place, and object purpose of the meeting have been given either on an occasion of public worship or by other adequate means to the ~~minister~~ Rector, each Vestry member, and the congregation. At such meetings only those persons qualified to vote for Vestry members shall be entitled to vote ~~who are qualified to vote for Vestry members and such~~

meetings shall be conducted in the same manner as meetings held for the election of Vestries, except that voting by ballot need not be required.

Section 14. The Bishop or the Ecclesiastical Authority of the Diocese shall appoint, or else allow a Mission which is not a Mission of a Founding Church to elect, a ~~C~~committee of not fewer than three nor more than ~~12 twelve~~ Lay persons, who are confirmed adult communicants in good standing of that Mission, as defined in General Convention Canon I.17, to be called the Vestry Committee.

CANON 12.

Duties of Vestries, Wardens, and Parish Officers.

Section 1. The Rector of a Church shall be elected by its Vestry, with the advice of the Bishop and in compliance with General Convention Canon III.9.3(a). The Vestry Committee of every Mission shall elect a Vicar upon nomination by the Bishop; ~~such Vicar to serve at the~~ Vicar will serve at the pleasure of the Bishop. In accordance with General Convention Canon III.9.3(b), after consultation with the Vestry, a Priest-in-Charge may be appointed by the Bishop for any congregation in which there is no Rector. Any assistant ministers of a Church, by whatever name they may be designated, shall be selected by the Rector subject to the approval of the Vestry and in accordance with General Convention Canon III.9.3(c).

Section 2. Each Vestry shall cooperate with the Rector or Vicar in promoting the spiritual welfare of ~~his cure and the congregation and assist him the~~ Rector or Vicar in his the duties as defined in General Convention Canon III.9.6.

Section 3. Each Vestry member shall support the programs of the Church through a commitment to service and a biblically based standard of proportional giving. Each ~~¶~~ Vestry member shall also continuously encourage the members of the congregation to support the programs of the Church and to give generously towards the support of those programs; and each Vestry member shall extend personally a hearty welcome to newly baptized, confirmed, received, or transferred members of the congregation.

Section 4. Each Vestry shall see that the Rector or Vicar is properly supported, that ~~his the~~ Rector or Vicar's salary is paid in full and with regularity, together with the pension premiums and other obligations due from the Church; annually review the compensation of its Rector or Vicar in keeping with the published guidelines of the Diocese; and make all necessary provision for Church music, with the advice and consent of the Rector or Vicar, and subject to ~~his the~~ the control of the Rector or Vicar.

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

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

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

- (a) To oversee the operation and maintenance of the Church property;
- (b) To see that the Church is duly prepared for every occasion of public worship, attend to the accommodations of the congregation with seats, and maintain order and decorum at the time of public worship;
- (c) To collect the offerings of the people;
- (d) To provide out of Church funds, under the direction of the Vestry, a sufficient supply of vestments and books to be used in public worship and also the elements for each celebration of the Holy

- Eucharist;
- (e) To see that the sexton and other employees properly discharge their duties; and, -
 - (f) To ~~possess a copy of~~ be familiar with the current General Convention and Diocesan Constitutions and Canons for the information and guidance of the Rector, Vestry, and congregation.

Section 8. It shall be the duty of the Register of the Vestry to take charge of all records except the Parish Register and keep correct entries of all proceedings of the Vestry in a well-bound book to be provided for that purpose and to deliver the records and minute books to the Rector, Vicar, or Wardens, when the Register's term of office expires.

Section 9. The Treasurer shall take charge of all funds except Communion Alms as provided for in General Convention Canon III.9.65.(b)(6), and disburse the same under the direction of the Vestry, maintaining ~~his~~ these accounts in accordance with the canonical requirements for the conduct of business in Church affairs, rendering reports to the Vestry and to the Convention as may be required. ~~At the end of his~~ When the Treasurer's term of office ends, he the Treasurer shall deliver all books and records pertaining to the Treasurer's ~~his~~ office to the Wardens.

Section 10. The provisions of this Canon shall also be applicable to Vestry Committees to the extent not in conflict with other Canons.

CANON 13.

Business Methods in Church Affairs.

Section 1. In every Church, Mission, and Institution connected with the Diocese, business methods shall be observed as contained in General Convention Canon I.7 and as supplemented herein.

Section 2. All trust, endowment, and other permanent funds, and all securities of whatsoever kind for which a Treasurer is responsible represented by physical evidence of ownership or indebtedness, shall be deposited or invested with due regard for the social responsibility of the ~~e~~Church and the social implications of the Christian faith. These funds shall be (ia) deposited in one or more accounts properly earmarked, with one or more national or state banks or trust companies, or one or more savings and loan associations, the accounts of which are insured by an instrumentality of the United States, or with a Diocesan Corporation; or (bii) invested in such a manner as is permitted by Title ~~26-64.2~~, Subtitle III, Chapter ~~3-7~~, (Sections ~~26-45.3-64.2-780~~ through ~~26-45.14-64.2-791~~) of the Code of Virginia (1950) as it may be amended from time to time; or (iii) invested in such manner as approved by the ~~Finance Committee of the Diocese~~. Executive Board. Such accounts shall be approved in writing by the Vestry or its governing body.

This section shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

Section 3. The Treasurer shall be bonded in such sum and with such surety as the Vestry or governing body may from time to time determine.

Section 4. The Vestry or governing body shall annually cause to be audited the accounts of its Treasurer and all other custodians of funds or securities. Such audit will ~~be in compliance~~ comply with Section 1 of this Canon ~~above~~ and with such instructions as may be promulgated by the ~~Diocesan Finance Committee~~. Executive Board. The audit shall include all accounts which exceed \$500.00 ~~five hundred dollars~~ at any one time during the fiscal year.

Section 5. The Vestry or other governing body of every Church, Mission, and Related Organization shall provide for the following insurance with such insurers as may be determined by the Vestry or other governing body:

- (a) Fire and casualty insurance for buildings and tangible personal property of the Church, Mission, or Related Organization in amounts not less than their replacement cost or depreciated value, as

- appropriate.
- (b) Adequate comprehensive liability insurance, naming the Diocese of Virginia as an additional insured, with coverage of not less than ~~\$1,000,000.00 One Million Dollars~~ per occurrence, for property damage or personal injury occurring (1) on the property of the Church, Mission, or Related Organization, (2) as a result of the operation of motor vehicles owned or leased by the Church, Mission, or Related Organization, (3) as a result of acts or omissions of the Clergy or other employees with respect to their duties as such, or (4) as a result of acts or omissions of members or volunteers performing activities on behalf of or at the direction of the Church, Mission, or Related Organization.
 - (c) Workers' compensation insurance for all employees.

CANON 14.

Creation of Church Debt.

Section 1. No indebtedness shall be incurred by a Church or Institution without the written approval of the Bishop and of the Standing Committee, except:

- (a) ~~Except where the proposed indebtedness is for permanent improvements, replacements, or additions to real estate or equipment, the proposed indebtedness plus indebtedness of every kind already existing does not exceed one hundred and fifty percent (150%) of the average annual receipts of such Church or Institution during the previous three fiscal years; or six; and~~
- (b) ~~Except where the proposed indebtedness is for current expenses, the proposed indebtedness plus all indebtedness theretofore incurred for current expenses and still existing, does not exceed twenty percent (20%) of the total current receipts of such Church or Institution during the preceding fiscal year.~~

Section 2. The following shall not be included in computing receipts under subsections (a) and (b) of Section 1 of this Canon: (a) In computing receipts under subsections (a) and (b) of Section 1 of this Canon, there shall be excluded amounts from or for endowments, or amounts from or by bequests, except income therefrom endowments or bequests not specifically designated to be used for other purposes, and (b) receipts specifically specially designated for expenditures other than parochial the Church's ordinary operating expenses.

Section 3. The approval required under this Canon shall not be granted until a plan of payment of the indebtedness ~~there is submitted to, and approved by the Bishop and the Standing Committee, a plan of payment of the indebtedness.~~

CANON 15.

Church Property.

Section 1. All real and personal property held by or for the benefit of any Church or Mission within this Diocese is held in trust for The Episcopal Church and the Diocese of Virginia. The Vestry of every Church and, when authorized by the Bishop, the Vestry Committee of a Mission, shall elect Trustees for appointment pursuant to law to hold title to such property.

Section 2. No part of the real property of a Church, except abandoned property, shall be alienated, sold, exchanged, encumbered, or otherwise transferred for any purpose without the consent of the congregation in a meeting called for that purpose pursuant to the provisions of Section 13 of Canon 11 and approval of the appropriate court, if required by law, and, in the case of consecrated property, or any Church or Chapel which has been used solely for ~~worship~~ divine services, the further consent of the Bishop, acting with the advice and the consent of the Standing Committee, ~~of the Diocese.~~ No part of the real property of a Mission under Supervision shall be alienated without the further consent of the Bishop.

Section 3. The Executive Board shall take such steps as may be necessary to recover or secure, and take charge and custody of, any property, real or personal, belonging to any Church or bodies heretofore known as a Parish, Separate Congregation, Mission Church, or Mission within this Diocese, the legal title to which is not vested in duly constituted Trustees; ~~Further, and~~ whenever any property, real or personal, formerly

owned or used by any congregation of the Episcopal Church in the Diocese of Virginia for any purpose for which religious congregations are authorized to hold property under the provisions of the Code of Virginia or any amendment thereof, has ceased to be so occupied or used by such congregation, so that the same may be regarded as abandoned property by the Executive Board, which shall have the authority to declare such property abandoned and shall have the authority to take charge and custody thereof. Upon taking charge and custody of property pursuant to this Section, the Executive Board shall take such steps as may be necessary to transfer the property to the Bishop or the Ecclesiastical Authority; or to sell it.

Section 4. The Bishop, or Ecclesiastical Authority, is hereby authorized to acquire by deed, devise, gift, purchase, or otherwise, any real property for the use or benefit of the Diocese. Property so acquired shall be held and transferred by the Bishop or the Ecclesiastical Authority ~~of the Diocese~~ in accordance with the provisions of Section 57-16 of the Code of Virginia (1950), as from time to time amended, provided that no such real property shall be alienated, sold, exchanged, encumbered, or otherwise transferred for any purpose by the Bishop or the Ecclesiastical Authority without the advice and consent of the Standing Committee ~~of the Diocese of Virginia~~, unless prohibited by the instrument by which title to such property is acquired. The Executive Board shall have the care and maintenance of the Episcopal Residence and other property held by the Bishop or the Ecclesiastical Authority ~~of the Diocese~~ for which no other custodians are provided, ~~and the~~ The Bishop or the Ecclesiastical Authority of the Diocese may delegate all authority with respect to such property to the Executive Board, save and except the right to hold, transfer, or encumber title to real property, ~~to the Executive Board.~~

Section 5. The Executive Board is hereby constituted as the proper authority of the Diocese to Church ~~and may~~ apply to the appropriate court of the Commonwealth State ~~for~~ the appointment of Trustees to hold title to real property belonging to the Diocese when it may be necessary. No part of such real estate, except abandoned real property, shall be alienated, sold, encumbered, or otherwise transferred for any purpose without the consent of the Executive Board.

Section 6. A list of all real property to which the Bishop and Trustees of the Diocese hold title and of all inactive or abandoned real property shall be maintained by the Secretary of the Diocese and published annually in the Convention Journal.

