



# Supplementary Documents of the 221<sup>st</sup> Annual Council

*Members of Council should print or download this supplementary packet and bring it with them to Annual Council on Jan. 21-23, 2016, at the Hyatt Regency in Reston.*

*Nominations, resolutions and amendments not included in this packet must be submitted from the floor of Council. Resolutions and amendments must be accepted by a two-thirds vote of Council members, and the submitter must bring 600 copies of the document.*

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**“Connected in the Kingdom: There are Many Members, Yet One Body”  
The 221<sup>st</sup> Annual Council of the Episcopal Diocese of Virginia  
Hyatt Regency, Reston, VA  
January 21-23, 2016**

**AGENDA  
(as of 1/14/16 )  
SUBJECT TO CHANGE**

**Thursday, January 21**

- 1-4 p.m. Sexual Misconduct Prevention Training (Train the Trainers)—Reston A
- 1-5 p.m. Standing Committee Meeting—A. Smith Bowman
- 4-7 p.m. Registration—Regency Ballroom
- 4:30-5:30 p.m. Committee Open Hearing: Resolutions – Lake Anne
- 4:30-9 p.m. Exhibitor setup open—Foyer
- 5-7 p.m. Reception—Grand Ballroom in honor of the South African delegation
- 6-7 p.m. Committees of Council meet  
Budget—Reston C  
Resolutions—Reston A  
Related Organizations—A. Smith Bowman
- 6:00 p.m. Council Orientation for Youth and Collegiate Delegates – Town Center B
- 9 p.m. Compline— Chapel, Town Center A

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**Friday, January 22**

- 7 a.m. Exhibitor setup open—Foyer
- 7-9 a.m. Registration—Regency Ballroom
- 7-8:30 a.m. Coffee and Danish—Foyer
- 7:00-8:00 a.m. Committees of Council meet  
Budget—Reston C
- 7:30 a.m. Tellers’ Meeting—Lake Fairfax B with Chief Judge Brad Davenport
- 8 a.m. Council Orientation Session—Mr. J. P. Causey, Lake Anne  
(For those who are new to Council or those who wish for a refresher course.)
- 8:30 a.m. Opening Session—Grand Ballroom  
Call to Order  
Invocation delivered by the Rev. Dorothy White  
1<sup>st</sup> Meditation – South African delegation member  
Determination of Quorum  
Adoption of Rules of Order

Adoption of Program  
 Appointment of Parliamentarian  
 Appointment of Secretary and Assistant Secretaries  
 Appointment of Council Committees  
 Report of Credentials Committee  
 Call for any Resolutions or Canonical Amendments not previously submitted  
 Ballot #1—Standing Committee ONLY  
 Introduction of Guests

- 9:35 a.m. The Pastoral Address—The Rt. Rev. Shannon S. Johnston, Bishop of Virginia
- 10:00 a.m. “STORIES OF THE DIOCESE”
- 10:20 a.m. Break
- 10:30 a.m. “STORIES OF THE DIOCESE” CONTINUED
- 10:50 a.m. Address— The Rt. Rev. Peter John Lee, Bishop of Christ the King, South Africa  
 Introduction of New Clergy  
 Introduction of Candidates for Priesthood and Vocational Deacons  
 Report of the Bishop Suffragan—The Rt. Rev. Susan E. Goff
- 11:25 a.m. Council in Recess until 1:30 p.m.—Lunch on your own
- 11:30-12:20 p.m. Committee Open Hearings  
 Budget—Lake Anne  
 Constitution & Canons—Regency B
- 12:30 – 1:30 Committees of Council meet  
 Constitution & Canons—Reston B  
 Budget—Reston C  
 Resolutions—Reston A
- 1:30-2:30 p.m. Report of the Committee on Resolutions —Grand Ballroom
- 2:30p.m. Council in Recess until 8:30 a.m. on Saturday
- 2:40 p.m. Workshops  
 2:40-3:40 Workshop 1— Race and Reconciliation: Perspectives from the Diocese of Christ the King, South Africa, and the Diocese of Virginia - Regency A  
 Workshop 2— Stewardship – How to Teach Proportional Giving - Regency B  
 Workshop 3— An Imam and A Priest Walk Into A... Conversation: Dialogue Across Difference, with a Side Order of Friendship - Lake Anne B  
 Workshop 4— The Syrian (and Other) Refugee Crisis and How You Can Be Involved – Reston B & C  
 Workshop 5— Mindfulness Meditation - Lake Anne A
- 3:40 Break
- 3:50-4:50 All workshops are repeated.

- 3:30-5 p.m. Choir Rehearsal—Grand Ballroom
- 5:30 p.m. 221<sup>st</sup> Annual Council Holy Eucharist—Grand Ballroom  
 Celebrant: The Rt. Rev. Shannon S. Johnston, Bishop of Virginia  
 Preacher: The Rt. Rev. Peter John Lee, Bishop of Christ the King, South Africa
- 7 p.m. Dinner on your own
- 7:30 p.m. Committees of Council meet as needed  
 Budget—Reston C
- 8:30-10:30 p.m. Dessert Reception with Dj “EGK” - Regency A&B
- 9:30 p.m. Compline - Chapel, Town Center A
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**Saturday, January 23**

- 7 a.m. Hot Breakfast—Foyer
- Breakfast gatherings (please bring breakfast to meeting room):  
 Breakfast for Candidates for Priesthood— A. Smith Bowman  
 Breakfast for Regional Presidents—Town Center B  
 Breakfast for Women Clergy— Reston A, B & C  
 Breakfast for Youth/Collegiate Delegates — Lake Anne B  
 CCM Breakfast with Bishop Goff—Lake Anne A  
 12 Step Meeting—Robert E. Simon  
 Tellers’ Meeting—Lake Fairfax B
- 7:30 a.m. Holy Eucharist - Chapel, Town Center
- 8:30 a.m. General Session re-convenes—Grand Ballroom  
 Morning Prayer led by Parish Youth Ministries Committee  
 2<sup>nd</sup> Meditation – South African delegation member  
 Report of the Committee on Related Organizations  
 Report of the Standing Committee – The Rev. Lin Hutton  
 Election of Disciplinary Board – The Rev. Lin Hutton  
 Episcopal Appointments and Elections  
 Report of the Assistant Bishop—The Rt. Rev. Edwin F. “Ted” Gulick Jr.  
 Announcement of Awards: Biggar-Power, Bishop’s Outreach, Harriet “Happy” Pullman  
 Awards, Meet Me in Galilee Award
- 10:00 a.m. Break
- 10:25 a.m. “STORIES OF THE DIOCESE” CONTINUED
- 11:00 a.m. Report of the Episcopal Church Women – Ms. Jodie Pully  
 Report of the Secretary – Mr. Ed Jones  
 Report of the Executive Board – Ms. Mary Frances LeMat  
 Report of the Treasurer – Mr. Ted Smith

Recognition of our South African visitors  
Report of the Committee on Budget  
Report of the Committee on Constitution and Canons

Closing remarks—The Rt. Rev. Shannon S. Johnston, Bishop of Virginia  
The Episcopal Blessing  
Adjournment Sine die

1:00 p.m.

ADJOURNMENT

1:00 p.m.

Standing Committee Working Lunch—A. Smith Bowman

# Workshop Descriptions

## **Race and Reconciliation: Perspectives from the Diocese of Christ the King, South Africa and the Diocese of Virginia.**

This workshop will include commentary and stories from our visitors from the Diocese of Christ the King, South Africa concerning their history with racial reconciliation efforts. There will also be an opportunity to hear from several Diocese of Virginia churches engaged in these efforts locally to compare and contrast with the South African experience.

## **Proportional Giving: Stepping Out in Faith**

Most churches want to see an increase in their annual income, so that they can accomplish more for God's mission and ministry. But since robbing banks would be risky (and would break the Eighth Commandment), and since we can't make money grow on trees, what can we do? Come learn how the simple but important steps of proportional giving can help parishioners trust more in God's provision for our lives and for churches while seeing profound transformation in your spiritual journey.

Join facilitators Allison Blanchard, Stewardship Chair at St. Alban's, Annandale, and Jay Morris, Rector at Aquia, Stafford, for lively conversation and practical resources.

## **An Imam and A Priest Walk Into A... Conversation: Dialogue Across Difference, with a Side Order of Friendship**

Join the Rev. Tim Heflin, Rector of St. Andrew's, Burke, and Imam Bilal Ankaya, of the Institute of Islamic and Turkish Studies, as they share the story of an ongoing conversation and friendship between a Christian and Muslim. The discussion will be moderated by the Rev. Mary Brennan Thorpe, Director of Transition Ministry in the Diocese.

## **The Syrian (and Other) Refugee Crisis and How You can be Involved**

This workshop will provide an opportunity to learn more about the current crisis and examine some ways that your parish, region or group can be involved in helping to resettle refugees in the Diocese of Virginia. It will be hosted by Allison Duvall, the Manager for Church Relations and Engagement from Episcopal Migration Ministries (EMM), our national church's office addressing these issues. If your church is already involved, you will have an opportunity to briefly update the group concerning your refugee ministries.

## **Mindfulness Meditation**

An hour's retreat in the midst of Diocesan Council with just enough space and quiet to breathe and to learn about and practice Mindfulness Meditation. Among the benefits to body, mind and spirit, Mindfulness Meditation relieves stress, lowers blood pressure, improves mood and sleep, and increases well-being and compassion. This contemplative practice literally changes your brain. What?! Yes, through Mindfulness Meditation you use your mind to change your brain to change your mind—the research is in. Gena leads you in taking a break from all the thinking and chatter of your over-active mind. With a little support and encouragement, you can be still and breathe.

