



Documents of the 226th Annual Convention Supplemental Packet

The items included in this Supplemental Information packet are additional items or items that have been amended from the original version that was sent in the October 30 Information packet. For your convenience, the one resolution (R-3) that was not amended, has also been included.

Contents:

- Meeting Agenda 1
- Consent Agenda items
- Nominations
 - Standing Committee withdrawal of nominee
- Amended Resolutions (plus R-3 which was not amended)
- Amendments to Constitution and Canons
- 2021 Appointments of the Regional Deans
- Report of the Secretary of the Diocese
- Report of the Treasurer of the Diocese (will be sent tomorrow)
- Financial documents (will be sent tomorrow)
- Amended Budget (will be sent tomorrow)

“One Together”

The 226th Annual Convention of the Episcopal Diocese of Virginia
November 14, 2020 Online

AGENDA – as of 11/09/2020 Subject to change

Saturday, November 14

- 8:30 – 9:00 Gathering online **(Please sign on early to ensure time for a successful connection.)**
- 9:00 a.m. Call to Order
Land Acknowledgement
Election of the Standing Committee, Class of 2023
- The Pastoral Address—The Rt. Rev. Susan Goff, Bishop Suffragan and Ecclesiastical Authority
- Report of the Ministry on Racial Justice and Healing – Ms. Carolyn Lanier
- 11:00 a.m. Report of the Committee on Resolutions
- 12:00 - 1:30 p.m. Offline Break for Lunch
(Please use the same Zoom invitation to sign back on for the afternoon.)
- 1:30 p.m. Continuing General Session
Assisting Bishop’s Address – The Rt. Rev. Porter Taylor
Report of the Secretary of the Diocese—Mr. Mark Eastham
- 2:00 p.m. Report of the Committee on Amendments to the Constitution and Canons
- 2:30 p.m. Report of the Resourcing God’s Mission Task Force – The Rev. Sven vanBaars
- 3:00 p.m. Report of the Treasurer of the Diocese—Mr. Ted Smith
Report of the Budget Committee
Assistant Bishop’s Address – The Rt. Rev. Jennifer Brooke-Davidson
- 3:55 p.m. Closing Remarks
- 4:00 p.m. 226th Annual Convention Worship Service
Guest Preacher: The Rt. Rev. Phoebe Roaf, Bishop of West Tennessee

CONSENT AGENDA

This year, we are using a Consent agenda. This will allow for one vote to be taken for a group of non-controversial items that require action by convention. The use of the Consent agenda will expedite the proceedings.

The items on the Consent agenda are:

- Disciplinary Board members election
- Commission on Ministry members election
- Report of the Related Organizations Committee
- Courtesy Resolutions
- C-1 Constitutional Amendment

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 a three-year term ending at Convention in November, 2023. The Standing Committee nominates:

- The Rev. Daniel Johnson, Christ Church, Spotsylvania;
- The Rev. Elizabeth Gardner, St. Mark's, Alexandria;
- The Rev. Stephen Schlossberg, St. Matthew's, Richmond; and
- Ms. Karen Grane, St. Paul's, Alexandria;

to serve on the Disciplinary Board for a three-year term ending at the 229th Annual Convention in 2023.

In addition, the Rev. Crystal Harden, St. George's, Arlington is nominated to serve on the Disciplinary Board for a one-year term ending at the 227th Annual Convention in 2021, serving the remaining year of the unexpired term of The Rev. Bollin Millner.

Commission on Ministry Appointments

Per diocesan Canon 22, Section 1 (b), the Bishop may annually appoint not more than 10 members for one-year terms, subject to confirmation by Convention.