Section 7. Trustees appointed pursuant to this Canon shall be indemnified by the Church or Mission electing them, or, in the case of Trustees designated by the Executive Board, by the Diocese, to the fullest extent as if the Church, Mission, or Diocese were a "Corporation" and such Trustees were "Directors" within the meaning of, and as set forth in Title 13.1, Chapter 10, Article 9 (Sections 13.1-875 through 13.1-883) of the Virginia Nonstock Corporation Act, as the same may be from time to time amended.

CANON 16.

Parish Registers and Parochial Reports.

Section 1. Every Rector and Vicar shall maintain a register of official acts and make the required entries in the Parish Register as required by General Convention Canon I.6.1. These records shall be made in suitable books to constitute collectively the Parish Register, to be provided by the Vestry for that purpose and to remain ~~in~~ the property of the Vestry. When a congregation is without a Rector or Vicar, one of the Wardens shall take charge of the Parish Register and shall make, or cause to be made, all needful entries until the vacancy is filled.

Section 2. Every Rector or Vicar shall send to the Bishop, or, if there ~~is~~ be no Bishop, to the Secretary of the Diocese, or the President of the Convention, on or before the first day of March of each year, the report required by General Convention Canon I.6.1 for the year ending the thirty-first day of December preceding, in such form as shall be prescribed by the Bishop or the Convention. If any congregation is without a Rector or Vicar, the report shall be sent by the Wardens. The Bishop shall compile a list of those Churches and Clergy whose reports are not sent by the first day of March and, with the advice and consent of the Standing Committee, take appropriate action.

CANON 17.

Related Organizations.

Section 1. Organizations related to the Diocese of Virginia shall be those whose charters or statements of purpose have been reviewed and approved by the Executive Board and whose status as a rRelated eOrganization shall have been approved by the Convention of the Diocese.

Section 2. Every rRelated eOrganization shall operate in conformity with the doctrine, discipline, and worship of The Episcopal Church in the Diocese of Virginia.

Section 3. Every rRelated eOrganization shall conform with the applicable provisions of Canon 13 the Canon on B(Business Methods in Church Affairs); provided, however, that nothing in this Canon shall be construed as acceptance by the Diocese of Virginia of the financial or other obligations of any rRelated eOrganization.

Section 4. The Secretary of the Diocese shall keep a current list of all active rRelated eOrganizations which shall be published in the Convention Journal.

Section 5. Every rRelated eOrganization shall furnish an annual report of its activities to the Secretary of Convention.

Section 6. The Convention of the Diocese, and the Executive Board between Conventions, shall have the authority, for proper cause, to terminate the status of a rRelated eOrganization.

CANON 18.

The Secretary of the Diocese.

The Secretary of the Diocese shall perform such duties as may otherwise be prescribed by the Constitution and Canons and such other duties as may be prescribed by the Bishop or the Ecclesiastical Authority, in the performance of which ~~he the Secretary~~ shall have such authority as may be delegated to him by the Bishop or the Ecclesiastical Authority.

CANON 19.

The Treasurer of the Diocese.

Section 1.

- (a) All trust and permanent funds belonging to the Diocese or over which the Diocese has control, and all other funds for which the Treasurer is responsible, shall be kept in one or more accounts in the Diocese of Virginia, properly earmarked, with one or more national or state banks or trust companies, or one or more ~~building or~~ savings and loan associations, the accounts of which are insured by an instrumentality of the United States, or with a Diocesan Corporation, approved in writing by the Executive Board, and shall not be withdrawn in whole or in part except upon the signature of two designated persons.
- (b) All securities of whatsoever kind belonging to the Diocese or over which the Diocese has control shall be kept with a Diocesan Corporation or some other agency, approved in writing by the Executive Board, and shall not be withdrawn except upon the signature of two designated persons.
- (c) The Treasurer shall be bonded in such sum and with such surety as the Standing Committee may from time to time determine.
- (d) Such books of account shall be kept as, in the judgment of the Executive Board, may be necessary.
- (e) The Executive Board shall annually cause to be audited by certified public accountants the accounts of the Treasurer of the Diocese and the accounts of the Treasurer of every trust and permanent Diocesan fund.
- (f) A condensed report of the audit shall be made under the direction of the Executive Board, which shall make its report to each regular meeting of the Convention and, when requested, to any special meeting of the Convention ~~when requested~~.

- (g) All buildings and tangible personal property, over which the Diocese has control, shall be kept adequately insured in such amount and with such insurers as the Executive Board may determine.
- (h) ~~The Executive Board shall supervise all financial affairs of the Diocese and the methods prescribed for the conduct of Diocesan business affairs.~~

Section 2. Pending the adoption of an annual budget by the Convention, ~~of the Diocese,~~ the Executive Board shall prepare and furnish to the Treasurer ~~of the Diocese~~ a schedule of payments for the ensuing fiscal year, which schedule of payments shall first provide for fixed obligations and then for other objects in the program of the Diocese, within the amount of estimated receipts. This schedule of payments shall be the warrant of the Treasurer ~~of the Diocese~~ for disbursement of the amounts specified therein. Upon adoption by the Convention of an annual budget, such budget shall become the warrant of the Treasurer to make the expenditures provided therein.

CANON 20.

The Registrar of the Diocese.

Section 1. The Registrar shall be responsible to the Bishop and the Convention for the preservation of the official records of the ~~Diocese of Virginia~~, which shall include the Journals of the Conventions, and the official records of the Bishops. ~~He~~ The Registrar shall procure, receive, catalogue, and preserve books, papers, and other documents bearing upon the history of the Church in the ~~Diocese of Virginia~~.

Section 2. The Registrar ~~of the Diocese~~ shall, with the advice of the Bishop and the Secretary ~~of the Diocese~~, issue guidelines to committees and officials of the ~~Diocese of Virginia~~ concerning such documents as shall be considered worthy of historic preservation, such as the Journals of General Convention, ~~the~~ The Episcopal Church Annuals, and Diocesan Episcopal Church Women ~~ECW~~ Yearbooks. ~~He~~ The Registrar shall offer advice to parishes regarding the preservation of historic materials. ~~He~~ The Registrar shall further make proper disposition of acquisitions to the archives of ~~the Episcopal Church,~~ or to such other repositories as may be appropriate.

CANON 21.

The Standing Committee of the Diocese.

Section 1. The Standing Committee shall annually elect a President and a Secretary from among its members.

Section 2. In addition to its other constitutional and canonical duties, the Standing Committee shall (a) serve as a Council of Advice to the Bishop, and (b) annually address the Convention on such matters concerning the mission, life, or program of the Diocese as the Standing Committee shall deem timely.

Section 3. No member of the Standing Committee chosen by the Executive Board or the Convention to fill a vacancy on that Committee as provided by the Constitution shall be ineligible to be elected to a full term, but a member of the Standing Committee who has completed within two years a full term shall not be eligible to be chosen by the Executive Board or the Convention to fill a vacancy, nor be eligible to be elected to a full term on that Committee.

CANON 22.

The Commission on Ministry.

Section 1. Membership.

- (a) The Convention shall elect six ~~(6)~~ persons, three ~~(3)~~ Clerical and three ~~(3)~~ Lay, to the Commission on Ministry; ~~One~~ one in each order ~~to will~~ be elected annually to serve for a term of three ~~(3)~~ years. No one so elected shall be eligible for re-election after having served two consecutive terms until after the expiration of one year, providing that nothing herein shall prevent the Bishop from nominating one or more such persons under the provisions of Section 1(b) of this Canon. ~~Such persons~~ Lay P ~~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 ~~ten (10)~~ additional members for a term of one year each. Such appointments shall be subject to confirmation by the Convention. Such appointments of Lay persons shall be communicants in good standing of a Church or Mission in the Diocese.
 - (c) In the case of a vacancy in the members elected ~~members~~ [pursuant to Section 1(a)], the Executive Board shall fill the vacancy from the same order and that member shall serve for the balance of that term. In the case of a vacancy in the members appointed ~~pursuant to members~~ [Section 1(b)], the Bishop may appoint a member to complete that one-year term.

Section 2. The duties of the Commission on Ministry shall be those prescribed in the Canons of ~~the Episcopal Church~~ General Convention, including, but not limited to, advising and assisting the Bishop (a) in the determination of present and future opportunities and needs for the ministry of all baptized persons, and (b) in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefore. The Commission may establish committees consisting of members and other persons to report to the Commission or to act on its behalf.

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

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

CANON 23.

Meetings.

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

- (a) adequate notice (as defined in these ~~eCanons~~ 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 ~~eCanon~~ canon shall not be construed to invalidate prior actions of these constitutional and canonical bodies.

CANON 24.

Reserved for future use.

CANON 25.

Finance Committees.

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

- (a) ~~Advise~~ Assess ~~the Executive Board of~~ the conformity of the Diocese, the Churches, the Missions, and Institutions connected with the Diocese with the provisions of Canon 13 (Business Methods in Church Affairs—); ~~;~~

- (b) Issue ~~periodic~~ guidelines for audits and investment management.;
- (c) Provide information to Church, Mission, and other Finance Committees as requested; ~~and~~
- (d) Perform such other functions as required by Canon or as directed by the Executive Board.

Section 2. Each Church and Mission shall establish a Finance Committee of not ~~fewer~~ less than three persons to provide assistance in financial matters to the Rector, Priest-in-Charge, Vicar, the Vestry or Vestry Committee, and ~~the~~ and Treasurer in the implementation of these Canons.

Section 3. All reports of audits required by Canon 13 shall be made to the Vestry or governing body not later than August 2nd of each year. Such reports, including recommendations, shall be filed with the Bishop as required by General Convention National Canon; reports for Missions shall be made to the person ~~Bishop~~ designated by the Diocesan Bishop who shall submit a consolidated report to the Diocesan Bishop. The Bishop shall refer all audit reports to the Finance Committee of the Diocese for its ~~their~~ information and recommendations.

CANON 26.

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

If any Lay person repelled from the Holy Communion shall allege to the Bishop that an ~~in~~justice has been done, or if, notwithstanding that, the person ~~he~~ shall have professed himself to be ~~ready and willing~~, in truth and sincerity, to comply with the requisitions expressed in the Rubric in order to be restored to the Holy Communion, and his the ~~repulsion~~ shall be continued, he ~~the person~~ may present his an ~~application~~ in writing to the Bishop, setting forth the grounds thereof and requesting to be restored to the ~~Communion~~. Thereupon the Bishop, after consideration of the reasons given by the Priest and the Lay person, shall adjudge the case and shall communicate his a ~~judgment~~ in writing to the Priest and the Lay Person person and the judgment shall be final and conclusive.

Any Lay person repelled from the Holy Communion may appeal the Priest's action to the Bishop in writing, setting forth the grounds for requesting to be restored, provided that at least one of the following conditions apply: (1) the Lay person believes that the repulsion was unjust, or (2) the Lay person has truly and sincerely demonstrated readiness and willingness to comply with the requirements for being restored but believes that the repulsion is being continued unjustly. The Bishop, after considering the explanations given by the Lay person and the Priest, shall judge the case and shall communicate the decision in writing to the Lay person and the Priest. The Bishop's judgment shall be final and conclusive.

CANON 27.

Ecclesiastical Discipline.

Section 1. Adoption of Title IV of the Canons of the General Convention. Those provisions of Title IV of the Canons of the General Convention that are applicable to the Diocese are hereby incorporated as part of this Canon. To the extent, if any, that any of the provisions of this Canon are inconsistent with provisions of Title IV, the provisions of Title IV shall govern.

Section 2. Disciplinary Board. The Disciplinary Board shall consist of ~~eleven (11)~~ persons, six ~~(6)~~ of whom are ~~pPriests~~ priests or ~~dDeacons~~ deacons and five ~~(5)~~ of whom are ~~Lay~~ lay persons. Members of the Standing Committee shall be eligible to serve as members of the Disciplinary Board.