# Resolutions

## **Interim Report from the Resolutions Committee**

The attached resolutions are a “work in progress.” They include tentative changes made by the committee after the January 9 Pre-Council hearing. The committee will decide on its final recommendations after the 4:30 p.m. Open Hearing on Thursday, January 21, in the Lake Anne Room of the Hyatt Regency in Reston. The committee will report to the Council on those final recommendations on Friday at 1:30 p.m. in the Grand Ballroom. The resolutions in their originally submitted form can be found on the diocesan website.

## **Substitute for R-1 Justice, Pay Equity, and Leadership**

**Resolved**, that this 221st Council of the Diocese of Virginia supports pay equity and equitable hiring practices for all women clergy in the Diocese of Virginia; and be it further

**Resolved**, that the Bishop is hereby asked to establish a task force to examine best practices in calling clergy, including associate clergy, and recommend before our next annual diocesan meeting ways for our diocese and our parishes to improve our collective record in deploying and paying female clergy as we work to overcome the residual effects of past discrimination.

## **Background:**

Raw (that is, not as yet fully analyzed) salary data for 2015 in the Diocese of Virginia reveal that women clergy are paid an average \$.77 against the average male \$1.00. Further, while women constitute 44% of the 178 actively serving priests in the Diocese, only 34% are rectors, while 61% are associates. Additionally there is only one woman rector in the top 10% of churches (based upon annual operating budget) and there are only two women rectors in the top 10% (based upon average Sunday attendance).

While the inter-relationship between salary and position brings great complexity to the interpretation of these statistics, these statistics do seem to reflect that the Diocese of Virginia is at best mediocre in addressing national trends of gender disparity in salary and position. This comes in spite of strong positive leadership from this diocese across the half century of the developing inclusion of women in ordained ministry in God's church. As an inequality this situation would deny the justice and equality of the Kingdom of God. If confirmed by the study requested in this resolution, that situation would call for intentional remedial action by the Diocese of Virginia.

## **Substitute for R-2 Support for Syrian and other Refugees**

**Resolved**, that The Diocese of Virginia commends Episcopal Migration Ministries, the refugee resettlement service of the National Episcopal Church, for its response to the worldwide refugee crisis, particularly its leadership in prayer and advocacy for and resettlement of refugees in this country, and be it further

**Resolved**, that this 221st Annual Council urges the Bishop of Virginia to appoint a diocesan liaison to Episcopal Migration Ministries to begin a process of discernment about growing our ministries to

refugees including prayer, advocacy and resettlement within the Diocese and elsewhere, and be it further

**Resolved**, that this Council urges interested parishes of the Diocese of Virginia to provide support to assist existing and possible future local resettlement agencies with the integration refugees being resettled within the Diocese of Virginia, and be it further

**Resolved**, that the Diocese of Virginia encourages interested parishes to support and, as appropriate, partner with the Episcopal Church in Jordan (part of the Diocese of Jerusalem) in its efforts to support Syrian and other refugees temporarily within Jordan including, as appropriate, preparation for their integration and resettlement within the Diocese of Virginia and elsewhere.

**Background:**

In August of 2015, the UN Refugee Agency said the number of people driven from their homes by conflict and crisis has topped 50 million for the first time since World War II, with Syrians hardest hit.<sup>1</sup> The New York Times reports that refugee hot spots include the Balkans, the Middle East, Southeast Asia, the Mediterranean Sea region, and Eastern Europe. The Syrian conflict alone has displaced about 12 million people, four million abroad, since 2011 with more to come.<sup>2</sup> These people are our neighbors and we are called to live into the commandment to love our neighbors and to welcome the stranger.

**Substitute for R-3 No Guns in God's House**

Resolved, that the Diocese of Virginia continues to support the strengthening of measures that address the reduction of gun violence; and further,

Resolved, that lay and ordained leaders in each parish in the Diocese of Virginia be aware of the statutes regarding weapons in places of worship, educate their parishioners regarding the issue of gun violence, and prayerfully consider how they can work to reduce the possibility of gun violence through measures such as the creation of "safe spaces" on church property; and further,

Resolved, that the 221st Diocesan Council recommends that no firearms of any kind or other dangerous weapons shall be permitted during worship services or meetings for religious purposes in the facilities of any church or diocesan institution in the Diocese of Virginia except for law enforcement purposes, humane animal control, and other circumstances as determined by lay and ordained leaders.

Background

<sup>1</sup> <http://www.unhcr.org/cgi-bin/texis/vtx/refdaily?pass=52fc6fbd5&id=55d17e7b5>

<sup>2</sup> [http://www.nytimes.com/interactive/2015/06/09/world/migrants-global-refugee-crisis-mediterranean-ukraine-syria-rohingya-malaysia-iraq.html?\\_r=0](http://www.nytimes.com/interactive/2015/06/09/world/migrants-global-refugee-crisis-mediterranean-ukraine-syria-rohingya-malaysia-iraq.html?_r=0)

Since the 218th Annual Council (2013) when resolutions were introduced calling for the need to reduce gun violence, (R4: Action to Reduce Gun Violence and R3: Response to Gun Violence), our nation has continued to witness acts of violence by firearms.

Virginia Code 18.2-283 (§ 18.2-283 “Carrying dangerous weapon to place of religious worship”), which states that “If any person carries any gun, pistol, bowie knife, dagger or other dangerous weapon, without good and sufficient reason, to a place of worship while a meeting for religious purposes is being held at such place he shall be guilty of a Class 4 misdemeanor,” speaks to weapons in a place of worship.

# Additional Courtesy Resolutions

## **CR-5: Ms. Joy Buzzard**

Whereas, Ms. Joy F. Buzzard served for twenty-three years as a dedicated staff member of the Diocese of Virginia; and

Whereas, Joy and her family are faithful members of St. Thomas' Episcopal Church in Richmond; and  
Whereas, her efforts as Financial Administrator made her a trusted counsel and good friend to clergy members, church business managers, vestries and parishioners all over the Diocese; and

Whereas, Joy has faithfully served related organizations of the Diocese, including but not limited to the Diocesan Missionary Society, the Roslyn Conference Center, the Committee on Congregational Missions, the Trustees of the Funds and Shrine Mont,

Whereas, Joy has supported the ministries of many bishops of Virginia: Peter Lee, Bob Atkinson, Clay Matthews, David Jones, Frank Gray, Shannon Johnston, Ted Gulick, and Susan Goff, and three diocesan treasurers: David Charlton, Mike Kerr and Ted Smith; and

Whereas, Joy provided invaluable support through the initiative known as Dayspring, bringing not only patience and diligence to the support of renewed congregations and management of returned properties but also a pastoral ear and calming voice for those in those congregations; and

Whereas, as Financial Administrator, Joy provided patient guidance during the transition to a new diocesan treasurer; and

Whereas, Joy's tenure on the diocesan staff ended June 30, 2015, and she has begun a new role as Director of Finance and Operations of the New Community School in Richmond; and

Whereas, the Diocese as a whole has benefited from Joy's competence and grace over these many years; now therefore be it

Resolved, that the 221<sup>st</sup> Annual Council of the Diocese of Virginia offer its profound thanks to Ms. Joy Buzzard for her dedicated and compassionate service to the Diocese of Virginia, her diocese, wish her well in her new career; pray that she will thoroughly enjoy her passion of fishing and the mountains of Augusta County when she finds time to be there, and be it further

Resolved, that a copy of this resolution be sent to Ms. Joy Buzzard as a gesture of appreciation for a job well done.

Submitted by E. A. Smith IV and Michael J. Kerr

## **CR-6: Emily Cherry**

Whereas, Ms. Emily Cherry served for nine years as a dedicated staff member of the Diocese of Virginia; and

Whereas, Emily's efforts as Coordinator and then Director of Communications made her a beloved colleague and good friend to the diocesan staff, and to so many others around the Diocese; and

Whereas, Emily's intense work ethic in no way diminished her delight in having fun with her friends; and

Whereas, Emily was always available as a supportive colleague and as an inspiring mentor; and

Whereas, under Emily's direction, the Virginia Episcopalian became a full-color, award-winning magazine; Center Aisle grew as a respected journal at the General Convention of The Episcopal Church; and parishes all over the Diocese developed and implemented their communications strategies; and

Whereas, having departed the diocesan staff on March 27, 2015, Emily has since enriched the University of Richmond School of Law as Communications Director; now therefore be it

Resolved, that the 221<sup>st</sup> Annual Council of the Diocese of Virginia offer its fervent thanks to Emily Cherry for her dedicated and compassionate service to this Diocese, and wish her well in her future pursuits; and be it further

Resolved, that a copy of this resolution be sent to Emily Cherry as a gesture of appreciation for a job well done.