One Year Appointments:

- The Rev. Randy Alexander; Immanuel Church-on-the-Hill, Alexandria
- The Ven. Holly Hanback; St. Gabriel's/San Gabriel, Leesburg
- The Rev. Megan Limburg; Trinity, Lancaster & St. Mary's, Whitechapel
- The Rev. Dr. Craig Phillips; St. Peter's, Arlington
- Ms. Elizabeth Ward; Christ Church, Alexandria
- The Rev. Bambi Willis; Trinity Church, Fredericksburg

In addition, the following are nominated to serve three-year terms ending at the 229th (2023) Annual Convention:

- Dr. Craig Anderson; Holy Comforter, Richmond
- The Rev. Marlene Forrest; St. Philip's, Richmond
- The Rev. Cayce Ramey; All Saints', Sharon Chapel

Report of the Committee on Related Organizations

The Committee on Related Organizations has met to review the information submitted to the committee and based upon review of that information, it presents the slates of nominees to be approved for later election by their respective boards.

For the **Virginia Diocesan Homes**, three names are being brought forward for consideration: **Kathleen D.M. Chipps** from St. Andrew's, Burke; **Helen Plaisance** of Trinity, Charlottesville; and **Joy Yvonne Warburton** of Trinity, Arlington. Ms. Chipps seeks to serve the beneficiaries of the mission of the Virginia Diocesan Homes, including those in need of a caring retirement community and housing assistance. An active member in her congregation, Ms. Plaisance has a passion for seniors and others seeking affordable housing, health care, and justice. Ms. Warburton brings extensive administrative skills, a servant's heart, and a thirst to learn more about the work and mission of the Virginia Diocesan Homes.

For the **Trustees of the Funds**, five people have expressed an interest in serving on the TOTF board. Three of them are running for their second term on the board. They are **Mr. Philip S. Brown** from Christ Church, Saluda, **Mr. Alan M. Gayle** from Emmanuel, Greenwood, and **Mr. John Milleson** of Grace Church in Berryville. Mr. Brown is a Chartered Financial Analyst with experience managing large institutional portfolios. Mr. Gayle has expertise in asset allocation and investment management. Mr. Milleson has extensive background in banking and investment management. All three of these candidates possess experience that would be beneficial to the TOTF.

Two additional nominees have submitted their names for consideration to serve on the Trustees of the Funds. They are **Robert (Bob) W. Clarke**, of St. George's, Arlington and **Alan J. Foster, Sr.** of St. Philip's, Richmond. Mr. Clarke brings a vast experience in finance, business, and customer relations. While at St. George's he has worked with the TOTFs, and he recognizes the importance of its work and mission. Mr. Foster has a strong accounting, financial, and managerial background, and he is looking forward to bringing his skills and service to the Trustees of the Funds.

The Committee on Related Organizations formally places these nominees before Council for later election by their respective boards.

Faithfully submitted,
The Committee on Related Organizations
The Rev. Emily Krudys, Chair
The Rev. Kathleen Murray
Mr. James Bailes

Courtesy Resolutions

Five Courtesy Resolutions were submitted this year. The courtesy resolutions are listed below.

- CR-1** **Mr. Alex Slaughter**, St. James's, Richmond
- CR-2** **The Rev. Vincent Hodge**, St. Paul's, West Point & Grace, Millers Tavern
- CR-3a** **Ms. Gladys Lewis**, St. Philips, Richmond
- CR-4** **The Rev. Canon Carol Flanagan**, St. Barnabas, Annandale
- CR-5a** **Ms. Jean Mary Taylor**, Calvary, Front Royal

CR-1 Mr. Alexander Slaughter

Honoring the Christian Service of the late Alexander Hoke Slaughter, parishioner of St. James's Episcopal Church, Richmond

Whereas, Alexander Hoke Slaughter was an active and devoted member of St. James's Episcopal Church and a servant leader of the first order, having served his church as vestry member, Search Committee member and Search Committee Chair, and, more than once, as Senior Warden; and

Whereas, Alex guided St. James's through the reconstruction of its sanctuary following its destruction by fire in 1994 and the planning for the expansion of its facilities in subsequent years; and

Whereas, Alex lent his considerable skills to his Diocese as a member of the Committee on Constitution and Canons, as delegate to no less than ten Diocesan Conventions, through service on two Bishop Search Committees and as a member of the Standing Committee; and

Whereas, he lived out his baptismal covenant in service to the disadvantaged in our community through his leadership of the St. James's Children's Center, the Daily Planet, the Anna Julia Cooper School, and the Peter Paul Development Center, and his quiet support of countless other charitable organizations; and

Whereas, his life of service and devotion to his Lord and Savior was exemplary and worthy of a perpetual memorial;

Now, therefore, be it resolved, that this 226th Annual Convention of the Diocese of Virginia joins with the clergy, laity and staff of St. James's Episcopal Church, Richmond in honoring the Christian service of Alexander Hoke Slaughter.