- (a) Priests or Deacons. The ~~pPriests~~ priests or ~~dDeacons~~ deacons who are members of the Disciplinary Board shall be canonically resident in this Diocese.
- (b) Lay Members. The ~~Lay~~ lay members of the Disciplinary Board shall be persons eligible under the Canons for election as Lay Delegates to the ~~the~~ Convention.
- (c) Election of Members. The members of the Disciplinary Board shall be nominated by the Standing Committee and elected by the ~~the~~ Convention to serve for terms of three years. ~~Member's~~ Member's terms shall be staggered into three classes of two ~~cClerical~~ clerical and two ~~Lay~~ lay members each, provided that one such class shall have only one ~~Lay~~ lay member. A Disciplinary Board member who has served two complete three-year terms shall be ineligible to serve again until one year has elapsed.

- (d) Vacancies. Vacancies on the Disciplinary Board shall be filled as follows:
 - (i) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member.
 - (ii) The Bishop shall appoint a replacement Disciplinary Board member in consultation with the Standing Committee.
 - (iii) With respect to a vacancy created for any reason other than pursuant to a disqualification as provided in Section 3 below, the term of any person selected as a replacement Disciplinary Board member shall expire at the conclusion of the next regular meeting of the Convention, at which ~~Annual~~ Convention a person of the same order as the person whose position was vacated shall be elected to serve for the remainder of the unexpired term. With respect to a vacancy resulting from a challenge, the replacement Disciplinary Board member shall serve only for the proceeding for which the regularly elected Disciplinary Board member is not serving as a result of the challenge.
- (e) President. Within ~~60 sixty (60)~~ days following the regular meeting of annual the Convention, the Disciplinary Board shall convene to elect a President to serve until the next ~~Annual~~regular meeting of the Convention.

Section 3. Preserving Impartiality. In any proceeding under this Canon, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a conflict of interest or undue bias, that member shall be disqualified from serving and shall immediately ~~immediately disqualify himself or herself and~~ notify the President of the Disciplinary Board and request appointment of a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Section 4. Intake Officers. The Intake Officers shall be appointed from time to time by the Bishop after consultation with the Disciplinary Board. The Bishop shall appoint at least two Intake Officers according to the needs of the Diocese. ~~The Intake Officers shall not all be of the same gender, with at least one male and one female.~~ The Bishop shall publish the names and contact information of the Intake Officers throughout the Diocese.

Section 5. Investigator. The Bishop shall appoint one or more Investigators as needed in consultation with the President of the Disciplinary Board. Every Investigator shall be required to maintain confidentiality subject to General Convention Canon IV.11(5).

Section 6. Church Attorney. Within ~~sixty (60)~~ days following each regular meeting of annual the Convention, the Disciplinary Board shall appoint a Church Attorney, and one or more Assistant Church Attorneys, if deemed appropriate by the Disciplinary Board, who shall be duly licensed attorneys, and who will perform the functions as described in General Convention Canon IV.2. Attorneys appointed to serve as Church Attorney or Assistant Church Attorney shall serve until their successors are appointed. Persons appointed to serve as Church Attorneys or Assistant Church Attorneys shall be persons eligible under the Canons for election as Lay Delegates to the Convention, but need not reside within the Diocese. The Church Attorney may be removed by the Bishop, in consultation with the Standing Committee, for cause. If ~~none of the Church Attorney and none of the or Assistant Church Attorneys is~~ are able to act on a specific matter due to a conflict of interest, undue bias, unavailability, or other good reason, the Disciplinary Board shall appoint a ~~Laylay or eClergyclergy~~ person with knowledge of Title IV, but not necessarily a duly licensed attorney, from within or outside of the Diocese, to act as Church Attorney for such matter.

Section 7. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator; to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in General Convention Canon IV.8. The Pastoral Response Coordinator may be an Intake Officer but shall not be a person serving in any other appointed or elected capacity under this Canon.

Section 8. Advisors. In each proceeding under this Canon, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Canon, and shall not include the Chancellor or any Vice Chancellors ~~of this Diocese~~, or any person likely to be called as a witness in this proceeding or otherwise involved in the proceeding.

Section 9. Clerk. The Disciplinary Board shall appoint a Board Clerk to assist the Disciplinary Board with records management and administrative support. The Clerk may be a member of the Disciplinary Board.

Section 10. Lay Assessor. The Disciplinary Board may appoint a duly licensed attorney for advice on matters of law, procedure, and evidence affecting proceedings before the Conference and Hearing Panels. The Lay Assessor need not reside in, or be a member, of the Diocese.

Section 11. Costs and Expenses. The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Disciplinary Board Clerk, the Pastoral Response Coordinator, and the Lay Assessor, if any, shall be the obligation of the Diocese ~~of Virginia~~, subject to budgetary constraints as may be established by the Executive Board.

Section 12. Records.

- (a) Records of Active Proceedings. ~~The Clerk shall preserve and maintain R~~Records of active proceedings before the Disciplinary Board ~~through, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk.~~
- (b) Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Canon at the offices of the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the Canons of the General Convention.

~~**Section 13. Transitional Provisions.** The amendments to this section adopted by the Council at its regular meeting in 2011 shall be effective July 1, 2011. The provisions of this Canon in effect prior to the Council's regular meeting in 2011 shall remain in effect until July 1, 2011, and thereafter solely with regard to matters then pending before the Ecclesiastical Trial Court, until such matters are finally disposed. At the 2011 regular meeting of Council, the Council shall elect an Ecclesiastical Trial Court pursuant to those provisions, and also shall elect members of the Disciplinary Board to be effective July 1, 2011. The initial members of the Disciplinary Board shall be elected to terms expiring in equal number in 2012, 2013 and 2014, provided that only one Lay Person's term shall expire in 2012; succeeding members shall be elected to three-year terms. The meeting of the Disciplinary Board to elect its initial President shall take place within sixty days of July 1, 2011. The provisions of this amendment related to the election of a Disciplinary Board at the 216th Annual Council shall be effective as of the approval of this amendment by two-thirds of the members present.~~

CANON 28.

Relationships Among Clergy and Congregations.

Section 1. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a ~~eChurch~~church without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a ~~eChurch~~church be removed ~~therefrom~~ by the Vestry against the Rector's will, except as hereinafter provided.

Section 2. When a Rector or a majority of any Vestry believe the pastoral ~~relationship~~relation between the Rector and the congregation is imperiled by dissension, it shall be the duty of either or both, before contemplating dissolution of the pastoral ~~relationship~~relation, to lay the matter before the Bishop or Ecclesiastical Authority of the Diocese.

Section 3. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral ~~relationship~~relation, and the parties cannot agree, either party may give notice in writing to the Bishop or Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority ~~of~~

~~the Diocese~~, it shall request the Bishop Suffragan, if there ~~is~~ ^{be} one; or the Assistant Bishop, if there ~~is~~ ^{be} one; ~~and~~ ^{or} if neither office is filled, ~~then~~ the Bishop of another Diocese, to perform the duties of the Bishop under this Canon.

Section 4. Whenever a Rector or a Vestry notifies the Bishop under the terms of this Canon, the Bishop shall labor for a reconciliation ~~of between~~ the Rector and the congregation, either directly, ~~or~~ through the Bishop's designees, or both. The Bishop may require one or more meetings with the Vestry and the Rector, either together or separately, and may require such meetings to be held with the Bishop, ~~with~~ the Bishop's designees, or both. No later than 90 days after receiving the original notification for consultation under the provisions of this Canon, the Bishop shall issue a Pastoral Direction in writing to the Rector and the Vestry ~~shall outline~~ ^{outlining} a course of action to unify the congregation.

Section 5. If, in the judgment of the Bishop, the Rector, or the Vestry, the terms of the Pastoral Direction issued by the Bishop as specified in Section 4 ~~of this Canon above~~ have not been met, or that the purposes for the Pastoral Direction have not been achieved, ~~and~~ 90 days have passed since the issuance of the Pastoral Direction, ~~then~~ the Rector or the Vestry may request a final judgment on the pastoral ~~relationship~~ ^{relation} from the Bishop ~~as follows~~ or the Bishop may take the initiative to proceed on his own initiative as follows:

- (a) The Bishop shall give notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within 10 ~~ten~~ days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.
- (b) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within 30 ~~thirty~~ days of receiving the request.
- (c) ~~1~~ At the conference each party shall be entitled to representation by a third party and to present its position fully.
- (d) Within 30 ~~thirty~~ days after the conference, or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.
- (e) Upon the request of either party, the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.
- (f) If the pastoral ~~relationship~~ ^{relation} is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.
- (g) If the ~~relationship~~ ^{relation} is to be dissolved:
 - (1) The Bishop shall direct the Secretary of the Convention to record the dissolution; ~~and~~ -
 - (2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.
- (h) In either event, the Bishop shall offer appropriate supportive services to the Priest and the ~~church~~ ^{Church}.

Section 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may act as follows:

- (a) In the case of a Rector, suspend the Rector from ~~the exercise of~~ ^{exercising} the priestly office until the Priest shall comply with the judgment.
- (b) In the case of a Vestry, recommend to the Convention of the Diocese that the Church be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.

Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all ~~else is~~ ^{be} done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Section 8. Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV of the General Convention Canons or Diocesan Canon 27 (Ecclesiastical Discipline), provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

Section 9. In the course of proceedings under this Canon, if a complaint is made by the Vestry against the Rector under Title IV of the General Convention Canons IV.1. or Diocesan Canon 27, all proceedings under this Canon shall be suspended until the complaint has been resolved or withdrawn.

CANON 29.

Gender of Pronouns.

~~The masculine pronoun whenever used in these Canons shall be deemed to include the feminine pronoun.~~

Health Insurance. [Formerly Canon 31]

Section 1. Any and all health insurance coverage for active and retired ordained persons or Lay employees provided or paid for by the Diocese, Churches, Diocesan Missions, or Missions of a Founding Church located within the Diocese ~~for active and retired ordained persons or Lay employees~~ shall be provided through the diocesan health insurance plans established by the Executive Board.

Section 2. The Executive Board shall establish forms and processes for receiving applications for exception or exemption from the mandate of Section 1 of this Canon~~paragraph 1 hereof~~, and for reviewing and reaching a decision regarding each application. The Executive Board may designate an appropriately constituted body and delegate to it the necessary ~~authorities~~ authority to receive, review, and make recommendations to the Executive Board. A description of these forms and processes shall be furnished to the entities identified in Section 1 of this Canon~~paragraph 1 hereof~~, made available by the Diocese upon request, and published in the annual guidelines ~~offered by the Diocesan Compensation Commission as approved by the Executive Board.~~

Section 3. The Executive Board may grant such exemptions or exceptions from the mandate of Section~~paragraph 1 of this Canon hereof~~ as it deems appropriate. Each decision of the Executive Board shall be communicated to the applicant in writing together with a description of any process that the Executive Board may establish for appealing its decisions.

Section 4. In deciding on each application, the Executive Board shall be guided by the following considerations (among such others as it may deem appropriate):

- (a) consistency;
- (b) fairness;
- (c) hardship;
- (d) coverage available through spousal, military, or other plans;
- (e) the effect that the exemption or exception requested, if granted, would have on the plan as a whole;
and
- (f) the precedential effect of the exemption or exception requested, if granted.

CANON 30.

Amendments to the of Canons.