Submitted by the Mayo House Staff

**CR-7: Wilbert "Skeet" Jones, Jr.**

Whereas, Mr. Wilbert "Skeet" Jones Jr. served for seventeen years as a dedicated staff member of the Diocese of Virginia; and

Whereas, Skeet's efforts as Sexton and Groundskeeper made him a trusted colleague and good friend to bishops and staff, as well as clergy and laity visiting Mayo House; and

Whereas, Skeet spent many a frigid morning breaking up ice and shoveling snow to ensure safe arrivals at Mayo House; and

Whereas, Skeet's dry but robust sense of humor enlivened many a moment during the daily work of the diocesan staff; and

Whereas, Skeet has been active in devoting hours of volunteer effort for the broader community, including at the Peter Paul Development Center in Richmond; and

Whereas, Skeet retired from his full-time position on the diocesan staff on October 1, 2015; now therefore be it

Resolved, that the 221<sup>st</sup> Annual Council of the Diocese of Virginia offer its fervent thanks to Wilbert “Skeet” Jones Jr. for his dedicated and compassionate service to this Diocese, and wish him well in his busy and productive retirement; and be it further

Resolved, that a copy of this resolution be sent to Wilbert Jones Jr. as a gesture of appreciation for a job well done.

Submitted by the Mayo House Staff

**CR-8: The Rev. Laura Lockey**

Whereas, The Rev. Laura Lockey served for fourteen years as a dedicated staff member of Shrine Mont Camps; and

Whereas, her efforts as Director of St. Elizabeth’s Camp, a program which caters to young adults with mild to moderate disabilities, made her a trusted leader and good friend to thousands of campers, camper families, clergy and lay people all over the Diocese; and

Whereas, Laura’s knowledge and pastoral sensitivities, particularly to those with special needs, are recognized and respected all over the Diocese and beyond; and

Whereas, Laura’s leadership of St. Elizabeth’s Camp led to a significant growth in the number of campers and volunteer counselors who participate in the camp each summer as well as a growth in awareness of the positive impact of such a specific, loving and powerful program; and

Whereas, Laura’s pastoral and professional presence at times of conflict or difficulty has touched many hearts and calmed many nerves; and

Whereas, Laura retired from her position as Director of St. Elizabeth’s at the end of summer in 2015; now therefore be it

Resolved, that the 221<sup>st</sup> Annual Council of the Diocese of Virginia offer its fervent thanks to Laura Lockey for her dedicated and compassionate service to this Diocese and Shrine Mont Camps, and wish her well in the future; and be it further

Resolved, that a copy of this resolution be sent to Laura Lockey as a gesture of appreciation for a job well done.

*Submitted by Paris Ball, Director of Christian Formation and Shrine Mont Camps, Diocese of Virginia*

# Diocese of Virginia Income Statement

Friday, January 15, 2016 03:46:40 PM

Chart template: All Accounts  
 Include account levels 1 to 4  
 Include accounts with no activity  
 Do not include inactive accounts  
 Include these Funds: 01

	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
Revenues					
Church Pledges - Prior Years	\$0	\$837	(\$837)	\$0	\$11,473
Aquia, Stafford	\$12,000	\$20,674	(\$8,674)	\$27,500	\$27,504
Christ Church, Brandy Station	\$0	\$2,500	(\$2,500)	\$2,500	\$2,500
Christ Church, Spotsylvania	\$6,110	\$6,108	\$2	\$6,110	\$6,110
Emmanuel, Port Conway	\$500	\$0	\$500	\$500	\$500
Incarnation, Mineral	\$2,100	\$2,600	(\$500)	\$2,057	\$2,057
Piedmont, Madison	\$0	\$3,750	(\$3,750)	\$7,500	\$7,500
St. Asaph's, Bowling Green	\$8,100	\$8,108	(\$8)	\$7,600	\$7,600
St. George's, Fredericksburg	\$100,000	\$106,309	(\$6,309)	\$97,500	\$97,500
St. James', Louisa	\$11,600	\$11,600	\$0	\$11,600	\$11,600
St. John's, King George	\$2,050	\$2,050	\$0	\$1,200	\$2,000
St. Mary's, Colonial Beach	\$2,100	\$2,100	\$0	\$1,200	\$1,200
Emmanuel, Rapidan	\$4,250	\$4,250	\$0	\$3,500	\$3,500
St. Paul's, Owens	\$5,750	\$5,750	\$0	\$5,250	\$5,250
St. Peter's, Port Royal	\$4,000	\$4,000	\$0	\$3,500	\$3,500
Trinity, Fredericksburg	\$55,000	\$55,566	(\$566)	\$55,000	\$59,687
Little Fork (St Marks) Rixeyvl	\$1,200	\$1,100	\$100	\$0	\$350
St. Stephen's, Culpeper	\$20,000	\$20,000	\$0	\$20,000	\$20,000
Vauter's, Loretto	\$0	\$3,537	(\$3,537)	\$3,000	\$3,000
Messiah, Fredericksburg	\$9,000	\$9,000	\$0	\$12,500	\$9,500
Abingdon, White Marsh	\$21,680	\$21,684	(\$4)	\$17,663	\$19,135
Christ Church, Christchurch	\$5,500	\$5,500	\$0	\$5,000	\$5,000
Cople Parish, Hague	\$12,239	\$12,739	(\$500)	\$12,446	\$12,446
North Farnham Parish, Farnham	\$1,250	\$1,250	\$0	\$0	\$600
Grace Church, Kilmarnock	\$40,000	\$40,000	\$0	\$50,000	\$50,000
Grace Church, Millers Tavern	\$800	\$4,433	(\$3,633)	\$1,100	\$1,100
Immanuel, King & Queen	\$65	\$65	\$0	\$55	\$55
Kingston Parish, Mathews	\$18,300	\$18,312	(\$12)	\$18,362	\$18,150
St. James', Montross	\$5,000	\$5,825	(\$825)	\$5,000	\$5,000
St. John's, Tappahannock	\$7,000	\$7,000	\$0	\$7,000	\$7,000
St. John's, Warsaw	\$1,000	\$1,000	\$0	\$0	\$1,000
St. John's, West Point	\$14,245	\$11,730	\$2,515	\$13,500	\$13,750
St. Mary's, Fleeton	\$0	\$1,670	(\$1,670)	\$2,000	\$2,004
St. Mary's, Whitechapel Lively	\$14,233	\$10,842	\$3,391	\$13,500	\$13,500
St. Paul's, Millers Tavern	\$10,500	\$10,500	\$0	\$10,000	\$9,163
St. Paul's, Nomini Grove	\$0	\$1,000	(\$1,000)	\$1,000	\$1,000
St. Paul's, West Point	\$1,100	\$500	\$600	\$1,000	\$1,000
St. Peter's, Oak Grove	\$2,200	\$2,200	\$0	\$0	\$2,000

# Diocese of Virginia Income Statement

Friday, January 15, 2016 3:46:40PM

	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
St. Stephen's, Heathsville	\$13,500	\$13,500	\$0	\$12,050	\$12,050
Trinity, Lancaster	\$7,100	\$7,100	\$0	\$7,000	\$7,000
Ware, Gloucester	\$16,856	\$18,902	(\$2,046)	\$16,996	\$17,552
Wicomico Ch, Wicomico Church	\$7,000	\$7,000	\$0	\$0	\$6,670
St. Andrew's, Arlington	\$20,862	\$20,862	\$0	\$19,200	\$19,200
St. George's, Arlington	\$65,000	\$61,383	\$3,617	\$61,905	\$63,060
St. John's, Arlington	\$5,400	\$6,381	(\$981)	\$4,731	\$4,546
St. Mary's, Arlington	\$190,000	\$139,156	\$50,844	\$165,000	\$190,458
St. Michael's, Arlington	\$25,500	\$25,500	\$0	\$25,500	\$25,500
St. Peter's, Arlington	\$76,628	\$77,128	(\$500)	\$66,500	\$66,500
Trinity, Arlington	\$8,500	\$9,000	(\$500)	\$0	\$10,000
San Jose, Arlington	\$5,000	\$5,591	(\$591)	\$5,000	\$5,000
Cristo Rey, Arlington	\$2,000	\$1,200	\$800	\$1,900	\$2,400
Christ Church, Alexandria	\$175,000	\$175,000	\$0	\$200,000	\$177,893
Emmanuel Church, Alexandria	\$30,000	\$30,000	\$0	\$26,000	\$26,000
Grace Church, Alexandria	\$85,000	\$78,115	\$6,885	\$93,000	\$93,000
Immanuel on the Hill, Alexandr	\$78,500	\$78,500	\$0	\$75,000	\$75,000
Meade Memorial, Alexandria	\$2,000	\$2,500	(\$500)	\$2,000	\$2,000
Resurrection, Alexandria	\$12,500	\$12,500	\$0	\$10,500	\$10,500
St. Clement, Alexandria	\$13,500	\$14,156	(\$656)	\$13,000	\$14,127
St. Paul's, Alexandria	\$122,000	\$122,000	\$0	\$122,000	\$122,000
Holy Comforter, Vienna	\$135,000	\$135,000	\$0	\$135,000	\$135,000
St. Anne's, Reston	\$63,000	\$63,550	(\$550)	\$62,500	\$63,000
St. Francis, Great Falls	\$53,000	\$51,060	\$1,940	\$53,000	\$53,000
St. John's, McLean	\$175,000	\$160,435	\$14,565	\$185,000	\$182,031
St. Thomas', McLean	\$32,067	\$32,067	\$0	\$29,651	\$29,656
St. Timothy's, Herndon	\$23,100	\$23,100	\$0	\$23,100	\$23,100
Holy Cross, Dunn Loring	\$1,000	\$1,250	(\$250)	\$34,100	\$34,100
St. Dunstan's, McLean	\$37,200	\$37,200	\$0	\$37,200	\$37,200
St Francis Korean, McLean	\$0	\$1,200	(\$1,200)	\$1,200	\$1,200
Epiphany, Oak Hill	\$3,500	\$15,310	(\$11,810)	\$1,000	\$1,000
All Saints-Sharon Chapel, Alex	\$16,059	\$14,740	\$1,319	\$15,900	\$15,900
Olivet, Alexandria	\$11,000	\$10,916	\$84	\$10,000	\$10,000
Pohick Church, Lorton	\$21,000	\$21,500	(\$500)	\$21,000	\$21,000
St. Aidan's, Alexandria	\$19,000	\$20,000	(\$1,000)	\$19,000	\$19,000
St. James', Mount Vernon	\$0	\$0	\$0	\$7,300	\$7,300
St. Luke's, Alexandria	\$43,031	\$42,657	\$374	\$46,993	\$48,283
St. Margaret's, Woodbridge	\$8,000	\$8,800	(\$800)	\$12,000	\$12,000
St. Mark's, Alexandria	\$18,000	\$18,000	\$0	\$18,000	\$17,400
San Marcos, Alexandria	\$1,200	\$0	\$1,200	\$1,200	\$300
Church of the Spirit, Kingstwn	\$0	\$2,165	(\$2,165)	\$1,000	\$1,000
Good Shepherd, Burke	\$22,000	\$22,000	\$0	\$19,800	\$19,800
St. Andrew's, Burke	\$107,929	\$107,930	(\$1)	\$100,000	\$100,000