Submitted by the Rev. John McCard and the vestry of St. James's Episcopal Church, Richmond.

CR-2 The Rev. Vincent Hodge

Whereas, the Reverend Captain Vincent Hodge, vicar of St. Paul's Episcopal Church, West Point, who has faithfully served the Diocese of Virginia for fifty-five years, is retiring at the end of December 2020, and

Whereas, Father Hodge was born and educated in Anguilla, British West Indies, commissioned Captain in The Church Army in 1966, studied at The University of the Virgin Islands, St. Thomas, V.I., The Church Army Training Center, New York, the College of William and Mary, and Union Theological Seminary, and Clinical Pastoral Education MCV, Richmond, and

Whereas Father Hodge began his service in the Diocese of Virginia in 1965 as a Lay Evangelist at Grace Church, Miller's Tavern, and St. Paul's, West Point, and then became Vicar of those two churches after his ordination to the priesthood in 1974, and

Whereas, Father Hodge also served at Calvary Church, Hanover, from 1993 to 2004, having three widely dispersed parishes in his charge, and

Whereas, Father Hodge served as Dean of Region Two (1977-1984), served on the Commission on Congregational Ministries (1977-85), was Secretary of the Diocesan Missionary Society Board of Directors (1977), served on the Diocesan Commission on Evangelism (1983), and several committees at diocesan council, including Chair of the Committee on Credentials, and

Whereas, Father Hodge served on two national Episcopal task forces: one on Poverty (1967-69), and another on Recruitment, Training, and Deployment of Blacks for the Ordained Ministry (1981-84), and attended the Ecumenical Institute program on Spectrum of Ministry, Bossey, Switzerland, 1992, initiated by Bishop Peter Lee, and.

Whereas Father Hodge undertook a preaching mission in the Diocese of Kinkizi, Uganda, in 2001, representing Bishop David Jones, and

Whereas Father Hodge conducted the following programs for over fifty years at Grace, Miller's Tavern, St. Paul's, West Point, and Calvary Church, Hanover: Annual revivals, Youth revivals, Women and Men's services, and Homecoming to fit in with local Baptist churches. Father Hodge led didactic preachings as well as provided pastoral care and outreach, and helped oversee the Annual Miss Winter Melody Pageant Sponsored by St. Paul's ECW. Father Hodge also used his skills as a chef in the annual Indonesian Rice Table buffet and Caribbean Steel Band celebration. Lastly, Father Hodge was a founding member and President of the Community Development Association of West Point and Vicinity, Inc., and

Whereas, Father Hodge's love of the gospel and hymns was manifest in his repertoire for weekly services. and be it

Resolved the 226th Annual Convention of the Diocese of Virginia thanks the Reverend Captain Vincent Hodge for his exemplary lifelong service to his three parishes and hopes that his commendable service to the church and to his community will continue for many years to come, and

Be it further resolved that a copy of this resolution be provided to Father Hodge and that it be recorded in the minutes of the 226th Annual Convention.

Submitted by the vestry of St. Paul's West Point

CR-3a Ms. Gladys Lewis (amended)

Honoring the Christian Service of the late Gladys Lewis, parishioner of St. Philip's Episcopal Church, Richmond

Whereas, Gladys Lewis was an active and devoted member of St. Philip's Episcopal Church and a committed leader of the first order, having served the Episcopal Church at the parish, regional, national and international levels. Gladys represented the Diocese of Virginia in her travels to South Africa and Liverpool, England. The Union of Black Episcopalians (UBE) was also dear to her heart. In 2004, Gladys received the National Achievement Award from the UBE; and