Section 1. The Canons of this Diocese may be amended by the Convention; but no proposed amendment shall be considered by the Convention unless at least one day's notice ~~is~~ given in open Convention, nor until ~~such the~~ amendment shall have been referred to and reported upon by a Committee of Convention of at least two Priests ~~Presbyters~~ and two Laymen ~~Lay persons~~. ~~Nor shall such~~ No ~~Amendment shall not amendments~~ be adopted during the same Convention unless two-thirds of the members present concur therein; ~~but if~~ If the majority ~~is~~ less than two-thirds, the proposed amendment ~~it shall lie over for be considered~~ consideration at the next regular meeting of the Convention. Unless otherwise provided for by the Convention, all amendments shall become effective upon the adjournment of the meeting of the Convention at which final action was taken.

Section 2. Whenever a Canon is amended, enacted, or repealed in different respects by two or more

independent enactments at the same Convention, including the enactment of an entire Canon, the separate enactments shall be considered as one enactment containing all of the amendments or enactments, whether or not repealed, to the extent that the changes made in separate amendments or enactments are not in conflict with each other. ~~†~~ The Chancellor and the Chairperson ~~man~~ of the Committee on Constitution and Canons shall make the determination whether or not there is a conflict and certify the text of the single enactment to the Secretary of the Convention.

Section 3. At the conclusion of each regular meeting of General Convention, the Chancellor and the Chairperson ~~man~~ of the Committee on Constitution and Canons of this Diocese shall be empowered to correct numbering references in the Constitution and Canons of this Diocese to the Constitution and Canons of the General Convention. ~~Any, which~~ corrections shall be reported to the Secretary of the Diocese.

CANON 31.

~~Health Insurance.~~ Renumbered as Canon 29

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

October 21, 2024

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

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

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

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

[Type here]

Convention before is designated as the Deputation Chair. That situation has arisen several times in the past decade and is now a significant concern given the shift to substantial pre-Convention virtual work.

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

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

CERTIFICATION

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

Respectfully submitted,

Russ Randle, Lay Delegate, St. Mary's, Arlington

Cynthia Bartol, Lay Delegate, Christ Church, Alexandria

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

The Rev. Kathleen Murray, Beckford Parish

The Rev. Sven vanBaars, Abingdon Church, White Marsh

The Rev. Daniel Velez-Rivera, St. Gabriel's, Leesburg

J.P. Causey, Jr., Chancellor

Margaret (Mickie) Jones, Lay Delegate, St. Mark's, Richmond

DIOCESE OF VIRGINIA
NARRATIVE Budget
For 2023 Convention Presentation

Click here to email the Budget Working Group Item # CATEGORY AND PROGRAM			2025 Draft Budget	Note
INCOME				
1	Anticipated Pledge Income		4,984,000	Pursuant to Resolution R1a adopted by our annual Convention in November of 2021, each congregation should pledge 10% of a rolling three-year average of Line 3 of the parochial reports.
2	Fund Income		1,128,000	These funds are available from endowed funds and restricted monies set aside by earlier donations. This income is generally restricted for specific purposes which are fulfilled through the operating budget.
3	Reserve Release		-	None anticipated for 2025.
4	Rents & External Trusts		297,000	Rent on church and residential properties and externally held Dooley, Reid, and Robinson trusts.
5	Health Insurance Administration Reimbursement		120,000	The 1995 Executive Board approved a percentage of collected premium to reimburse the diocesan budget for expenses of plan administration (consultant, staff, postage, audit, and account float). Diocesan auditors monitor the appropriate level of this account. With the change to the Denominational Health Plan in 2011, this amount was reduced to two-percent of premiums and is continued in 2025.
6	TOTAL INCOME		6,529,000	
EXPENSES				
Church Citizenship and Grant Programs				
1	Support of Our Greater Church Community		649,776	Our support of the general Church budget is a reminder of that this diocese is part of the worldwide Anglican Communion; that in our differences we remain one in heart and spirit through Jesus Christ who continues to work through the people of the Church to fashion a new creation. The budget formula of the
2	General Convention Representation - Reserve		20,000	Funds are set aside each year to create a reserve to cover travel and registration costs for deputies and staff going to General Convention every three years.
3	Annual Convention Expense		195,000	As part of resolution R1 passed in November of 2021, the cost of our annual Convention is now part of the annual budget. Clergy and lay delegates will no longer pay a registration fee to attend Convention.
4	Shrine Mont Camp Scholarships		77,200	The Diocese is committed to making the Shrine Mont Camps program accessible to children regardless of ability to pay. These funds are provided by several invested funds dedicated to this purpose; this is the forecasted income from those funds for 2025.
5	Clergy Children's Scholarships		61,000	In 2020 the Executive Board established a fund making college scholarship awards to the children of clergy with funds given for that purpose via a bequest.
6	Clergy Retreat Scholarships		20,000	In 2025 the Executive Board will make this funding, provided by a bequest, available for clergy to take personal retreats.
7	Mustard Seed & Small Church Revitalization Grants		63,700	These grants provide funding to enhance the missions and ministries of congregations in the Diocese via a process administered by the Executive Board.
8	Province III - Representation & Support		15,161	Province III deputies represent the Diocese of Virginia at provincial committee and Synod meetings. Representatives are elected by Annual Convention and the Diocese helps fund the work of Province III through an assessment.
9	Virginia Council of Churches (VCC)		7,700	The Virginia Council of Churches is our core link to other judicatories, representing many denominational groups within the Commonwealth. VCC provides for interchurch study, planning, work & witness, fostering ecumenical action and encouraging relationships with other ecumenical, private and public agencies whose interests are consistent with the purpose of VCC
10	Virginia Interfaith Center for Public Policy (VICPP)		10,000	A non-profit, statewide organization committed to representing the faith community in Virginia on matters of public policy. In 2025, the Center will continue to advocate for: creating a paid sick day standard; removing the farmworker exemption from the minimum wage; ending the use of solitary confinement in Virginia's prisons; requiring implicit bias training for healthcare providers; and establishing a pilot homeownership reparations program.
11	Committee on Ecumenical & Interfaith Issues		8,820	The Committee provides an annual report to the Diocese; promotes our LARCUM Covenant, our interfaith and interchurch ecumenism dialogues in all mission & ministry of our Diocese.
Total - Church Citizenship			1,128,357	

DIOCESE OF VIRGINIA
NARRATIVE Budget
For 2023 Convention Presentation

Click here to email the Budget Working Group		2025	
Item #	CATEGORY AND PROGRAM	Draft Budget	Note
Evangelism and Christian Formation			
12	Formation Staff Cost	341,000	This category covers the salary and benefits for the Canon for Discipleship, Director of Shrine Mont Camps, and administrative support for Discipleship.
13	Formation Staff Travel	11,000	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
14	Support of Discipleship Programming	25,000	Allocation to support Discipleship programming at the discretion of the incoming Canon
15	Aging, Committee on	17,100	This committee seeks to affirm that the older members of our community are fully recognized as an important part of the Body of Christ. The committee assists parishes in meeting the needs of their senior adult members and annually sponsors the Tri-Diocesan Fall Camp at Shrine Mont and a 50th wedding anniversary celebration.
16	Grants for Evangelism Work in the Diocese	-	
17	Grants for Episcopal College Ministries	405,404	Episcopal chaplaincy programs on college campuses within the Diocese of Virginia support our young adults at a critical time in life. The 2025 budget request includes support for an Episcopal presence at George Mason University (11%), James Madison University (25%), the University of Mary Washington & young adults in the Fredericksburg area (14%), the University of Virginia (30%), and Virginia Commonwealth University (20%).
18	Committee on Children & Youth Ministries	20,000	Focuses on providing opportunities for fellowship, service, and spiritual growth to the youth of the Diocese. The group works to organize diocesan events for children & youth. Members volunteer their time to provide training & leadership in youth ministry to adults and youth around the Diocese. Programs planned for 2025 include a 3rd, 4th, and 5th grade fellowship day and retreats for Middle and Upper School students.
19	Ministries in Higher Education, Committee on	500	The committee works with Episcopal campus ministries across the Diocese to provide opportunities for youth to become more involved in the life of the Diocese through participation in Annual Convention, education and collaboration.
20	Shrine Mont Camp Program Support	175,000	This line subsidizes the general operating expenses, including salaries for the Camp Director, nurses, and chaplains as well as insurance and the repair/ replacement of equipment for the camp program. This increased amount reflects the average actual spending across the prior three camping seasons. Additional scholarship support is provided through the scholarship endowment fund (see expense line 4).
21	Ministry Development	5,000	Through this line the Office of Christian formation sponsors training of formation leaders, the development and sharing of tools for ministry, and meetings of formation leaders in the Diocese.
22	Fee for Education for Ministry Program	1,750	Education for Ministry is a comprehensive four-year program based on the core curriculum of the School of Theology of the University of the South. Lay persons meet weekly with a mentor to become confident in a thorough understanding of Scripture and the Christian tradition, to learn to find God's presence in everyday life and to decide how to live in response to that presence. This line item is the cost of the diocesan contract with Sewanee which reduces direct costs to participants.
Total - Evangelism and Christian Formation		1,001,754	
Ministries of Human Dignity & Justice			
23	HD&J Staff Costs	205,000	This category covers the salary and benefits for the Canon for Racial Justice and Healing and administrative support for this work.
24	Bishop's Minority Scholarship	10,000	This allocation for minority scholarships to support and encourage ordination or additional professional training for continued service to God's call began in 2007.
25	HD&J Travel	11,000	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
26	Office of Missional Engagement	21,500	Included in this line are funding for the diocesan Intercultural Summit, translation and interpretation of diocesan events and materials, support for the prayer breakfast at the General Assembly, and attendance at Mission, Advocacy, and Justice training.
27	GraceInside	50,000	Formerly the Chaplain Service Prison Ministry, GraceInside is an ecumenical group which provides chaplains for the men & women who are incarcerated in the Commonwealth and works to restore chaplaincy to the state's juvenile correctional centers. Chaplains conduct worship services, lead Bible studies, coordinate volunteers and counsel prisoners.
28	Support - Office of Mission & Outreach	5,000	Allocation from the Office of Missional Engagement for our partners in other parts of the Anglican Communion.
29	Creation Care Task Force	16,000	Develops programs to bring together church leaders and subject matter experts to explore and educate concerning threats to Virginia's natural resources.
30	Mission for Racial Justice & Healing	35,500	The Ministry for Racial Justice and Healing will work actively to engage the Diocese of Virginia in creating sustainable programs to dismantle racism, white supremacy, and the legacy of colonialism through education and advocacy with social, governmental, and ecclesiastical systems. The Ministry plans a diocesan event, workshops, a reparations study, a partnership with Virginia Theological Seminary, and conference attendance.