# Diocese of Virginia Income Statement

Friday, January 15, 2016 3:46:40PM

	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
St. Christopher's, Springfield	\$39,025	\$39,025	\$0	\$37,500	\$37,600
St. John's, Centreville	\$5,520	\$6,000	(\$480)	\$5,400	\$5,400
Trinity, Manassas	\$26,600	\$4,047	\$22,553	\$26,600	\$26,600
St Peters inthe Woods, Ffx Stn	\$4,000	\$0	\$4,000	\$3,500	\$3,500
Holy Cross Korean Mission	\$3,000	\$2,500	\$500	\$2,400	\$2,400
Falls Church, Falls Church	\$28,654	\$28,654	\$0	\$25,235	\$25,235
St. Alban's, Annandale	\$60,950	\$60,950	\$0	\$55,690	\$55,690
St. Barnabas, Annandale	\$20,000	\$20,000	\$0	\$26,200	\$26,200
St. Patrick's, Falls Church	\$5,500	\$0	\$5,500	\$5,000	\$5,000
St. Paul's, Baileys Xroads	\$8,000	\$8,000	\$0	\$8,000	\$8,000
Santa Maria, Falls Church	\$7,000	\$7,000	\$0	\$7,000	\$7,000
Trinity, Highland Springs	\$0	\$0	\$0	\$3,600	\$3,600
St. John's, Richmond	\$15,500	\$14,182	\$1,318	\$12,000	\$12,000
St. Paul's, Richmond	\$150,000	\$150,000	\$0	\$150,000	\$150,000
St. Peter's, Richmond	\$0	\$0	\$0	\$1,500	\$1,500
St. Peter's, New Kent	\$18,500	\$18,818	(\$318)	\$16,394	\$16,394
Varina Church, Varina	\$4,200	\$3,550	\$650	\$4,200	\$4,200
Westover Church, Charles City	\$14,000	\$14,000	\$0	\$14,000	\$14,000
Grace & Holy Trinity, Richmond	\$70,000	\$70,000	\$0	\$70,000	\$70,000
Holy Comforter, Richmond	\$12,500	\$20,564	(\$8,064)	\$10,478	\$10,518
St. Andrew's, Richmond	\$13,000	\$12,900	\$100	\$12,900	\$12,900
St. James's, Richmond	\$171,000	\$156,750	\$14,250	\$169,898	\$169,898
St. Mark's, Richmond	\$14,770	\$16,031	(\$1,261)	\$14,300	\$15,808
Calvary Church, Hanover	\$1,600	\$1,600	\$0	\$1,600	\$1,600
Christ Ascension, Richmond	\$8,000	\$8,000	\$0	\$8,000	\$8,000
Creator, Mechanicsville	\$0	\$6,457	(\$6,457)	\$0	\$100
Emmanuel Church, Richmond	\$12,000	\$12,000	\$0	\$11,500	\$11,500
Epiphany, Richmond	\$0	\$9,240	(\$9,240)	\$9,240	\$9,240
Immanuel, Old Church	\$11,900	\$11,900	\$0	\$13,000	\$13,000
Our Saviour, Montpelier	\$0	\$5,000	(\$5,000)	\$4,000	\$4,000
St. David's, Aylett	\$0	\$800	(\$800)	\$0	\$0
St. James the Less, Ashland	\$27,500	\$27,500	\$0	\$26,000	\$27,600
St. Martin's, Doswell	\$0	\$0	\$0	\$0	\$0
St. Paul's, Hanover	\$18,500	\$18,500	\$0	\$18,000	\$18,500
St. Philip's, Richmond	\$24,000	\$24,610	(\$610)	\$24,000	\$24,000
St. Thomas', Richmond	\$31,395	\$31,395	\$0	\$31,947	\$31,947
The Fork Church, Doswell	\$4,500	\$4,500	\$0	\$4,450	\$4,500
All Souls, Atlee	\$3,500	\$3,500	\$0	\$3,000	\$3,000
All Saints' Church, Richmond	\$34,000	\$34,000	\$0	\$32,000	\$32,000
Grace Church, Goochland	\$6,413	\$6,413	\$0	\$0	\$11,185
St. Bartholomew's, Richmond	\$0	\$0	\$0	\$5,000	\$0
St. John's, Columbia	\$0	\$1,900	(\$1,900)	\$0	\$1,400
St. Martin's, Richmond	\$3,600	\$3,600	\$0	\$0	\$3,600

# Diocese of Virginia Income Statement

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	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
St. Mary's, Goochland	\$75,000	\$76,000	(\$1,000)	\$70,000	\$70,000
St. Matthew's, Richmond	\$11,000	\$10,504	\$496	\$10,890	\$9,280
St. Stephen's, Richmond	\$216,440	\$216,440	\$0	\$217,671	\$217,671
Christ Church, Glen Allen	\$62,000	\$62,500	(\$500)	\$61,126	\$61,126
St Francis, Manakin-Sabot	\$3,300	\$3,025	\$275	\$3,200	\$3,200
Emmanuel Church, Middleburg	\$8,000	\$8,500	(\$500)	\$8,000	\$8,000
Grace Church, Casanova	\$2,400	\$2,200	\$200	\$2,400	\$2,400
Grace Church, The Plains	\$0	\$3,153	(\$3,153)	\$37,835	\$37,835
Leeds Parish, Markham	\$16,000	\$16,000	\$0	\$12,000	\$12,000
Our Redeemer, Aldie	\$0	\$0	\$0	\$3,000	\$0
Emmanuel Church, Delaplane	\$21,000	\$21,000	\$0	\$20,000	\$20,000
St. Andrew's, Ada	\$0	\$1,006	(\$1,006)	\$0	\$1,529
St. James', Leesburg	\$25,000	\$25,000	\$0	\$17,107	\$17,107
St. James', Warrenton	\$51,200	\$51,200	\$0	\$48,000	\$48,000
St. Paul's, Haymarket	\$4,103	\$4,103	\$0	\$3,257	\$3,257
St. Peter's, Purcellville	\$10,550	\$9,671	\$879	\$0	\$10,175
St. Stephen's, Catlett	\$5,000	\$750	\$4,250	\$8,250	\$8,250
Trinity Church, Upperville	\$69,190	\$69,190	\$0	\$69,190	\$69,190
Trinity Church, Washington	\$27,000	\$12,000	\$15,000	\$26,000	\$26,169
St. Luke's, Remington	\$4,800	\$4,800	\$0	\$4,368	\$4,368
Christ Church, Lucketts	\$8,490	\$8,490	\$0	\$7,990	\$7,990
St. David's, Ashburn	\$8,500	\$9,000	(\$500)	\$7,800	\$7,800
St. Matthew's, Sterling	\$41,000	\$34,333	\$6,667	\$37,500	\$37,500
St Gabriels Leesburg	\$9,600	\$9,600	\$0	\$7,932	\$7,932
Calvary Church, Front Royal	\$16,889	\$12,507	\$4,382	\$15,561	\$15,107
Christ Church, Luray	\$6,853	\$6,853	\$0	\$6,072	\$6,072
Cunningham Chapel, Millwood	\$10,000	\$10,000	\$0	\$9,500	\$12,500
Emmanuel, Harrisonburg	\$31,012	\$31,012	\$0	\$30,512	\$30,512
Emmanuel, Woodstock	\$12,000	\$12,000	\$0	\$11,520	\$11,520
Christ Church, Winchester	\$46,000	\$46,000	\$0	\$45,000	\$45,000
Good Shepherd, Bluemont	\$0	\$0	\$0	\$1,760	\$1,760
Grace Church, Berryville	\$7,437	\$8,673	(\$1,236)	\$7,426	\$7,511
Grace Church, Port Republic	\$0	\$1,480	(\$1,480)	\$0	\$0
St. Andrew's, Mt. Jackson	\$7,554	\$5,666	\$1,889	\$7,200	\$7,200
St. George's, Stanley	\$0	\$500	(\$500)	\$0	\$500
St. Mary's, Berryville	\$1,200	\$1,200	\$0	\$1,000	\$1,200
St. Paul's, Ingham	\$0	\$0	\$0	\$0	\$300
St. Paul's on the Hill, Winches	\$12,000	\$12,000	\$0	\$12,000	\$12,000
Transfiguration, Orkney Spring	\$10,000	\$10,000	\$0	\$10,000	\$10,000
St Stephens/Gd Shepherd,Rky Br	\$2,000	\$0	\$2,000	\$2,000	\$2,000
Meade Memorial, White Post	\$0	\$1,000	(\$1,000)	\$0	\$1,100
Buck Mountain, Earlysville	\$9,660	\$10,160	(\$500)	\$9,400	\$9,400
Christ Church, Charlottesville	\$43,000	\$46,500	(\$3,500)	\$40,000	\$43,333