Whereas, Gladys faithfully led the Girl Scouts Troop with Anna Washington at St. Philip's for more than 50 years. She began in 1957 and held positions at all levels of scouting for the Commonwealth of Virginia. Her awards included Commissioners Award, Legacy Award Thanks-2 Badge, and numerous certificates of appreciation and other commendations. The Campus Girl Scouts at Virginia Union University were organized and certified under her leadership; and

Whereas, Gladys lent her considerable skills to her Diocese and community as a member of the Diocesan Race and Reconciliation Committee, on the Executive Board of the Episcopal Church Women, Virginia Chapter of the National Caucus on Black Aged (Senior Connections), Church Women United, and Society of the Companions for the Holy Cross; and

Whereas, she was a longtime and faithful member of the Ecumenical and Interfaith Relations Commission of the Diocese of Virginia; and

Whereas, she lived out her baptismal covenant in service to girls in our Northside Richmond community through her leadership of the St. Philip's Girl Scouts Troop, and her humble support of numerous other charitable organizations; and

Whereas, her life of service and devotion to her Lord and Savior was exemplary and worthy of a perpetual memorial;

Now, therefore, be it resolved, that this 226th Annual Convention of the Diocese of Virginia joins with the clergy, laity and staff of St. Philip's Episcopal Church, Richmond in honoring the Christian service of Gladys Lewis.

Submitted by the Rev. Marlene E. Forrest and the Vestry of St. Philip's Episcopal Church, Richmond

CR-4 The Reverend Canon Carol Cole Flanagan

Whereas, the Reverend Canon Carol Cole Flanagan served the congregation of St. Barnabas' Church for more than three years as Interim Rector, strengthening the congregation and its spiritual ties to the community; and

Whereas, Canon Flanagan supported the congregation with her kind pastoral care, provided wise guidance with the Vestry, and shared her inspiring congregational development expertise; and

Whereas, Canon Flanagan ensured that meetings ended on time, oversaw improvements to the chancel, and supervised the resurfacing of the parking lot; and

Whereas, while serving at St. Barnabas', Canon Flanagan was steadfast in her faith and ministry through a time of extraordinary personal loss and bereavement; and

Whereas, Canon Flanagan shared with the congregation her joy and passion for stewardship, which was among her first great joys in faith as a young girl; and

Whereas, Canon Flanagan generously provided help to those in need through her Discretionary Fund as well as through her support for other ongoing outreach ministries with St. Barnabas' Church, including Annandale Christian Community for Action; let it now be

Resolved, that this 226th Convention of the Episcopal Diocese of Virginia give thanks for the ministry of the Reverend Canon Carol Cole Flanagan, former Interim Rector of St. Barnabas', Annandale and wish her well in her next chapter; and be it further

Resolved, that we send her our best wishes, and offer our prayers for her continuing ministry in retirement, in the Diocese of Washington.

Submitted by Rev. John Bolin Shellito, Rector, St. Barnabas' Church, Annandale, VA

CR-5 Ms. Jean Mary Taylor (amended)

For Mrs. Jean Mary Taylor: Upon her retirement after thirty years of service to Christ, to the Diocese of Virginia, and to Calvary Episcopal Church, Front Royal, Virginia

Whereas, Jean Mary Taylor retired on September 15, 2020 as the Lay Assistant at Calvary Episcopal Church in Front Royal after 30 years of steadfast, faithful service to Christ our Lord and His church; and

Whereas the Episcopal Church upholds the ministry of all baptized persons and believes in the priesthood of all believers; and

Whereas, she has served three rectors and two interim rectors during her tenure; and

Whereas, her deep and unapologetic faith, her forthrightness, her corporate knowledge, her friendship and her sense of humor have been invaluable to the rectors she has served; and

Whereas; she has been integral to the past partnership with and the success of multiple mission trips to the Pine Ridge Episcopal Mission in South Dakota; and

Whereas, her ministry with youth, especially on mission trips, has made life-long, lasting impressions on their faith development into adulthood and their life in Christ; and

Whereas, over her tenure she has taken on a wide variety of ministries, programs, and projects where the rector and parish had need, requiring any number of gifts and skills; and