DIOCESE OF VIRGINIA
NARRATIVE Budget
For 2023 Convention Presentation

Click here to email the Budget Working Group		2025	
Item #	CATEGORY AND PROGRAM	Draft Budget	Note
31	Triangle of Hope	24,750	The Triangle of Hope is a covenantal community dedicated to transforming the long history, ongoing effects, and continuing presence of slavery in our world through Repentance, Reconciliation, and Mission. In 2025 this support will enable Virginia pilgrims to travel and support the participation of our partners from the Diocese of Kumasi.
32	Latino Task Force	500	A small amount has been budgeted for meeting costs in order to work with the incoming Missioner for Racial Justice to respond to a large and growing proportion of Latinx population in the Diocese.
	Total - Human Dignity & Justice	379,250	
	<i>Percent of Total Budget</i>	<i>6%</i>	
Direct Support of Congregations In the Diocese			
32	DSC Staff Cost	376,500	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
33	DSC Staff Travel	4,000	This category supports diocesan travel, mileage reimbursements, conference fees, airfare, hotels, meals and other transportation.
34	Post-COVID Ministry	-	Unused funding from 2021 has been placed in a reserve for future distribution.
35	Root, Thrive, Soar Cohort	-	This program has run it's scheduled three-year course.
36	College for Congregational Development Coaching	7,000	We are expanding our team of four diocesan facilitators who have trained at the College for Congregational Development in methods to work within congregations on myriad aspects of church health. Most of the current team already have proven congregational experience with the models. We now offer this support to missions. Funds will cover additional training for trainers and any expenses of coaching and gathering for congregational training.
37	Committee on Congregational Missions (CCM) Allocation for Mission Support	479,100	One of the largest elements of our common work, this item will provide assistance to 18 mission congregations in the Diocese in 2025. This section includes missions historically part of the Archdeaconry of the Blue Ridge. These missions are partially supported with income from the Reid Trust.
	<i>All Soul's, Atlee</i>	<i>46,000</i>	
	<i>Buck Mountain, Earlysville</i>	<i>-</i>	
	<i>Calvary, Hanover</i>	<i>-</i>	
	<i>Christ Church, Lucketts</i>	<i>8,000</i>	
	<i>Cristo Rey, Arlington</i>	<i>70,000</i>	
	<i>Good Shepherd, Bluemont</i>	<i>14,400</i>	
	<i>Good Shepherd, Boonesville</i>	<i>3,000</i>	
	<i>Grace Church, Stanardsville</i>	<i>17,000</i>	
	<i>Holy Cross Korean Mission</i>	<i>38,000</i>	
	<i>Immanuel, King & Queen</i>	<i>1,500</i>	
	<i>Incarnation, Mineral</i>	<i>-</i>	
	<i>Grace, Red Hill, Albemarle</i>	<i>30,000</i>	
	<i>Our Saviour, Montpelier</i>	<i>-</i>	
	<i>San Jose, Arlington</i>	<i>70,000</i>	
	<i>San Marcos, Alexandria</i>	<i>-</i>	
	<i>Santa Maria, Falls Church</i>	<i>5,000</i>	
	<i>St. David's, Aylett</i>	<i>13,000</i>	
	<i>St. Francis Korean, McLean</i>	<i>-</i>	
	<i>St. Francis, Manakin Sabot</i>	<i>32,000</i>	
	<i>St. Gabriel's, Leesburg</i>	<i>80,000</i>	
	<i>St. George's, Pine Grove</i>	<i>6,000</i>	
	<i>St. John the Baptist, Ivy</i>	<i>12,200</i>	
	<i>St. Paul's West Point & Grace, Millers Tavern</i>	<i>-</i>	
	<i>St. Paul's, Ingham</i>	<i>3,000</i>	
	<i>St. Peter's, Richmond</i>	<i>-</i>	
	<i>Varina, Richmond</i>	<i>14,000</i>	
38	Interest on Santa Maria Property Loan	-	In March of 2022, this loan was paid in full. There will be no interest expense in 2025.
39	Reserve for mission maintenance projects	20,000	This fund covers major expenses, usually for structural issues that must be addressed, that congregations cannot completely cover themselves.
40	Reserve for special needs of mission congregations	40,000	As missions continue to cope with effects of COVID, most missions have very little reserve and needs can quickly become acute. This gives us the flexibility to respond to specific concrete needs as they arise.
41	Reserve for Transitions	5,000	This item provides assistance for congregations with clergy transition cost.
42	Small Church Conference/Continuing Ed/Cmte expense:	1,200	Leadership development for CCM and materials & supplies for CCM meetings.
43	Committee on Stewardship	2,500	Works to strengthen our congregations by providing access to resources, training, and workshops to share information on annual giving campaigns,
44	Committee on Liturgy & Church Music	1,000	At the time of the Executive Board meeting, no request had been received.

DIOCESE OF VIRGINIA
NARRATIVE Budget
For 2023 Convention Presentation

Click here to email the Budget Working Group		2025	
Item #	CATEGORY AND PROGRAM	Draft Budget	Note
45	Transition Ministry Expenses	17,000	The Transition Ministry Officer, working with the Bishops and the Canon to the Ordinary, provides services to the churches of the Diocese related to clergy search processes and this line funds the expenses associated with providing these services. This year's request includes an increased allocation for consulting to parishes in search along with the typical expenses including the costs of background checks for churches unable to afford those costs and expenses related to the support of interim ministry and training of parish consultants.
46	Congregational Development Expenses	25,300	The Canon to the Ordinary, the Minister for Congregational Development, and the Transition Minister provide additional services to churches related to self-evaluation and discernment for future models of ministry. The increased request includes funding for consulting to parishes in addition to the diocesan contracts with Percept, a demographics database.
47	Insurance for vacant churches	6,000	This line item covers property and casualty insurance expenses for vacant church buildings.
48	Real Estate Tax (Undeveloped Land)	25,000	This item covers the real estate taxes on the undeveloped church site properties owned by the Diocese.
Total - Strengthening Our Churches		1,009,600	
Support and Development of the Ministry			
49	Ministry Staff Costs	376,500	This category covers the salary and benefits for ministers covering this area and a portion of those of the Canon to the Ordinary.
50	Ministry Staff Travel	13,165	This category supports diocesan travel, mileage reimbursements, transition and discernment minister's conference registration fees, airfare, hotels, meals and
51	Commission on Ministry - General Expenses	3,000	COM's canonical responsibility is to identify, support and assist in the formation of strong leadership from priests, deacons and lay persons, that the Commission best fulfills the diocesan mission to "worship our Lord and serve the world in unity and diversity."
52	Committee on Discernment	5,000	Mission is to develop and oversee the discernment process of both lay and ordained ministries: recruit, train and support Diocesan Spiritual Discernment Facilitators; design and deliver Diocesan Discernment Retreats; provide advice and counsel to the Bishop on matters related to discernment; serve as a resource on discernment for the Diocese.
53	Clergy & Diocesan Conferences	25,000	Full funding of the program and expense of our Fall and Spring Conferences at Shrine Mont. Per resolution R1a from November 2021, clergy and lay attendees will no longer pay a registration fee to attend our Fall and Spring Conferences.
54	Committee on the Diaconate	9,000	Develops and oversees the diaconal formation process; including assisting individuals and parishes with application and screening processes; provide continuing support and assistance to persons in the diaconal formation process; help in preparing and administering canonical exams for deacons; develop and oversee the Deacon's School and related curriculum. Provide orientation not only to deacons from other dioceses but also to clergy in this Diocese who will be assigned deacons. \$9,000 covers our portion of the stipend of the coordinator of the program.
55	Committee on the Priesthood	31,250	The priestly formation process is the focus of this committee, seeking to continually develop and oversee the involved policies and procedures related to ordination. Included is the assistance of churches and individuals with application and screening processes for priesthood, funding for Mid-Atlantic internships, ongoing support of persons in the ordination process, and providing advice to the Bishop and to the Diocese.
56	Committee on the Young Priests Initiative	21,600	Young Priests Initiative. Responsible for the recruitment, selection and oversight of persons under 25 years of age who are exploring a possible call to service in the Church, especially priesthood. A structured process of discernment and parish internship is involved. Costs cover internships, stipend for a program coordinator, and background checks.
57	Diocesan Board of Examining Chaplains	7,500	Covers the cost of General Ordination Exams for graduating seminarians in 2025.
58	Committee on Continuing Clergy Formation	20,000	Oversight of the work of this committee in developing and administrating the Fresh Start program for newly ordained clergy and clergy new to the Diocese as well as the New Clergy Orientation.
Total for Ministry Areas		512,015	
Governance, Communications, & Finance			
59	Governance Staff Costs	373,000	This category funds the compensation and benefits of three full-time positions: Secretary & Chief of Staff, Administrative Assistant, and Project Manager.
60	Governance Travel	6,000	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
61	Standing Committee	5,900	Standing Committee. Exists by Canon to help conduct the constitutional affairs of the Diocese. It is a board of counsel and advice to the Bishop. Participates in the process toward ordination, the approval process for incurring church debt, and giving and withholding of consent for the consecration of new bishops. In rare cases, it may act as the ecclesiastical authority. The expansion of teleconferencing has helped reduce expenses and the use of such tools will expand where possible. The line provides for a lodging at Roslyn and a facilitator for an annual retreat and mileage reimbursement for participants.

DIOCESE OF VIRGINIA
NARRATIVE Budget
For 2023 Convention Presentation

Click here to email the Budget Working Group Item # CATEGORY AND PROGRAM		2025 Draft Budget	Note
62	Finance Staff	507,000	This category funds the compensation and benefits of three full-time positions: Treasurer, Financial Administrator, and two Finance Associates.
63	Finance Travel	8,000	This category supports diocesan travel, mileage reimbursements, Episcopal Business Administrators Conference and CPG Benefits Partners Conference registration fees, airfare, hotels, meals and other transportation.
64	Executive Board, Deans & Presidents	2,900	The canonical responsibilities of the Executive Board include carrying out the directions of Annual Convention between sessions of Convention, oversight of the budget adopted by Convention, submitting a proposed budget to Convention, oversight of inactive churches, approval of sale of property belonging to the Bishop, the Trustees of the Diocese or mission church property. This line funds the costs of materials and meals for these meetings.
65	Communications Staff Costs	157,000	This category funds the compensation and benefits of full-time staff in support of diocesan communications activities.
66	Communications Travel	7,000	This category supports diocesan travel, mileage reimbursements, Episcopal Communicators conference registration fees, airfare, hotels, meals and other transportation.
67	Communication Consulting and Production	20,000	External communication strategy & advice and expense associated with producing the online e-Communique or any printed publications required by the Office of the Bishop.
68	Web Presence	3,460	Increasing the accessibility of the Diocese of Virginia to programs, documents and general information is efficiently done through a well-supported web page. The Communications Office also provides template support for churches developing their own web sites.
69	Other Communications Expenses	9,000	Provides for the use of freelance writers, photographers and layout designers provides the best possible communications products for the Diocese. This line
Total Governance, Communication, & Finance		1,099,260	
<i>Percent of Total Budget</i>		<i>17%</i>	
The Episcopate			
70	Bishops	642,000	Salaries and benefits for two full-time bishops and a visiting assisting bishop.
71	Episcopal Office Staff	326,000	This category covers total compensation for an Administrative Assistants, a Diocesan Registrar & Archivist, and a Director of Diocesan Advancement.
72	Other expenses of the Bishops Office	3,000	This line covers hiring Assisting Bishops for parish visitations, the expenses of the Canon to the Ordinary, the Transition Ministry Officer and other miscellaneous expenses of the Bishops' offices.
73	Bishops' Travel	65,000	This category supports a return to robust travel within the Diocese for three bishops, including automobile costs, insurance, hotels, meals and any other transportation. It also supports participation in the life the wider church such as attendance at the House of Bishops.
74	Bishops' Office Travel	6,000	This category supports diocesan travel for the other staff in the Office of the Bishops, automobile costs, insurance, mileage reimbursements, BEST conference registration fees, airline tickets, hotels, meals and other transportation.
75	Reserve - Lambeth	2,000	This reserve account provides for a sinking fund allowance for the Bishops attending the Lambeth Conference, held every ten years in England.
76	Episcopal Transition Expense & Reserve	20,000	This reserve account provides for the search, election and transition expenses associated with new bishops for the Diocese of Virginia. The costs incurred in our most recent transition show that an increase in this annual accrual is called for.
Total Episcopate		1,064,000	
Percent of Total Budget		16%	