# Diocese of Virginia Income Statement

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	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
Christ Church, Gordonsville	\$10,020	\$10,020	\$0	\$10,680	\$11,570
Emmanuel Church, Greenwood	\$44,100	\$44,100	\$0	\$44,100	\$44,100
Good Shepherd, Boonesville	\$660	\$660	\$0	\$660	\$735
Grace Church, Keswick	\$17,600	\$18,800	(\$1,200)	\$17,600	\$17,600
Grace Church, Stanardsville	\$7,989	\$6,077	\$1,913	\$7,575	\$7,575
Grace Church, Bremo Bluff	\$0	\$1,400	(\$1,400)	\$1,000	\$1,400
Holy Cross, Afton	\$5,345	\$5,345	\$0	\$5,345	\$5,345
Mellhaney Parish, C'ville	\$1,500	\$1,625	(\$125)	\$0	\$1,500
Our Saviour, Charlottesville	\$56,201	\$56,201	\$0	\$56,300	\$56,300
St. Anne's, Scottsville	\$3,500	\$3,500	\$0	\$2,200	\$2,200
St. John's, Ivy	\$3,945	\$3,945	\$0	\$3,830	\$4,638
St. Luke's, Simeon	\$10,300	\$10,300	\$0	\$7,539	\$8,803
St. Paul's Mem., C'ville	\$68,000	\$68,000	\$0	\$67,500	\$67,500
St. Paul's, Ivy	\$50,000	\$50,004	(\$4)	\$56,000	\$56,004
St. Thomas', Orange	\$16,422	\$16,422	\$0	\$16,000	\$16,000
Trinity, Charlottesville	\$14,350	\$14,352	(\$2)	\$13,000	\$13,000
Pledge Adjustment/Gifts	\$187,093	\$0	\$187,093	\$59,285	\$0
Individual Pledges/Gifts	\$14,000	\$97,920	(\$83,920)	\$14,000	\$11,467
Investment Income ToF	\$16,000	\$0	\$16,000	\$16,000	\$26,908
Unrealized Gain/(Loss)	\$0	\$3,739	(\$3,739)	\$0	(\$6,546)
Realized Gain(Loss)	\$0	\$0	\$0	\$0	\$0
Gain/Loss on Disposals	\$0	\$0	\$0	\$0	\$590
Investment Income	\$10,000	\$4,580	\$5,420	\$9,250	\$12,905
Income from Office Use	\$0	\$0	\$0	\$0	\$0
Unrealized Gain/(Loss) - TOF	\$0	\$0	\$0	\$0	(\$18,194)
Other Interest Income	\$0	\$0	\$0	\$0	\$0
Subscriptions	\$50,000	\$28,457	\$21,544	\$48,175	\$46,200
Advertising Income	\$0	\$4,450	(\$4,450)	\$0	\$4,485
Communique Subscriptions	\$0	\$0	\$0	\$0	\$0
Insurance Reimbursement	\$90,000	\$106,386	(\$16,386)	\$82,975	\$85,288
Gifts - Restricted for Specific Programs	\$0	\$3,150	(\$3,150)	\$0	\$0
Restricted Income - Released from Rest	\$493,875	\$464,750	\$29,125	\$492,200	\$488,200
Reid Trust Income	\$37,825	\$37,828	(\$3)	\$38,000	\$38,580
Income from Prior Year	\$0	\$0	\$0	\$0	\$0
Misc Income	\$0	\$54,179	(\$54,179)	\$0	\$0
Extraordinary Income	\$0	\$10,000	(\$10,000)	\$0	\$0
<b>Total</b>	<b>\$5,133,334</b>	<b>\$4,984,531</b>	<b>\$148,803</b>	<b>\$5,022,082</b>	<b>\$5,026,522</b>
<b>Expenses</b>					
General Church Programs Pledge	\$852,895	\$852,895	\$0	\$827,709	\$827,709
Grace Inside (Chaplains Srvc)	\$40,500	\$40,500	\$0	\$49,500	\$49,500
Refugee Resettlement	\$0	\$0	\$0	\$0	\$0
VA Council of Churches	\$7,750	\$7,750	\$0	\$15,500	\$15,500

# Diocese of Virginia Income Statement

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	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
VA Interfaith Center	\$5,000	\$5,000	\$0	\$5,250	\$5,250
No VA College Ministries	\$10,000	\$10,000	\$0	\$10,000	\$10,000
Epis College Min at JMU	\$89,600	\$90,047	(\$447)	\$88,000	\$87,653
UVA Campus Ministry	\$30,000	\$30,000	\$0	\$30,000	\$30,000
VCU	\$30,000	\$30,000	\$0	\$30,000	\$30,000
University of Mary Washington	\$11,133	\$11,133	\$0	\$11,133	\$11,133
Randolph Macon College	\$0	\$0	\$0	\$0	\$0
George Mason Univeristy	\$0	\$0	\$0	\$0	\$0
Campus Seed Funds	\$0	\$0	\$0	\$0	\$0
Shrine Mont Camp Program Support	\$122,500	\$122,500	\$0	\$122,500	\$122,500
Youth Ministry Development	\$7,000	\$6,797	\$203	\$9,478	\$7,000
Bishop's Minority Scholarship	\$2,400	\$0	\$2,400	\$2,450	\$2,450
Comm on Church Planting	\$0	\$0	\$0	\$0	\$0
Aid - Mission Church	\$0	\$0	\$0	\$0	\$33
Aid - Incarnation, Mineral	\$7,000	\$7,000	\$0	\$9,000	\$9,000
Aid - Immanuel, King & Queen	\$1,500	\$1,500	\$0	\$1,500	\$1,500
Aid - St Pauls W Pt & Grace Millers Tv	\$17,900	\$22,480	(\$4,580)	\$17,940	\$17,578
Aid - San Jose, Arlington	\$63,850	\$61,349	\$2,501	\$62,500	\$62,500
Aid - Cristo Rey, Arlington	\$57,850	\$59,160	(\$1,310)	\$56,600	\$56,600
Aid - St Francis Korean, McLean	\$33,000	\$33,000	\$0	\$30,000	\$30,000
Aid - San Marcos, Alexandria	\$29,000	\$29,000	\$0	\$14,000	\$14,004
Aid - Holy Cross Korean Mission	\$41,400	\$41,400	\$0	\$38,900	\$38,904
Aid - Santa Maria, Falls Church	\$69,100	\$69,100	\$0	\$65,500	\$65,496
Aid - Trinity, Highland Springs	\$0	\$0	\$0	\$17,000	\$17,004
Aid - St. Peter's, Richmond	\$25,900	\$25,900	\$0	\$24,000	\$24,000
Aid - Varina Church, Richmond	\$29,800	\$29,800	\$0	\$30,000	\$30,000
Aid - Calvary, Hanover	\$0	\$0	\$0	\$4,910	\$4,910
Aid - Our Saviour, Montpelier	\$34,800	\$34,800	\$0	\$35,000	\$35,004
Aid - St. David's, Aylett	\$7,800	\$7,800	\$0	\$6,000	\$6,000
Aid - St. Martin's, Doswell	\$4,900	\$4,900	\$0	\$4,900	\$4,896
Aid - All Souls Atlee	\$41,800	\$41,800	\$0	\$43,400	\$43,404
Aid - St. Francis, Manakin-Sabot	\$47,800	\$47,800	\$0	\$46,000	\$45,996
Aid - Christ Church, Lucketts	\$14,800	\$14,800	\$0	\$14,000	\$14,004
Aid - St. Gabriel's, Leesburg	\$24,900	\$24,900	\$0	\$29,000	\$29,004
Aid - Good Shepherd, Bluemont	\$8,900	\$8,900	\$0	\$9,000	\$9,000
Aid - Christ the King, Harrisonburg	\$0	\$0	\$0	\$0	\$0
Aid - Buck Mountain, Earlysville	\$20,300	\$20,300	\$0	\$20,000	\$20,004
Trinity, Charlottesville	\$10,000	\$10,000	\$0	\$10,100	\$10,104
Mountain Mssns - General Expense	\$0	\$0	\$0	\$59,542	\$0
Piedmont, Madison	\$0	\$0	\$0	\$0	\$0
Emmanuel, Rapidan	\$0	\$0	\$0	\$0	\$0
St. George's, Stanley	\$12,233	\$10,795	\$1,438	\$10,458	\$12,495
St. Paul's, Ingham	\$11,009	\$7,037	\$3,972	\$0	\$9,475