Whereas, she was a longtime and faithful member of the Ecumenical and Interfaith Relations Commission of the Diocese of Virginia; and

Whereas, she continues to be the co-chairperson of Native American ministries in the Diocese of Virginia; and

Whereas, she is an active member of Coming to the Table (North Shenandoah Valley Chapter) and is utterly committed to the work of racial justice, reconciliation, and healing for Black, Indigenous, and other People of color; and

Whereas she has been faithful in the apostles' teaching and fellowship, in the breaking of bread, in the prayers, and in stewardship to Christ's church; and

Whereas she has lived into her Baptismal Covenant to the fullest extent: seeking and serving Christ in all persons, loving her neighbor as herself, striving for justice and peace among all people, and respecting the dignity of every human being; and

Whereas she is the embodiment of the priesthood of all believers and of the value, importance and impact of the ministry and leadership of the laity; and

Whereas her humility, selflessness, and utter lack of desire for recognition or accolades will have her cringing at this resolution; let it be

Resolved, that the 226th Annual Convention of the Diocese of Virginia recognize and honor Jean Mary Taylor's steadfast service to God, to the Diocese of Virginia, and to Calvary Episcopal Church, and to all her neighbors by adopting this resolution; and be it further

Resolved, that copies of this resolution be shared throughout the Diocese in order to inspire others to such ministry; and that prayers be offered in support of her continuing work with the Native American Ministries of the Diocese, her ongoing involvement and work toward racial justice, reconciliation and healing, and as a member of Calvary Episcopal Church.

Submitted by:

The Reverend Valerie J. Hayes, Rector, Calvary Episcopal Church

The Reverend Jane Piver, Interim Rector

The Reverend Deborah Rutter, former Rector, Calvary Episcopal Church

On behalf of the vestry and parishioners of Calvary Episcopal Church, especially Ms. Anne Cobb on behalf of the many youth so deeply impacted by mission trips to Pine Ridge and Jean Mary's ministry, Ms. Nellie Adkins, Co-Chairperson, Native American Ministries and Dr. Judith James, and Mr. Ira Chaleff, Co-Facilitators, Coming to the Table

Constitutional Amendments

C-1 is a Constitutional Amendment to change the official name of the Diocese of Virginia to be consistent with other dioceses and The Episcopal Church. It must be present at two consecutive conventions. This is its first reading at convention. It will be on next year's convention agenda for consideration and final action.

C-1 Amend Article I of the Constitution as follows:

ARTICLE I Order, Government and Discipline.

The order, government and discipline of the Diocese of Virginia, formerly and otherwise known as the 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.

Submitted by:

J.P. Causey Jr., Chancellor

Rationale: This amendment effectively conforms the name of the Diocese of Virginia to the name of The Episcopal Church and the terminology of the 1979 Book of Common Prayer. Debate at General Convention about expunging the word "Protestant" from the name of The Episcopal Church had persisted for 90 years before the 1967 General Convention amended the preamble to the Constitution to say that the Protestant Episcopal Church in the United States of America is "... otherwise known as The Episcopal Church (which name is hereby recognized as also designating the Church)..." (White & Dykman's *Annotated Constitution and Canons* notes that this issue "had a longer life in [General] Convention discussions than any other in the history of the Church.") Similar changes were also made in the 1979 Book of Prayer and the Declaration of Conformity.

This amendment also conforms Article I to the Preamble of the Constitution which refers to the Diocese of Virginia. The supplemental reference in the proposed amendment to the "Protestant Episcopal Church" is retained to reference the continuity of the organization.

Nominations

Standing Committee

Please note that **the Rev. Deacon Katherine Ferguson** has withdrawn her nomination from consideration to run for a full term on the Standing Committee. Her name will not appear on the ballot for Standing Committee in the Clergy Order.