DIOCESE OF VIRGINIA
NARRATIVE Budget
For 2023 Convention Presentation

Click here to email the Budget Working Group Item # CATEGORY AND PROGRAM		2025 Draft Budget	Note
Administration & Operations			
77	Diocesan Office Staff	72,000	This category funds the staff costs for diocesan operations.
78	Diocesan Office Staff Travel	500	This category supports diocesan travel, mileage reimbursements, conference registration fees, airfare, hotels, meals and other transportation.
79	Diocesan Archives Organization & Maintenance	28,000	Supported by the Diocesan Library Fund, this line item provides for materials and services related to the organization, scanning, preservation, and acquisition of Diocesan records.
80	Other Staff Expenses	8,184	Included here are expenses for continuing education for all staff, workers compensation insurance and other general expenses. Combines former "Temporary Assistance" line.
81	Auto Expense & Reserve	21,000	This category supports direct insurance and maintenance expenses for diocesan vehicles, such as repairs or inspections, and also provides for a sinking fund for replacement of vehicles.
82	Telephone & Cell Phone Expense	18,000	The expenses for the diocesan telephone system, software, support and all diocesan provided cell phones are included in this line item.
83	Office Supplies, Equipment & Services	37,080	Costs associated with the Diocesan offices are funded here. Expenses include paper, printing, postage, copying, office equipment, service, supplies and maintenance. Annual depreciation of office equipment is included in this line item.
84	Building Related Expenses & Reserve	95,000	Expenses related to the upkeep of the Diocesan offices are recorded here, including property insurance, utilities, maintenance and regular custodial care.
85	Audit, Legal & Professional fees	50,000	This category covers costs of the annual audit of the diocesan accounting and an allowance for usual and customary legal expenses.
86	Other operating expenses	5,000	Expenses in this category include payroll service fees, bank service charges, service charges for online credit card transactions, and miscellaneous expenses of operating the Diocesan offices.
Total for Administration & Operations		334,764	
Percent of Total Budget		5%	
TOTAL EXPENSES		6,529,000	
NET SURPLUS (DEFICIT)		-	

DIOCESE OF VIRGINIA 2025 BUDGET
For 2024 Convention

Click here to email the Budget Working Group									
Item #	CATEGORY AND PROGRAM	2021	2022	2023	2024	2025	2025	2025	2025
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments
INCOME									
1	Anticipated Pledge Income	3,963,903	3,980,000	4,277,960	4,560,700	4,984,000	-	4,984,000	4,984,000
2	Fund Income	531,100	944,900	948,000	1,100,000	1,100,000	-	1,100,000	1,128,000
3	Reserve Release	-	-	44,740	-	-	-	-	-
4	Rents & External Trusts	264,000	257,400	280,000	294,900	297,000	-	297,000	297,000
5	Health Insurance Administration Reumbursement	108,120	110,000	111,000	115,000	120,000	-	120,000	120,000
6	TOTAL INCOME	4,867,123	5,292,300	5,661,700	6,070,600	6,501,000	-	6,501,000	6,529,000
EXPENSES									
Church Citizenship and Grant Programs									
1	Support of Our Greater Church Community	601,865	634,788	626,900	650,241	649,776	-	649,776	649,776
2	General Convention Representation - Reserve	20,000	20,000	20,000	20,000	20,000	-	20,000	20,000
3	Annual Convention Expense	-	-	73,700	75,000	195,000	-	195,000	195,000
4	Shrine Mont Camp Scholarships	-	95,600	97,500	75,600	77,200	-	77,200	77,200
5	Clergy Children's Scholarships	-	50,000	59,000	60,000	61,000	-	61,000	61,000
6	Clergy Retreat Scholarships	-	20,000	20,000	20,000	20,000	-	20,000	20,000
7	Mustard Seed & Small Church Revitalization Grants	-	62,500	63,000	62,500	63,700	-	63,700	63,700
8	Province III - Representation & Support	14,045	14,811	14,850	15,172	15,161	-	15,161	15,161
9	Virginia Council of Churches (VCC)	7,000	7,000	7,000	7,700	7,700	-	7,700	7,700
10	Virginia Interfaith Center for Public Policy (VICPP)	5,000	10,000	10,000	10,000	10,000	-	10,000	10,000
11	Committee on Ecumenical & Interfaith Issues	4,000	8,820	8,820	8,820	8,820	-	8,820	8,820
Total - Church Citizenship		651,911	923,519	1,000,770	1,005,033	1,128,357	-	1,128,357	1,128,357

DIOCESE OF VIRGINIA 2025 BUDGET
For 2024 Convention

Click here to email the Budget Working Group									
Item # CATEGORY AND PROGRAM		2021	2022	2023	2024	2025	2025	2025	2025
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments
									Approved by November Convention
Evangelism and Christian Formation									
12	Formation Staff Cost	186,740	180,000	239,000	319,400	341,000		341,000	341,000
13	Formation Staff Travel	3,750	3,880	7,500	10,000	11,000		11,000	11,000
14	Support of Discipleship Programming	-	-	-	18,000	25,000		25,000	25,000
15	Aging, Committee on	-	15,150	15,150	16,500	17,100		17,100	17,100
16	Grants for Evangelism Work in the Diocese	25,000	-	-	-	-		-	-
17	Grants for Episcopal College Ministries	270,000	295,726	310,000	361,500	405,404		405,404	405,404
18	Committee on Parish Youth Ministries	18,250	18,150	18,150	18,150	20,000		20,000	20,000
19	Ministries in Higher Education, Committee on	500	500	500	500	500		500	500
20	Shrine Mont Camp Program Support	119,500	125,000	175,000	125,000	175,000		175,000	175,000
21	Ministry Development	6,000	5,000	5,000	5,000	5,000		5,000	5,000
22	Fee for Education for Ministry Program	2,750	2,750	2,750	1,750	1,750		1,750	1,750
Total - Evangelism and Christian Formation		632,490	646,156	773,050	875,800	1,001,754	-	1,001,754	1,001,754
Ministries of Human Dignity & Justice									
23	HD&J Staff Costs	88,630	245,000	242,000	229,400	205,000		205,000	205,000
24	Bishop's Minority Scholarship	2,500	2,500	2,500	10,000	10,000		10,000	10,000
25	HD&J Travel	3,750	7,500	10,000	10,000	11,000		11,000	11,000
26	Office of Missional Engagement	20,000	21,500	21,500	21,500	21,500		21,500	21,500
27	GraceInside	40,500	40,000	50,000	50,000	50,000		50,000	50,000
28	Support - Office of Mission & Outreach	5,500	5,000	5,000	5,000	5,000		5,000	5,000
29	Creation Care Task Force	20,255	16,000	16,000	16,000	16,000		16,000	16,000
30	Mission for Racial Justice & Healing	17,500	35,500	35,500	35,500	35,500		35,500	35,500
31	Triangle of Hope	22,750	24,750	24,750	24,750	24,750		24,750	24,750
32	Latino Task Force	500	500	1,000	500	500		500	500
Total - Human Dignity & Justice		221,885	398,250	408,250	402,650	379,250	-	379,250	379,250

DIOCESE OF VIRGINIA 2025 BUDGET
For 2024 Convention

Click here to email the Budget Working Group																
Item # CATEGORY AND PROGRAM		2021		2022		2023		2024		2025		2025		2025		Approved by November Convention
		As Approved by Convention		As Approved by Convention		As Approved by Convention		As Approved by Convention		Budget Requests to EB		Exec. Bd. Adjustments		October Draft to Convention		
Direct Support of Congregations In the Diocese																
32	DSC Staff Cost	372,213		200,000		270,000		322,400		376,500			376,500			376,500
33	DSC Staff Travel	3,750		3,465		3,465		3,465		4,000			4,000			4,000
34	Post-COVID Ministry	60,000		-		-		-		-			-			-
35	Root, Thrive, Soar Cohort	-		33,000		33,000		33,000		-			-			-
36	College for Congregational Development Coaching	-		15,000		15,000		15,000		7,000			7,000			7,000
37	Committee on Congregational Missions (CCM) Allocation for Mission Support	648,900		455,647		494,200		481,561		479,100			479,100			479,100
	All Soul's, Atlee	39,000		39,000		38,000		38,000		46,000			46,000			46,000
	Calvary, Hanover	-		-		16,000		-		16,000			16,000			
	Christ Church, Lucketts	13,500		8,700		10,000		9,500		8,000			8,000			8,000
	Cristo Rey, Arlington	56,500		56,000		67,500		70,000		70,000			70,000			70,000
	Good Shepherd, Bluemont	13,900		13,900		14,400		14,400		14,400			14,400			14,400
	Good Shepherd, Boonesville	3,000		5,000		6,000		6,000		3,000			3,000			3,000
	Grace Church, Stanardsville	9,900		15,000		18,000		15,000		17,000			17,000			17,000
	Holy Cross Korean Mission	35,000		38,000		38,000		38,000		38,000			38,000			38,000
	Immanuel, King & Queen	1,500		1,500		1,500		1,500		1,500			1,500			1,500
	Grace, Red Hill, Albemarle	28,300		25,000		25,000		28,000		30,000			30,000			30,000
	San Jose, Arlington	62,500		62,000		67,000		67,000		70,000			70,000			70,000
	San Marcos, Alexandria	30,000		-		-		-		-			-			-
	Santa Maria, Falls Church	35,000		28,000		28,000		28,000		5,000			5,000			5,000
	St. David's, Aylett	9,000		10,000		12,000		13,000		13,000			13,000			13,000
	St. Francis Korean, McLean	25,000		20,000		-		-		-			-			-
	St. Francis, Manakin Sabot	35,000		32,000		32,000		32,000		32,000			32,000			32,000
	St. Gabriel's, Leesburg	65,000		65,000		70,000		70,000		80,000			80,000			80,000
	St. George's, Pine Grove	5,000		2,100		4,000		9,400		6,000			6,000			6,000
	St. John the Baptist, Ivy	9,800		12,347		8,800		9,100		12,200			12,200			12,200