# Diocese of Virginia Income Statement

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	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
Good Shepherd, Boonesville	\$12,000	\$12,436	(\$436)	\$0	\$13,400
Grace, Stanardsville	\$4,850	\$4,850	\$0	\$6,500	\$6,504
McIlhany Parish, Albemarle	\$30,458	\$30,831	(\$373)	\$0	\$21,772
St. John the Baptist, Ivy	\$19,400	\$23,767	(\$4,367)	\$0	\$7,273
Church Loan Interest & Special Needs	\$22,000	\$44,000	(\$22,000)	\$44,000	\$43,456
Scholarships & Sm Church Institute	\$3,250	\$0	\$3,250	\$3,250	\$0
Latino Task Force	\$2,000	\$140	\$1,860	\$3,000	\$440
Reserve for Maintenance Projects	\$11,800	\$0	\$11,800	\$11,800	\$0
CCM - Reserve for Special Needs	\$0	\$52	(\$52)	\$10,000	\$11,880
Aging	\$13,275	\$12,275	\$1,000	\$13,275	\$13,275
Communications Cmte	\$0	\$0	\$0	\$125	\$0
Ecumenical Interfaith Comm	\$3,500	\$2,563	\$937	\$5,325	\$3,472
Mental Health, Comte on	\$4,000	\$682	\$3,318	\$4,000	\$3,153
Ministries in Higher Ed	\$600	\$706	(\$106)	\$1,600	\$570
Parish Youth Ministry	\$21,500	\$19,590	\$1,910	\$21,500	\$20,849
Parish Nursing, Task Force on	\$0	\$0	\$0	\$400	\$33
Race Relations	\$6,650	\$6,150	\$500	\$6,650	\$5,259
Stewardship Cmte	\$6,000	\$5,312	\$688	\$3,250	\$7,335
Stewardship of Creation	\$950	\$1,334	(\$384)	\$950	\$1,294
Women in Mission & Ministry	\$600	\$633	(\$33)	\$775	\$559
Program Development & Committee Su	\$0	\$0	\$0	\$0	\$0
DFHN - Admin Expense	\$0	\$0	\$0	\$0	\$0
Fee - Education for Ministry	\$2,500	\$2,520	(\$20)	\$2,500	\$2,500
Task Force on Emergency Preparedness	\$0	\$0	\$0	\$0	\$0
Com on Ministry	\$2,500	\$5,069	(\$2,569)	\$2,500	\$8,581
Committee on Priesthood	\$54,950	\$799	\$54,151	\$54,950	\$877
Postulancy Interviews	\$0	\$0	\$0	\$0	\$411
Formation Retreat	\$0	\$1,818	(\$1,818)	\$0	\$1,880
Candidacy Interviews	\$0	\$470	(\$470)	\$0	\$0
Mid-Atlantic Training Prog	\$0	\$12,400	(\$12,400)	\$0	\$16,000
Diaconal Compensation	\$0	\$3,000	(\$3,000)	\$0	\$13,524
Diaconal Interviews	\$0	\$100	(\$100)	\$0	\$1,640
Ordination Expenses	\$0	\$14,475	(\$14,475)	\$0	\$12,120
Committe on Ministry in Daily Life	\$0	\$0	\$0	\$0	\$0
Comm on Leadership Formation	\$1,600	\$0	\$1,600	\$1,600	\$0
Committee on the Diaconate	\$10,150	\$8,126	\$2,025	\$10,150	\$10,300
Committee on Discernment	\$5,100	\$2,252	\$2,848	\$5,700	\$686
Young Priests Initiative	\$18,500	\$16,717	\$1,783	\$18,500	\$17,855
Diocesan Board of Examining Chaplai	\$4,350	\$5,500	(\$1,150)	\$4,350	\$80
Continuing Clergy Formation	\$18,380	\$12,427	\$5,953	\$18,380	\$17,225
Comm on Religious Life	\$0	\$0	\$0	\$0	\$0
Congregational Development Expenses	\$6,500	\$5,726	\$774	\$5,400	\$5,103
Comm on Liturgy & Church Music	\$1,000	\$1,040	(\$40)	\$2,000	\$402

# Diocese of Virginia Income Statement

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	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
Standing Cmte	\$3,000	\$817	\$2,183	\$3,300	\$1,917
South African Partnership	\$0	\$0	\$0	\$0	\$0
Province III Representation	\$12,786	\$11,786	\$1,000	\$13,348	\$12,348
Exec Bd/Deans/Presidents Exp	\$3,700	\$2,904	\$796	\$3,450	\$3,362
Comm on Prevent Sexual Miscond	\$2,600	\$593	\$2,007	\$2,600	\$24
Comm on World Mission	\$10,000	\$12,388	(\$2,388)	\$9,800	\$9,673
Annual Clergy Conference	\$0	\$22,324	(\$22,324)	\$0	\$11,985
Diocesan Conferences	\$13,490	\$0	\$13,490	\$13,490	\$2,026
Printing Va Epis	\$44,000	\$28,570	\$15,430	\$44,000	\$39,453
Printing Communique	\$0	\$0	\$0	\$0	\$0
Printing Other	\$0	\$513	(\$513)	\$0	\$0
Mailing Va Epis	\$20,000	\$18,227	\$1,773	\$20,000	\$19,371
Mailing/Postage/Shipping Other	\$0	\$52	(\$52)	\$0	\$0
Mailing List Maintenance	\$0	\$0	\$0	\$0	\$0
Photography Expenses	\$0	\$50	(\$50)	\$0	\$0
Photography Supplies & Process	\$0	\$0	\$0	\$0	\$48
Web Page Expenses	\$2,500	\$1,415	\$1,085	\$2,500	\$3,055
Web Page Support	\$2,500	\$275	\$2,225	\$2,500	\$275
Subscriptns, Memberships & Dues	\$300	\$610	(\$310)	\$300	\$155
Subscriptns & Mem Prof Dues	\$0	\$195	(\$195)	\$0	\$80
Freelance Fees Writing & Reptg	\$2,200	\$370	\$1,830	\$2,200	\$4,363
Freelance Fees Photography	\$1,000	\$0	\$1,000	\$1,000	\$0
Freelance Fees Ill. Design	\$11,500	\$14,342	(\$2,842)	\$11,500	\$6,153
Press Relations & Spec Project	\$7,000	\$2,815	\$4,185	\$7,000	\$3,014
Electronic Communication Expenses	\$1,500	\$2,969	(\$1,469)	\$1,500	\$2,637
Misc Communications Supplies	\$0	\$0	\$0	\$0	\$0
Blanket Fidelity Bond	\$0	\$474	(\$474)	\$0	\$0
Liability Insurance (Missions)	\$5,000	\$2,945	\$2,055	\$10,000	\$1,728
Real Estate Tax (Undeveloped)	\$41,000	\$36,459	\$4,541	\$60,000	\$48,265
Transition Ministry Expenses	\$2,000	\$1,060	\$940	\$2,000	\$725
Background Check Expenses	\$0	\$4,215	(\$4,215)	\$0	\$2,550
Reserve-Deputies to Gen Conv	\$20,000	\$0	\$20,000	\$20,000	\$20,000
Bishops-Salaries	\$490,635	\$259,207	\$231,428	\$466,381	\$251,828
Bishops-Clergy Pensions	\$0	\$94,226	(\$94,226)	\$0	\$95,992
Bishops-SECA	\$0	\$21,852	(\$21,852)	\$0	\$21,169
Bishops-Insurance	\$0	\$23,401	(\$23,401)	\$0	\$22,425
Bishops-Housing Allowance	\$0	\$82,000	(\$82,000)	\$0	\$82,000
Bishop's House - Utilities	\$0	\$2,790	(\$2,790)	\$0	\$5,016
Bishop's House - Maintenance/Repairs	\$0	\$1,119	(\$1,119)	\$0	\$4,632
Salaries (Asst to Bps)_	\$499,391	\$255,568	\$243,823	\$492,050	\$278,228
Annuities (Asst to Bps)	\$0	\$50,576	(\$50,576)	\$0	\$50,840
FICA/SECA (Asst to Bps)	\$0	\$25,108	(\$25,108)	\$0	\$25,191
Insurance (Asst to Bps)	\$0	\$49,404	(\$49,404)	\$0	\$36,732