R-1a Update Rules to Assure Fairness in Virtual Church Governance Meetings (amended)

Resolved by the 226th Annual Convention of the Diocese of Virginia that:

1. A ten-person task force be created, consisting of five lay members and five members of the clergy, to be appointed by the Bishop by January 15, 2021;
2. The Task Force shall review our diocesan canons and related rules of order to determine what changes, if any, are appropriate to provide clear authorization for the effective virtual conduct of diocesan, regional, and parish meetings, including meetings of the Diocesan Convention, the Executive Board, the Standing Committee, the Regional Councils, and Vestries, as well as Parish Annual and Special Meetings;
3. In order to inform its work, the Task Force shall solicit oral and written comments from clergy, lay leaders, and congregations in the Diocese about experience with virtual meetings and suggestions for improvements;
4. In its review and recommendations, the Task Force shall seek to assure that our canons, ~~and~~ related rules of order, **and administrative practices**, when applied to virtual meetings, provide for:
 - a. Ample notice of meetings
 - b. Fair opportunities to present oral and written comments before important decisions are made
 - c. Accurate recording of votes and of decisions, and
 - d. Prompt posting of such results and minutes of meetings.

The Task Force shall recommend any appropriate changes to achieve those objectives;

5. **In its review and report, the Task Force shall seek to identify problems of virtual access encountered by our people and congregations, including issues such as**
 - a. **Unavailable or inadequate internet and/or computer access in many areas, both rural and urban;**
 - b. **Excessive cost for people of limited means;**
 - c. **Insufficient digital training, particularly for our older members;**
 - d. **Inadequate measures to allow people who are hearing impaired or visually impaired to participate effectively;**
 - e. **Needs for interpretation for those whose native language is different than English; and**
 - f. **Failures to post workable contact information for elected leadership.**

In its recommendations, the Task Force shall identify appropriate adjustments in our canons, rules of order, and administrative practices to help address these issues of equitable access for all our people, recognizing that some of these challenges reflect broader structural inequities where we live.

- 6. In its review and recommendations, in order to increase opportunities for participation by those for good cause prevented from attending in-person, the Task Force shall assess the feasibility of conducting meetings combining virtual and in-person attendance, and report on what adjustments in our canons, rules of order, and administrative practices would be required to make such hybrid meetings work fairly and effectively.**
- 7. By September 15, 2021, the Task Force shall prepare and post its report on the Diocesan website, which report shall include the proposed wording of any recommended canonical and rule of order changes for consideration by the 227th Annual Convention of the Diocese of Virginia in the fall of 2021, as well as recommended changes in administrative practices that can be implemented without formal action by Convention.**

Respectfully submitted,

Russ Randle
Lay Delegate, Christ Church, Alexandria
rrandle@milesstockbridge.com (703) 625-8349

Anne Snyder
Lay Delegate, St. David's, Aylett

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

Cindi Bartol
Lay Delegate, Christ Church, Alexandria

The Rev. Andrew Merrow
Rector, St. Mary's, Arlington

R-2a ~~Stipendiary-Clergy and Lay~~ Parental Leave Equity (amended)

Resolved, that the Diocese of Virginia recommends ~~as a guideline~~ that **the diocesan office and vestries** provide parental leave of eight weeks ~~with full compensation for full-time for~~ parochial **and diocesan** clergy **and lay employees** with full compensation **based on their employment status, including full time, three-quarter time, half time, less than half time,** within one year of the birth or adoption of a child. This recommended benefit should be independent of any sick leave ~~policy~~ or vacation ~~time policy~~.

R-3 Resolution to Authorize an Election of a Bishop Diocesan

RESOLVED, that the 226th Annual Convention of the Diocese of Virginia, in response to a request from the Bishop Suffragan and Ecclesiastical Authority, with the advice and consent of the Standing Committee, to commence a process to elect a Bishop Diocesan, hereby approves the said request, and

BE IT FURTHER RESOLVED, that such election be held at an Annual or Special Convention of The Diocese to convene at a time and place to be determined by the Standing Committee, and

BE IT FURTHER RESOLVED, that the Standing Committee shall (a) appoint Search and Transition Committees and (b) prescribe such other rules as may be reasonable and appropriate for said process and election.

Submitted by the Standing Committee of the Diocese of Virginia

C-2a Amend Canon 7.1.(c) as follows:

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 be one, and the Suffragan Bishops if there 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 1) 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.**

NOTE: The text highlighted in **BOLD RED** has been added by the committee from the original submission.