DIOCESE OF VIRGINIA 2025 BUDGET
For 2024 Convention

Item # CATEGORY AND PROGRAM		2021	2022	2023	2024	2025	2025	2025	2025	2025
		As Approved by Convention	As Approved by Convention	As Approved by Convention	As Approved by Convention	Budget Requests to EB	Exec. Bd. Adjustments	October Draft to Convention	Interim Adjustments	Approved by November Convention
St. Paul's West Point & Grace, Millers Tavern		9,000	-	-	-	-	-	-	-	-
St. Paul's, Ingham		3,000	2,100	5,000	2,661	3,000	-	3,000	-	3,000
St. Peter's, Richmond		-	-	15,000	-	-	-	-	-	-
Varina, Richmond		20,000	20,000	18,000	16,000	14,000	-	14,000	-	14,000
38 Interest on Santa Maria Property Loan		22,000	-	-	-	-	-	-	-	-
39 Reserve for mission maintenance projects		10,000	20,000	20,000	20,000	20,000	-	20,000	-	20,000
40 Reserve for special needs of mission congregations		19,000	40,000	40,000	40,000	40,000	-	40,000	-	40,000
41 Reserve for Transitions		15,000	10,000	10,000	5,000	5,000	-	5,000	-	5,000
42 Small Church Conference/Continuing Ed/Cmte expenses		550	700	700	1,200	1,200	-	1,200	-	1,200
43 Committee on Stewardship		5,100	2,500	2,500	2,500	2,500	-	2,500	-	2,500
44 Committee on Liturgy & Church Music		-	-	-	1,000	1,000	-	1,000	-	1,000
45 Transition Ministry Expenses		1,800	2,000	17,000	17,000	17,000	-	17,000	-	17,000
46 Congregational Development Expenses		5,525	5,300	25,300	25,300	25,300	-	25,300	-	25,300
47 Insurance for vacant churches		5,000	5,000	5,000	5,000	6,000	-	6,000	-	6,000
48 Real Estate Tax (Undeveloped Land)		31,000	28,800	25,000	25,000	25,000	-	25,000	-	25,000
Total - Strengthening Our Churches		1,199,838	821,412	961,165	997,426	1,009,600	-	1,009,600	-	1,009,600
Support and Development of the Ministry										
49 Ministry Staff Costs		347,240	315,615	270,000	322,400	376,500	-	376,500	-	376,500
50 Ministry Staff Travel		7,700	11,275	11,275	11,275	13,165	-	13,165	-	13,165
51 Commission on Ministry - General Expenses		2,000	3,000	3,000	3,000	3,000	-	3,000	-	3,000
52 Committee on Discernment		3,000	5,000	5,000	5,000	5,000	-	5,000	-	5,000
53 Clergy & Diocesan Conferences		10,850	13,500	25,000	25,000	25,000	-	25,000	-	25,000
54 Committee on the Diaconate		9,000	9,000	9,000	9,000	9,000	-	9,000	-	9,000
55 Committee on the Priesthood		20,000	42,550	31,250	31,250	31,250	-	31,250	-	31,250
56 Committee on the Young Priests Initiative		4,000	16,000	21,600	21,600	21,600	-	21,600	-	21,600
57 Diocesan Board of Examining Chaplains		6,000	6,750	7,500	7,500	7,500	-	7,500	-	7,500
58 Committee on Continuing Clergy Formation		15,000	17,450	20,000	20,000	20,000	-	20,000	-	20,000
Total for Ministry Areas		424,790	440,140	403,625	456,025	512,015	-	512,015	-	512,015

Form Name:	Elected Position Nomination Form
Submission Time:	October 25, 2024 1:24 pm
Browser:	Chrome 130.0.0.0 / Windows
IP Address:	54.82.190.69
Unique ID:	1279754689
Location:	39.0469, -77.4903

Order	Clergy
Name	Rev Kimberly Glenn
Address	492 Chesapeake Drive Irvington, VA 22480
Phone	18044058417
Email	baker.glenn@gmail.com
Church name and location	Grace Episcopal Church

Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified



Rev. Kim Glenn currently serves as rector at Grace Church in Kilmarnock and oversees liturgical events at Historic Christ Church in Weems. After earning a Masters degree in Christian Education (2005) she served as a youth minister at St. Mary's in Goochland and then at All Souls in Mechanicsville. In 2010 she discerned a call to ordained ministry and earned a Masters of Divinity in 2013, a diploma in Anglican Studies in 2015 and was ordained in the Diocese of Southwestern Virginia in 2015. She was Associate Rector at St. John's in Lynchburg until June of 2019 and became rector at Grace in Kilmarnock in August of 2019. She was appointed by Bishop Susan Goff to fill the unexpired term of a clergyperson on Standing Committee in 2022. She has been encouraged by those who served with her to submit her name for nomination this year because of her thoughtful participation, her ability to work as a team player, her ability to see issues put before the committee clearly and her ability to articulate clearly her responses. She would like to serve on the Standing Committee for a full term because of her love for this diocese and her passion to be a leader in God's church.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17109247750>

Form Name:	Elected Position Nomination Form
Submission Time:	October 31, 2024 12:02 pm
Browser:	Chrome 130.0.0.0 / OS X
IP Address:	173.71.217.37
Unique ID:	1281705429
Location:	38.3416, -77.4307

Order	Clergy
Name	Rev. Daniel Johnson
Address	10 Sweetbriar Ct Fredericksburg, VA 22405
Phone	15408096788
Email	rector@christchurchspotsy.com
Church name and location	Christ Church Spotsylvania

Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified



I am currently the rector of Christ Church in Spotsylvania where I have served since graduating from Virginia Theological Seminary in 2019. Prior to ordination, I was a Technical Analyst for the Department of Defense and Department of State, providing technical, infrastructure, and data analysis for the Navy, Marine Corps, diplomat corps, and other allied nations across the globe. Currently, I am pursuing my Doctor of Ministry degree at Nashotah House Seminary and serve on the diocese's Disciplinary Board. I am also a Spiritual Director for both laity and clergy, a life-professed friar in the Anglican Order of Preachers, and chaplain for the Virginia Chapter of the Society of Catholic Priests. My wife Shannon and I have three children: Logan (22), Aubry (18), and Rhys (8).

I believe my past professional life and my current ordained life have prepared me to listen to a diversity of opinions, observations, and information; interpret those opinions, observations, and information; and provide well-informed and detailed advice, which I believe would be of use on the Standing Committee. I believe in the Church. This is a wounded, fractured, and seeking world. I would like to be a part of working to grow the Episcopal Church in Virginia so as many people as possible can know the abiding and abounding love, grace, peace, and hope of Jesus Christ.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17136217133>

Form Name:

Submission Time:

Browser:

IP Address:

Unique ID:

Location:

Elected Position Nomination Form

November 1, 2024 1:57 pm

Chrome 130.0.0.0 / Windows

73.148.38.235

1282099725

39.14, -77.7346

Order	Clergy
Name	The Rev. Eugene LeCouteur
Address	PO Box 306 Middleburg,, VA 20118
Phone	15406876297
Email	rector@emmanuelmiddleburg.org
Church name and location	Emmanuel Middleburg



Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified

I had an interesting and varied career before I found my way into church work. From being an historical interpreter in Colonial Williamsburg, to managing a gourmet food business, to making electric guitars, to researching how to provide affordable health insurance to low-income individuals and small businesses, and working on children's initiatives for The Discovery Channel. While all were interesting and compelling in their own way, none filled my heart like working in the Church.

As a volunteer in church I sang in choirs, led adult Bible studies, and worked with all ages of children and youth as a teacher and group leader. As a lay staff member, I continued working in these ministries while also leading mission trips, pilgrimages, and retreats, and running a speakers series. In addition, I started a farmers market, a bookshop, and a café to expand our ministries into the neighborhood.

In the past ten years as a priest, I served on the staff of a large urban/suburban church-St. Stephen's Richmond, and as rector of a small country parish-Emmanuel Middleburg. Each has had its challenges, and each has taught me lessons about context-specific ministry.

Over the past three years I have served as a member of the Executive Board of the Diocese of Virginia representing the Northern Piedmont region. In this capacity I crafted a proposed Uniform Family Leave Resolution. In this past year I assisted with implementing the Covenantal Giving plan.

I know that the work of the Church is not like the work of business. We in the church are not motivated by profit but by fulfilling the prophetic call to establishing God's Kingdom "on earth as it is in heaven." That means discerning the will of God for us in our place and time.

I have done nothing more fulfilling and demanding as working in the Church. I explored many avenues for my place in life, and the work of the Church is it. I feel truly blessed by the opportunity to serve God and God's people as I have so far. I would be honored to serve in this new capacity on the Standing Committee.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17141646918>

Form Name:

Submission Time:

Browser:

IP Address:

Unique ID:

Location:

Elected Position Nomination Form

November 1, 2024 12:09 pm

Safari 17.6 / OS X

98.244.81.138

1282055882

38.2332, -78.3692

Order	Clergy
Name	The Rev. Justin McIntosh
Address	575 Gillums Ridge Road Charlottesville, VA 22903
Phone	(434) 953-1533
Email	rector@stpaulsivy.org
Church name and location	St. Paul's, Ivy



Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified

I have served as an ordained minister in the Diocese of Virginia for the last 15 years. I love our diocese, and I yearn to see our congregations faithfully meet the challenges of this time and for their ministries to flourish. Our neighbors need the Gospel of Jesus Christ-the gift of new, transformed life-and God is calling our diocese to share that Good News with them in word and deed. After encouragement from a trusted colleague, I have decided to stand for election to the Standing Committee because I believe that my formal training, parish ministry experiences, and other leadership roles have given me the knowledge and skills to help our diocese live out more fully our stated priorities: discipleship, justice, and reconciliation.

After earning my Bachelor of Arts in religious studies and history from The College of William and Mary, I received my formation for the priesthood at Yale Divinity School and Berkeley Divinity School, graduating in 2009 with a Master of Divinity and a Diploma of Anglican Studies. Last May, I earned a Master of Science in Church Management from Villanova University-an innovative degree that applies wisdom from the business world to the management of Christian institutions.

Following seminary, I served for several years as the Assistant/Associate Rector at St. Thomas, McLean, focusing my ministry on growing discipleship among children, youth, and young adults. From 2011-2018, I was the Rector of Leeds Church, Markham-a pastoral size congregation in rural Fauquier County. During my tenure there, the number of young families in the congregation increased and the parish developed a ministry of racial justice and healing through a partnership with Mount Morris Baptist Church-a predominately African-American congregation down the road. Since 2018, I have been the Rector of St. Paul's, Ivy, which is a program sized congregation in the suburbs of Charlottesville. In my current role, I have come to appreciate the critical importance of wise administration and strategic planning for effectively proclaiming the Gospel and witnessing to the Kingdom of God.

In addition to my parish leadership experiences, I served as a Deputy for our diocese to the 2018 General Convention and was a member of the Committee on Priesthood for many years. Currently, I am the Vice Chair of our diocese's Committee on Racial Justice and Healing and am on the board of the St. James Episcopal School in north Philadelphia-a tuition free middle school dedicated to serving children and others in one of Philadelphia's most impoverished communities.

I am thankful for the encouragement to put my name forward for the Standing Committee, and if it is God's will, I am ready to serve our beloved diocese in this way.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17141049177>

Form Name:

Submission Time:

Browser:

IP Address:

Unique ID:

Location:

Elected Position Nomination Form

October 29, 2024 2:54 pm

Chrome 129.0.0.0 / OS X

75.232.157.132

1281032280

40.7064, -73.9473

Order	Clergy
Name	The Rev. John T Thomas
Address	7599 Rockfish Gap Turnpike Gereenwood, VA 22943
Phone	(434) 282-4118
Email	jthomas@emmanuelgreenwood.org
Church name and location	Emmanuel Episcopal Church, Greenwood, VA



Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified

I stand for election because two friends I love and trust asked me to do so. As the Diocese of Virginia raises me up in ministry, and has supported me in vital ways, I listened and said my prayers. I have experience with small and large institutions, board leadership, and many of the pastoral and practical tensions that arise for leaders of faith. I appreciate the moniker: Standing Committee of the Diocese. This body stands on the shoulders of the Saints, stands with and for our episcopal ministry, and stands firm for the Gospel of Jesus Christ, first and always.

Experience:

In 31 years of ordained ministry, I have been assistant, associate, and adjunct parish clergy, Episcopal School Chaplain, Head of an Episcopal School, interim rector, and rector. Serving in five different dioceses, I have worked as member of the Commission on Ministry, two Youth Commissions, an Ecclesiastical Trial Court, and numerous summer camp gigs. Returning to Virginia six years ago, I serve currently on the Committee on Deacons, and the Board of Governors for Stuart Hall School.