# Diocese of Virginia Income Statement

Friday, January 15, 2016 3:46:40PM

	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
Housing (Asst to Bishops)	\$0	\$80,000	(\$80,000)	\$0	\$57,500
Assisting Bishops	\$0	\$5,032	(\$5,032)	\$0	\$534
Assistance to Vacant Churches	\$0	\$0	\$0	\$0	\$0
Expenses-Asst for Youth Ministry	\$0	\$0	\$0	\$0	\$0
Misc Exp Office of the Bishop	\$5,500	\$391	\$5,109	\$2,500	\$0
Mission Ministry & Governance Staff S	\$890,089	\$626,359	\$263,730	\$825,262	\$598,600
Mission Ministry & Governance Staff- /	\$0	\$95,298	(\$95,298)	\$0	\$98,073
Mission Ministry & Governance Staff- F	\$0	\$43,844	(\$43,844)	\$0	\$41,818
Mission Ministry & Governance Staff - /	\$0	\$138,246	(\$138,246)	\$0	\$120,650
Finance Support Staff-Salaries	\$418,825	\$262,015	\$156,810	\$368,801	\$244,069
Finance Support Staff-Annuities	\$0	\$37,686	(\$37,686)	\$0	\$55,975
Finance Staff - FICA	\$0	\$21,120	(\$21,120)	\$0	\$26,885
Finance Support Staff-Insurance	\$0	\$74,121	(\$74,121)	\$0	\$58,183
Support - Office of M&O	\$10,000	\$3,144	\$6,856	\$0	\$0
C Chilton Misc Expense	\$0	\$0	\$0	\$0	\$0
Continuing Ed - Staff	\$4,000	\$279	\$3,721	\$3,700	\$1,821
Disability Insurance	\$0	\$0	\$0	\$0	\$0
Workman's Compensation Ins	\$12,500	\$1,214	\$11,286	\$16,000	\$10,643
Temporary Assistance	\$1,450	\$1,444	\$6	\$1,450	\$504
Staff Meeting expense	\$5,000	\$4,239	\$761	\$2,250	\$4,643
Auto Insurance	\$10,000	\$43,158	(\$33,158)	\$10,000	\$9,667
Auto Expenses	\$6,000	(\$1,520)	\$7,520	\$7,000	\$3,459
Auto Depreciation	\$22,000	\$0	\$22,000	\$22,000	\$24,519
Interest Expense - Auto loans	\$0	\$0	\$0	\$0	\$0
Travel- Trans Min Dir	\$7,500	\$15,171	(\$7,671)	\$6,000	\$5,273
Travel- Canon to the Ord	\$6,000	\$7,812	(\$1,812)	\$6,000	\$4,576
Travel-Bishop Jones	\$3,000	\$925	\$2,075	\$2,500	\$665
Travel-Bishop Johnston	\$25,805	\$26,905	(\$1,100)	\$26,550	\$23,307
Travel - Bp Gulick	\$18,000	\$18,838	(\$838)	\$18,000	\$15,176
Travel-P Ball	\$4,000	\$5,162	(\$1,162)	\$6,000	\$6,580
Travel- Secretary	\$3,820	\$7,994	(\$4,174)	\$4,000	\$1,855
Travel- Bishop Goff	\$21,000	\$17,240	\$3,760	\$12,000	\$16,903
Travel- Treasurer	\$8,000	\$15,741	(\$7,741)	\$6,000	\$6,012
Travel- E Cherry	\$4,000	\$4,930	(\$930)	\$4,000	\$2,906
Travel - Julie S	\$6,000	\$4,693	\$1,307	\$4,000	\$8,580
Travel - Dir Mission & Outreach	\$6,000	\$5,433	\$567	\$0	\$382
Travel & Meals - Bp & Epis Office	\$8,510	\$12,549	(\$4,039)	\$7,000	\$8,662
Travel & Meals - Mission & Gov	\$0	\$935	(\$935)	\$0	\$110
Travel & Meals = Finance	\$2,300	\$1,759	\$541	\$2,900	\$2,286
Travel & meals - Admin Staff	\$9,500	\$16,401	(\$6,901)	\$11,500	\$8,546
Disability Insurance	\$0	(\$54)	\$54	\$0	\$0
NoVa Office Expense	\$3,000	\$7,340	(\$4,340)	\$3,000	\$150
Telephone Expense	\$27,050	\$16,621	\$10,429	\$27,050	\$29,536

# Diocese of Virginia Income Statement

Friday, January 15, 2016 3:46:40PM

	Annual Budget 2015	Actual as of 12/31/2015	Remaining Annual Budget	Annual Budget 2014	Actual as of 12/31/2014
Office Supplies (Paper, etc.)	\$17,800	\$12,277	\$5,523	\$15,000	\$16,213
Repair/Maintenace Office Equip	\$0	\$915	(\$915)	\$0	\$869
Copier Expense & Eq Rental	\$28,000	\$27,954	\$46	\$28,000	\$27,156
Computer Hardware/Software	\$20,000	\$5,438	\$14,562	\$20,000	\$11,219
Computer Support/Repair	\$2,500	\$15,183	(\$12,683)	\$2,500	\$9,634
Safe Deposit Box Rental	\$0	\$0	\$0	\$0	\$0
Postage Expense	\$9,000	\$7,072	\$1,928	\$9,000	\$11,133
Equipment Depreciation Expense	\$10,000	\$0	\$10,000	\$10,000	\$9,297
Mayo House Insurance	\$46,000	(\$10,808)	\$56,808	\$46,000	\$73,917
Mayo House Utilities	\$23,000	\$27,209	(\$4,209)	\$22,100	\$23,100
Mayo House Janitorial Svce	\$3,600	\$6,572	(\$2,972)	\$3,600	\$5,493
Mayo House Repair & Upkeep	\$13,000	\$47,784	(\$34,784)	\$6,000	\$13,284
Building Improvement Depreciation Ex	\$9,000	\$0	\$9,000	\$9,000	\$11,006
Audit Expenses	\$30,000	\$28,000	\$2,000	\$30,000	\$23,100
Professional Services	\$20,000	\$80,957	(\$60,957)	\$70,000	\$140,869
Miscellaneous Expense	\$5,000	\$6,372	(\$1,372)	\$5,000	\$113,824
Bank fees - Payroll fees - Credit Card f	\$2,900	\$8,964	(\$6,064)	\$2,900	\$1,846
Interest Expense on LC	\$0	\$0	\$0	\$0	\$0
Reserve - Auto Replacement	\$10,000	\$0	\$10,000	\$10,000	\$10,000
Reserve - Office Equipment	\$0	\$0	\$0	\$0	\$0
Reserve - Lambeth Conference	\$2,000	\$0	\$2,000	\$2,000	\$2,000
Reserve-Epis Election & Asst	\$4,000	\$0	\$4,000	\$4,000	\$4,000
Reserve-Building Repair	\$9,400	\$0	\$9,400	\$9,400	\$9,400
Reserve-Future Needs	\$0	\$0	\$0	\$0	\$0
Reserve-Asst Bishop & Staff	\$0	\$0	\$0	\$0	\$0
Micro-Economic Development Pjt	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>(\$5,122,834)</b>	<b>(\$4,995,875)</b>	<b>(\$126,959)</b>	<b>(\$5,022,082)</b>	<b>(\$5,162,986)</b>
Transfers					
To/From Designated Fund	\$0	\$0	\$0	\$0	(\$62,836)
To/From Restricted Fund	\$0	\$0	\$0	\$0	(\$15,062)
To/From Endowment Fund	\$0	\$0	\$0	\$0	\$0
To/From Shrine Mont Fund	\$0	\$0	\$0	\$0	\$0
Transfer to/from Camps	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$77,898</b>
<b>BEGINNING FUND BALANCE</b>	<b>(\$296,229)</b>	<b>(\$296,229)</b>	<b>\$0</b>	<b>(\$237,663)</b>	<b>(\$237,663)</b>
<b>ADJUSTMENTS TO FUND BALANCE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>TOTAL ADJUSTED FUND BALANCE</b>	<b>(\$296,229)</b>	<b>(\$296,229)</b>	<b>\$0</b>	<b>(\$237,663)</b>	<b>(\$237,663)</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>\$10,500</b>	<b>(\$11,344)</b>	<b>\$21,844</b>	<b>\$0</b>	<b>(\$58,566)</b>

# Diocese of Virginia Income Statement

Friday, January 15, 2016 3:46:40PM

<b>ENDING FUND BALANCE</b>	<b><u>(\$285,729)</u></b>	<b><u>(\$307,573)</u></b>	<b><u>\$21,844</u></b>	<b><u>(\$237,663)</u></b>	<b><u>(\$296,229)</u></b>
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# Annual Reports

## **Commission on Ministry**

The Commission on Ministry is charged by the general canons of the Episcopal Church, Title III (Ministry), Section 2 (of Commissions on Ministry), to advise and assist the bishop in “the determination of present and future opportunities and needs for the ministry of all baptized persons,” and “the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefore.” The membership is comprised of the chairs of the commission’s committees and several at-large members.

The Commission meets at least four times during the year to inform and support one another in fulfilling our canonical responsibilities. At our Sixth Annual Commission on Ministry Retreat at Shrine Mont this fall we, again, focused on one of the ministry areas overseen by one of the committees of the commission. This year we focused on the priesthood. Led by the Rev. Justin Lewis-Anthony, PhD, associate dean of students and director of Anglican studies at VTS, we explored the call to priesthood and what that means in the church and world today.

We are most grateful for the ministries of the Rev. Canon Pat Wingo, Ed Keithly and Kathlyn Jones who keep track of all of those in the process of discernment and formation. They are essential to our ongoing communication with the Standing Committee and our bishops. The work we do cannot be done in isolation.

It is important that all parish clergy become familiar with the process for discernment/formation which can be found on the diocesan homepage ([www.thediocese.net](http://www.thediocese.net)) by clicking “Our Ministries” then “Vocation & Call: An Overview.” The Guidelines for a Presenting Priest are extremely helpful in assisting any parishioner who is seeking vocational discernment whether that be lay or ordained. Every year work is done by the various committees to improve the process for all concerned. The role of presenting priest is at the heart of this process no matter where the discernment may lead for the seeker.

Please take time to review the following reports from the various committees of the Commission on Ministry.

Submitted by: The Rev. Deborah Rutter, Commission on Ministry, Chair

## **Fresh Start (Committee on Continuing Clergy Formation)**

Fresh Start, a two year program used in many dioceses in the Episcopal Church, is a program for clergy who are either newly ordained as deacon or priest or who have recently moved to a new ministry in a parish, diocesan school chaplain or other setting. The focus of Fresh Start is based on 3 key principles:

- 1) the theory and practice of transition in ministry
- 2) the importance of relationship building
- 3) the need for self care.

While Fresh Star was started and originally funded by the General Church, it is no longer part of the General Church's budget. Each diocese now determines its own level of participation. Virginia still supports the value of Fresh Start in our diocese and participation by clergy in transition is required by the bishop as part of the Letter of Agreement at the beginning of a new ministry. The support of the parish or other institution is essential as both the clergy and the settings in which they are serving benefit.