Appointment of Deans for 2021

Bishop Goff announces the appointment of the **Deans of the Regions** for 2021: (effective at conclusion of the 226th Annual Convention). The names that are in **BOLD RED** are the newly appointed Deans. All the other Deans will continue to serve for another year.

Archdean

The Rev. Kim Coleman, Trinity, Arlington

Arlington Region

The Very Rev. Kim Coleman, Trinity, Arlington

Alexandria Region

The Very Rev. Randy Alexander, Immanuel on-the-Hill, Alexandria

Central Richmond Region

The Very Rev. Charlie Dupree, St. Paul's, Richmond

Charlottesville Region

The Very Rev. Cass Bailey, Trinity, Charlottesville

Culpeper Region

The Very Rev. Ben Maas, St. James, Warrenton

Fredericksburg Region

The Very Rev. Kyle Tomlin, Church of the Messiah, Fredericksburg

North Fairfax Region

The Very Rev. Fran Gardner-Smith, St. Thomas, McLean

North Richmond Region

The Very Rev. Judy Davis, Emmanuel, Brook Hill

Northern Neck Region

The Very Rev. Megan Limburg, St. Mary's, Whitechapel and Trinity, Lancaster

Northern Piedmont Region

The Very Rev. Weston Mathews, Grace, The Plains

Potomac Region

The Very Rev. Corry Weierbach, Church of the Spirit, Alexandria

South Fairfax Region

The Very Rev. Susan Hartzell, St. Peter's in the Woods, Fairfax Station

Southern Shenandoah Valley Region

The Very Rev. Barbara Seward, Emmanuel, Harrisonburg

Upper Tidewater Region

The Very Rev. Gary Barker, Kingston Parish, Mathews

West Richmond Region

The Very Rev. Dr. John Maher, St. Francis, Manakin Sabot

Winchester Region

The Very Rev. Matt Rhodes, Christ Church, Millwood

Report of the Secretary of the Diocese of Virginia
226th Annual Convention
November 14, 2020

A year ago, I was sitting in the ballroom of the Crystal Gateway Marriott in Arlington, at my first Annual Convention as the Secretary and Chief of Staff of the Diocese of Virginia. I had only been on the job for a few weeks, but I felt supported knowing that to my right was our experienced, wise, and knowledgeable Bishop Goff, and to my left was Bishop Brooke-Davidson who was even newer to the Diocese than I was! I was listening intently and trying to soak up every nuance of this multi-day event, knowing that in a year, it would be my responsibility as secretary to oversee this important gathering. Little did any of us know then all that would occur during the next twelve months that would necessitate our moving to an online platform for this important time together for our diocese.

I am proud of the work we have been able to accomplish together despite our changes in how we have worked, and I commend us all, as a diocese, for our flexibility, our adaptability, and our perseverance.

Today, my message to you is one of gratitude.

Gratitude for the warm welcome you have given me during my first full year in this position. Given our visioning sessions early in 2020 and then our regular clergy webinars that have been occurring since March, I have gotten to know many of you well, and I am grateful for the connections we have made.

Gratitude for your willingness to serve as a delegate at this convention. Your devotion to this diocese is inspiring!

Gratitude for your patience and adaptability as we have embarked upon this new way of doing Annual Convention. I am confident that moving forward we will take the best of both our online and in-person convention models and create an even better model moving forward. As we plan for the future, we will do so thinking of the best use of your time and your resources.

Gratitude for the strength, courage, and wisdom of our Bishop Suffragan and Ecclesiastical Authority, Susan Goff. Given all that we went through this past year, it was easy to forget that in addition to dealing with multiple pandemics, Bishop Goff dealt with her own personal pandemic, but as one who works closely with her, I can tell you she has done so in a selfless, focused, diocesan-oriented manner, and for that we should all be grateful.

Gratitude for Bishop Brooke-Davidson and Bishop Porter for joining the Diocese of VA team and sharing their wisdom and faith with us all. How fortunate we are to have three such outstanding spiritual leaders at the helm of our diocese during this important transition time.