Vitals:

Baptized, St. Matthew's, Richmond, Virginia, 1966
Confirmed, Emmanuel, Athens, Georgia, 1978
BA in English, The University of the South, 1988
M.Div., Virginia Theological Seminary, 1993
Ordained Deacon, 1993
Ordained Priest, 1994

Personal:

Married for 31 years to Janice Thomas, a nurse and pastoral force of nature. We have two adult children: Emily, who teaches fourth grade, and Sam who is a licensed PGA golf professional. Both children live in Hendersonville, North Carolina. Janice and I live in Nelson County, Virginia with our two exceptionally inclusive Golden Retrievers.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17126465187>

Form Name:

Submission Time:

Browser:

IP Address:

Unique ID:

Location:

Elected Position Nomination Form

November 1, 2024 5:15 pm

Chrome 130.0.0.0 / OS X

108.56.174.186

1282178446

38.9307, -77.1673

Order	Clergy
Name	Rev Joshua Walters
Address	6715 Georgetown Pike P.O. Box 457 McLean, VA 22101
Phone	(347) 572-3602
Email	jwalters@stjohnsmclean.org
Church name and location	St. John's Church, McLean



Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified

The Rev. Joshua D. Walters
Rector, St. John's Church, McLean

Education:
BA with Honors in History, Indiana University
MDiv, The General Theological Seminary

Ordination History:
Diaconal Ordination: 20 June 2006
Priestly Ordination: 20 January 2007
The Right Rev. Catherine Waynick; Episcopal Diocese of Indianapolis

I am honored to be asked to stand as a candidate for the Standing Committee.

I bring with me over twenty-five years of highly collaborative church leadership-both as an active lay leader and as a clergyperson (ordained 18yrs). I have learned that parishes are at their best when they seek to meet the needs of a changing religious landscape in a localized setting; using a healthy balance of tradition and faithful innovation; having a willingness to listen; to be able to disagree without being disagreeable; and to have a sense of humility and humor in equal doses.

I have served as Rector of St. John's McLean since late August 2019, and six months later the pandemic hit. With grace and flexibility St. John's has weathered the ups, downs and realities brought by the pandemic and this season following. And in spite of the challenges of the past few years, we are thriving and finding great joy in an incredible chapter in our call to follow Jesus.

What has sustained me and my parish during this time has been our clear call to be flexible-yes that word, again; to try things out, to not get too attached to the results, and to try, try again. I have found joys in serving as a mentor to seminarians and new clergy, and welcoming newcomers into our church; sharing the Good News in a world that aches to be reminded of the Goodness of God.

Prior to my call to St. John's, I served for seven years in the Diocese of Rochester, where I was rector of Christ Church in Pittsford, New York; a programmatic-sized parish in a first-ring suburb of Rochester. In my time there I served a three-year term on Diocesan Council. Prior to that I served three years as rector of Grace Church and Day School in Massapequa, New York in the Diocese of Long Island, where I was appointed to the diocesan ecumenical council and briefly served as president of my local interfaith association. Following seminary my first call was to be curate and then associate rector of Christ Church in Winnetka, Illinois, I was on the board of trustees for Canterbury Northwestern University.

I grew up on my family farm in southwestern Indiana, and became an

Episcopalian largely through my activity in Indiana University Episcopal Campus Ministry. During my time there I served on the student leadership team and on the vestry of Trinity Episcopal Church Bloomington, Indiana. I love my family, my dogs, and the study of history. I find grace in being outdoors.

I hope I can give back to this diocese a measure of what God and the Episcopal Church has given to me in my life and vocation.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17142736359>

Form Name:

Submission Time:

Browser:

IP Address:

Unique ID:

Location:

Elected Position Nomination Form

November 1, 2024 7:44 pm

Chrome 129.0.0.0 / Windows

72.196.228.125

1282215646

38.8597, -77.198

Order	Lay
Name	Ms. Lauren Breedon
Address	2655 Prosperity Avenue apt 329 Fairfax, VA 22031
Phone	(571) 320-2779
Email	laurenvbreeden@gmail.com
Church name and location	The Falls Church Episcopal located in The City of Falls Church



Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified

With a passion for nurturing the spiritual formation of children and advocating for the dignity of lay professionalism, I have worked for the Episcopal Church for over twelve years. I currently serve as the Director of Children and Family Ministries at The Falls Church Episcopal. Throughout my time at The Falls Church, I have worked to create innovative programs that equip and empower children's leadership both at the parish and in the Episcopal Church at large. I am dedicated to the dignity of quality spiritual formation for all ages and creating church spaces where all generations have a voice.

I am currently working on Masters in Divinity as a non-postulant at Virginia Theological Seminary where I am honored to work alongside VTS as an advocate for lay professionals. In conjunction with VTS Lifelong Learning and FORMA, I have worked to help create spaces that promote mutual ministry, provide lay professionals with professional development opportunities and advocacy.

Before working for the Episcopal Church, I spent over a decade fighting sex crimes, focusing primarily on domestic minor sex trafficking. This background fuels my deep commitment to creating a church that is equitable and safe. I have worked to help churches create Child Safety Policies and have been a Safe Church certified trainer for over six years.

My unique experience fighting injustice, coupled with my work for the Episcopal Church, can be leveraged by the Standing Committee as a voice for the dignity and rights of church members and staff of all ages and backgrounds. I am also deeply creative and believe our Diocese could benefit from imaginative thinking. Similarly, I believe my background as an advocate can help to open our ears to voices we may have overlooked. I want to invite diverse voices to the table as we discover what God is doing amongst us. I especially want to hear from our youngest members about their callings and how we can empower them to lead us, for the kingdom of heaven belongs to them.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17143224449>

Form Name:	Elected Position Nomination Form
Submission Time:	October 29, 2024 5:21 pm
Browser:	Chrome 129.0.0.0 / Windows
IP Address:	100.7.1.105
Unique ID:	1281101660
Location:	37.4365, -77.4807

Order	Lay
Name	Ms. Margaret Jones
Address	4120 October Road North Chesterfield, VA 23234
Phone	(804) 397-5510
Email	mpj4120@verizon.net
Church name and location	St. Mark's Episcopal Church, Richmond, VA

Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified



I am a lifelong Episcopalian, and have been an active member at St. Mark's Episcopal in Richmond for more than 25 years. I have served several terms on the Vestry, and have been both Junior and Senior Warden. I am currently active in our Parish Life and Justice and Advocacy Ministries, as well as serving as the Vice President for the Central Richmond Region of the Diocese. I am the Regional Lay representative to the Executive Board, a term that ends in December of this year, and was honored to represent our Diocese as one of the Deputies to the General Convention.

I retired 2 years ago after a 36-year career in Virginia State Government, where I worked in capital project and facility support administration and management. My retirement has enabled me to commit my time and talents to the joys in my life, including the Episcopal church.

I have good communication and organizational skills, and an appreciation for administration. Throughout my career I provided "advice and counsel" to members of state government, and understand the need for informed, respectful discussion, and careful consideration during the decision making process.

I feel my experience, faith, and love of the Episcopal church will allow me to contribute as a member of the Standing Committee.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17127428905>

Form Name:

Submission Time:

Browser:

IP Address:

Unique ID:

Location:

Elected Position Nomination Form

October 21, 2024 3:55 pm

Chrome 130.0.0.0 / Windows

68.100.213.97

1278141427

38.7913, -77.2806

Order	Lay
Name	Mr Richard Leland
Address	5801 Robins Nest Ct Burke, VA 22015
Phone	17035853253
Email	rleland416@cox.net
Church name and location	Church of the Good Shepherd - Burke, Virginia

Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified



I am a life-long Episcopalian, baptized as an infant and confirmed at age 13, and an active member of my parish church in Fairfax County. In my upper 70's, I am healthy and capable of driving to Fredericksburg, Virginia. My rector informs me that these facts qualify me to stand for election as a lay member of the Standing Committee of the Diocese of Virginia.

While I have lived in Burke, Virginia for the past 45 years, for almost 40 of those years I was a member of an endowed, program-sized Episcopal parish in the Diocese of Washington. All of my elected church positions were held in that diocese. As a young man, I served one year as Vestry Secretary, three years as Vestry Member, three years as Senior Warden and three years as a Diocesan Delegate.

I earned a bachelor's degree in history from an Episcopal university called Sewanee and earned two master's degrees in modern European intellectual history and software engineering respectively. My 38-year career was with the federal government where I worked both in the field of personnel management and in the management of a software development function for a legislative branch agency.

Demographically, I am a married white male. My wife and I have two married daughters and four grandchildren.

I have never known a bishop, but I have known male and female priests who became bishops. These were individuals with high social and communication skills, who possessed a love of the Episcopal Church and a spiritual relationship with Jesus Christ. There were no Saints in their ranks.

As to my desire to serve as a lay member of the Standing Committee, I believe I could contribute to the conversation and decision making of the Committee and I am willing to serve if elected. I have a very good understanding of what the Episcopal Church has been, but I am confused as to what it is becoming. Let's hope and pray the Holy Spirit has this well in hand.

Upload a headshot/photograph of the nominee

<https://www.formstack.com/admin/download/file/17086121752>

Form Name:	Elected Position Nomination Form
Submission Time:	October 21, 2024 12:50 pm
Browser:	Mobile Safari 17.7 / iOS
IP Address:	73.216.126.199
Unique ID:	1278050217
Location:	37.1794, -77.3858

Order	Lay
Name	Mr Russell Lockey
Address	79 Laurel St Harrisonburg, VA 22801
Phone	(540) 246-4210
Email	rglockey@highspeedlink.net
Church name and location	Emmanuel Harrisonburg
Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified	I live in Harrisonburg, Virginia, where my wife serves as the Episcopal Campus Missioner for James Madison University. I am a member of Emmanuel Episcopal Church and have been elected to the Vestry twice in the last twenty years where I headed the buildings and grounds committee and served as the Junior Warden. I am currently in my third term (1yr left) on the Diocesan Missionary Society.
Upload a headshot/photograph of the nominee	https://www.formstack.com/admin/download/file/17084849975



Form Name:	Elected Position Nomination Form
Submission Time:	October 24, 2024 8:18 am
Browser:	Chrome 130.0.0.0 / Windows
IP Address:	98.117.94.17
Unique ID:	1279221837
Location:	37.5805, -77.5209

Order	Lay
Name	Mr. Gordon Murdock
Address	6708 HANOVER AVE RICHMOND, VA 23226
Phone	18043578136
Email	ggmurdock@gmail.com
Church name and location	Church of Our Saviour, Montpelier
Biographical sketch, including elected or appointed positions or ministries held at the parish, provincial, and/or The Episcopal Church level, highlighting why you would like the position and believe you are qualified	<p>I was raised in a small town in West Virginia along the Ohio River. After graduating from high school I attended the United States Military Academy, graduating in 1973. After graduation I served in various capacities and units until 1979 when I left the Army and joined Goodyear Tire and Rubber Company.</p> <p>I worked for Goodyear for 27 years in a variety of positions in quality assurance, project management, technical service and general management. In my last position I served as Managing Director for Goodyear South Africa, with responsibility for most of their operations south of the Sahara Desert.</p> <p>I took early retirement in 2006. In 2007 my wife, Randi and I moved to the Richmond area. I purchased a small manufacturing facility near Ashland, we built a house in Doswell and joined Church of Our Saviour in Montpelier.</p> <p>Over the last 16 years, I have served four years as treasurer, seven years on the vestry, all as Junior Warden and two years as chairman of the Cemetery Committee.</p> <p>During the periods noted above I have often heard, when discussing the Diocese and the churches within it, an "us versus them" mentality, which is unhelpful and unproductive. I would like to serve on the Standing Committee because I believe there is a need for improved communication between the diocese and some, or perhaps most, of the smaller parishes.</p>
Upload a headshot/photograph of the nominee	https://www.formstack.com/admin/download/file/17101137874