Participants meet monthly following an opening retreat either at Shrinemont or Roslyn in order to introduce them to our retreat centers. In September of 2015, our retreat was held at Shrinemont and was a successful event setting a good tone for our year together. Monthly meetings are held from October through June. The morning session begins with worship followed discussion of some topic relevant to ministry. After lunch the participants meet in small groups to support one another in a safe and confidential setting. Both the morning session and the small groups provide for a foundation for successful transition into a new ministry.

For the 2015-2016 calendar year, there are 34 participants. Serving as facilitators are the Reverend David Knight, The Reverend Laura Minnich Lockey, The Reverend James Papile, and the Reverend Kaki Swann. Our diocesan liaison staff persons are The Reverend Mary Thorpe, Director of Transition Ministry, Ed Keithly Deputy Director of Transition Ministry, ably assisted by Kathlyn Jones, Assistant for Transition Ministry who helps us keep organized and informed each month.

We are once again grateful to Trinity Church, Fredericksburg, for generously providing the space for Fresh Start to meet each month.

Submitted by: The Reverend David H. Knight, COM Member

### **The Committee on Discernment**

The mission of the Committee on Discernment is to develop, oversee and refine the discernment process for leadership ministries, both lay and ordained; train, mentor, and support Diocesan Spiritual Discernment Facilitators (DSDFs); design and deliver Diocesan Discernment Retreats; and serve as a resource on discernment for the Diocese.

There are currently twenty one lay and clergy persons trained as Diocesan Spiritual Discernment Facilitators, one more who is being mentored. The DSDFs meet several times a year for five hours for continuing education and reflection on their ministry. The committee is continuing the process of training and mentoring new DSDFs, but could always use suggestions for new members who are called to a ministry of teaching and discernment.

In 2015, Diocesan Discernment Retreats were held in March, July and November, with 28 participants from 25 congregations. The intent of the retreats is to deepen understanding of the discernment process by providing spiritual grounding, encouraging seekers to work with spiritual directors, offering opportunities for faith sharing and discernment in community, and providing an overview of the process for discerning call to leadership ministries in Virginia.

Submitted by: Ms. Liz Ward, Committee on Discernment, Chair

### **The Committee on the Diaconate**

2015 marked the final full year of the first installment of The Deacons' School, the program shared by the Diocese of Virginia and Diocese of Southern Virginia to form and ordain deacons within the Episcopal Church. The school has been a big success, with the anticipation of the ordination of nine deacons in April 2016. The committee recommended six students of The Deacons' School for candidacy. The Diocese of Southern Virginia recommended three students for candidacy. The class- six women, three men- will celebrate their Capstone weekend on January 15-17, 2016.

Our partnership with the Diocese of Southern Virginia in the development of this new formation program has been a fruitful one – we have shared ideas as well as resources, defined key differences in policy and procedure in the two entities, and identified and prioritized what we expect from the process. Our curriculum consultant, the Rev. Lynn Orville, has served as the dean of the school and has provided continuity and a fulfilling curriculum during the first run of the school. It is a curriculum that focuses on the particularity of diaconal ministry rather than being a limited copy of priestly formation.

One of the gifts in this work has been the faithful participation of lay persons, vocational deacons and priests on the Committee. All have brought their own gifts and graces to our work and will continue to do so as we joyfully prepare the next cohorts of vocational deacons who will, by the grace of God and our Bishop, be ordained in a few short months.

Submitted by: The Rev. Deacon Holly Hanback, Chair

### **The Committee on Priesthood**

The Committee on Priesthood is charged with overseeing the process through which priests are formed for ministry and with guiding and monitoring the progress of those who are in the process. We work with presenting priests and aspirants from the time of discernment of a call through ordination to the transitional diaconate. Each person in the process is paired with a representative on the committee and is interviewed when applying for postulancy, candidacy and ordination by members of the committee. The Committee on Priesthood makes recommendations to the bishops and assists and advises the bishops in matters relating to the formation of priests.

In 2015 the committee recommended 13 applicants for postulancy and nine for candidacy. Ten people were ordained to the transitional diaconate, seven to the priesthood.

Submitted by: The Rev. Leslie Hague, Chair

### **The Diocesan Board of Examining Chaplains**

The mission of the Board of Examining Chaplains is to review and evaluate General Ordination Examinations for persons seeking priesthood, and recommend and oversee any additional work required to demonstrate proficiency in the seven areas covered by the GOEs; assist in the development, administration, and evaluation of written and oral examinations for persons seeking the diaconate, and recommend and oversee any additional work required to demonstrate proficiency in the canonical areas examined; develop, administer, and evaluate examinations for clergy ordained in other denominations; provide advice and counsel to the bishop on matters related to GOEs and related examinations; serve as resource on theological education for the Diocese.

In 2015 the DBEC read examinations of eight candidates for priesthood. In addition they developed, administered, and read the examinations for eight candidates for the diaconate.

Submitted by: The Rev. Dr. Craig A. Phillips, Chair

### **Education for Ministry (EfM)**

Education for Ministry (EfM) is a Christian formation program that helps individuals discern and prepare for lay ministry. EfM is available to all our parishes by virtue of a full-service contract by the Diocese of Virginia with the School of Theology of the University of the South at Sewanee. This \$2,500 contract enables EfM participants to enroll in the program with an annual fee reduction of \$110 per person. With 196 EfM participants as of November 2015 this represents a total savings for participants of \$21,560! Additionally, five partial scholarships were awarded in 2015 to EfM participants from the EfM Alumni fund administered by Sewanee.

I am pleased to share the good news that between October 2014 and November 2015, 42 individuals who live within the area of the Diocese of Virginia have completed all four years of Education for Ministry and have graduated from the program. A list of graduates is attached to this report.

We enjoy generous support from the Diocesan staff, who help with details related to the annual EfM mentor training, as well as upkeep of EfM information on the diocesan website, located at [thediocese.net/Resources/EfM/](http://thediocese.net/Resources/EfM/).

In January 2015 several EfM mentors and I staffed a table at Diocesan Council. A display provided by Sewanee, and books from the four years of EfM study, along with EfM buttons worn by EfM mentors and participants attending Council, helped to spark awareness of EfM in our diocese. We look forward to seeing you again at the 2016 Council EfM table in the exhibitor's area. Ambassadors wearing EfM buttons will be circulating around the Council meetings and will be eager to talk with you about an EfM program for your parish!

In July 2015, I coordinated a training hosted by our Diocese at Roslyn Conference Center in Richmond for 55 EfM mentors from Virginia and beyond. In addition to four basic mentor training sessions, we offered formation training in Group Skills and Living with Conflict. EfM mentors are required to attend a training every 18 months. Training events must be authorized by Sewanee, which trains EfM trainers and schedules them for the event. Our Virginia EfM training event is the largest in the US. The next training will be July 21-23, 2016 at Roslyn.

Looking ahead to 2016, plans are developing for an EfM Mentor retreat for information sharing. Additionally, I will be reaching out to parishes in our Diocese where there are currently no EfM groups to help them develop new EfM groups. And, I will explore ways that we can recognize our EfM graduates at the diocesan level.

In November 2015 I traveled to Sewanee for an EfM coordinator training conference. Along with EfM coordinators from five other dioceses and two trainers, we learned the ropes of coordinating EfM in our respective dioceses, shared best practices for serving EfM mentors and participants, and generated ideas for promoting EfM.

EfM is a theological education by extension for laity and includes both individual and group work in weekly seminars under the guidance of trained mentors. The four-year program of study includes the Old Testament, the New Testament, Church History, and Theology, Ethics, & Interfaith Relations.

We are now more than two years into using the new EfM materials introduced by Sewanee in 2013 and implementation is going well throughout EfM groups in our diocese. Each year a Reading and Reflection Guide with a core theme is used to navigate the group. This year's theme is "Living as Spiritually Mature Christians." Additionally, students in each of the four years use unique texts, and students in all years study in common two interlude books. The texts are seminary level and have been selected by Sewanee. At the end of four years, EfM graduates have a significant theological library for future reference. The use of primary sources makes the program adaptable to change. Theological reflection using a four-source model (Christian tradition, contemporary culture, personal experience and action, personal beliefs) continues to be a key focus of the EfM program.

In addition to the revised EfM texts, there is now more emphasis integrated in the seminar group on formation for ministry. Through individual and group study, shared worship, and the process of theological reflection, participants in an EfM community move toward a greater understanding of the fullness of God's kingdom and in so doing, discover opportunities for responding to their own personal call to ministry.

An EfM seminar group is composed of six to twelve students guided and administered by a trained mentor and perhaps a co-mentor. There are EfM groups meeting throughout the United States and the world as well as online EfM groups.

The Diocese of Virginia currently sponsors 28 active groups in parishes throughout the Diocese. Parishes and individuals interested in finding out more information about EfM are encouraged to visit the EfM page on the Diocese of Virginia website at [thediocese.net/Resources/EfM/](http://thediocese.net/Resources/EfM/), on Facebook at EfM Virginia or via email to me at [efmvirginia@gmail.com](mailto:efmvirginia@gmail.com) for more information. As EfM Coordinator for the Diocese of Virginia, it is my ministry to support and promote EfM in the Diocese by assisting current groups, help parishes that wish to explore EfM, locate groups for individuals looking for an EfM group, and coordinate training opportunities for existing and new mentors.

I am continually grateful that the Diocese has called me to this fulfilling ministry and look forward to the coming year.

Submitted by: Jane Dowrick, EfM Coordinator for the Diocese of Virginia