Gratitude to all who have assisted in providing weekly and then bi-weekly clergy webinars. What a wonderful opportunity these webinars have been for us to share collective wisdom and learn from one another about topics that are affecting us all. Feedback from clergy indicates that they appreciate this support and see a marked improvement in our responsiveness in their understanding of the significance of being a part of a greater whole. We are truly all in this together.

Our communications department has supported all these efforts by providing clergy with weekly emails and website updates that mirror and encapsulate the questions asked in the webinars.

Gratitude for my partnership with Canon Mary Thorpe and Treasurer Ted Smith as we have worked together to support you in ways we never imagined. In addition to our bi-weekly clergy webinars, we have added regular webinars for treasurers and wardens, led by Mr. Smith and Canon Thorpe. Kudos to both for the incredible work they have done in providing invaluable finance-related resources.

Special gratitude to staff members Erin Kamran, Nancy Chafin, and Bill Martin (as well as Joe Klem from St. Andrew's, Arlington and Tom Anderson and his staff who support our Mayo House tech needs) for their leadership in making this Annual Convention possible. Also, I want to thank staff member Aisha Huertas for helping us to have this year's convention translated into Spanish and Korean.

Additionally, I offer thanks to Kass Lawrence and all the staff at Roslyn for allowing a group of us to be here today, physically distanced, to bring Annual Convention to you in your location around our diocese.

My gratitude extends to all our diocesan staff, all of whom are playing a key role in today's meeting, and who have worked tirelessly to adapt to our new normal in serving you. They have taken on new roles outside of their normal job responsibilities; they have collected and curated "best practices" for our website and Facebook pages in key areas such as Formation and Stewardship so that you can find for yourselves the resources you need for your particular situation in these challenging times. Thank you, staff members, for your nimbleness, agility, and responsiveness even while working from home in makeshift offices sometimes while teaching your children and caring for family members. Your efforts are much appreciated.

I also offer my gratitude to members of the diocesan staff, along with our bishops and others, who have offered and continue to offer weekly online sermons called "Sermons from the Bishop's Online Chapel" which clergy can use, thus giving them a break at a time when they are being overwhelmed with new and challenging demands.

Additionally, we are making our full worship service from later today available to clergy to share with their parishes tomorrow. As you may recall, on Labor Day Weekend, the diocesan staff offered a full videotaped service that we shared with the entire diocese. We will do another service on the Sunday immediately following Christmas.

Gratitude, gratitude, gratitude to clergy and laity who have stepped up to serve OUR diocese in myriad ways from hosting visioning sessions to serving on special priority-driven task forces to leading committees. Your willingness to do more at a time when your plates are already so full is inspiring to me, and I thank you most sincerely for your efforts on behalf of us all.

Special shout-out of gratitude to the leaders, faculty, and staff of all our Episcopal schools. Your adaptability, creativity, and hard work are amazing.

Finally, I offer my most heartfelt gratitude to each of you present today and to all members of the Diocese of VA. At a time when it would have been easy to ask only for assistance, many of you asked how you could help. I was especially struck in one meeting when a clergy member stated that she wanted to know how she could best connect her staff—who had learned a lot about tech in the past several months—with other parishes who may need support. It is that type of spirit that will get us through these difficult times, and that idea—the idea of meaningful collaboration among clergy, laity, parishes and diocesan staff—that I want us to explore further in the coming months. At a time, when many of us have had to cut staffing and do more with less in order to balance our budgets, it is heartening to remember that we are still rich with resources in this diocese. After all, the diocese is ALL of us, NOT just the bishops and diocesan staff. Together we are so much better!

So, in conclusion, I ask you to keep praying for the diocese, our bishops, clergy, laity, and staff. Keep sending ideas on how we can be stronger together through collaboration and curation of “best practices.” Keep sending ideas for future webinars for clergy, treasurers, and wardens. Tell us how we can communicate better. Let us know when we do something well and when we do not.

May God continue to grant each of you wherever you are in our great diocese the strength, courage, and wisdom you need in these challenging times.

Thank you.

Mark Eastham, Secretary and Chief of Staff