

R-1 Family Leave Resolution

Whereas the Diocese of Virginia has not updated its guidelines for maternity and family leave in over 25 years and guarantees nothing to a new family in terms of leave of absence for new parents; and

Whereas, the current recommendation for parental leave from the Diocese is a guideline and not a requirement, and there is no provision for family leave to care for aging and ill family members, which is a rapidly growing need; and

Whereas, numerous studies have shown that the health and well-being of new children and their parents depend on having paid parental leave, thus we understand that family leave is a necessity and a human right for the good of the family and the hiring organization; and

Whereas, the diocesan policy does not address the special needs of adoptive parents or the needs of lay staff, which is a serious gap in benefits that does not live up to the Gospel values of upholding the needs of all; and whereas other needs of family leave are not addressed by this policy, such as employees who need time to care for aging parents or ill family members; and

Whereas, the Church Pension Group (CPG) provides financially for 12 weeks of paid maternity leave for female clergy from the moment the baby is born; and whereas if that leave is filed for and taken, the hiring organization (parish, school, diocese, etc.) is reimbursed 70% of the female employee's salary during that time, or \$1,000 per week, whichever is less; and whereas this money can be used to reimburse the hiring organization for the payment of its clergyperson, or may be used to hire short-term supply clergy to cover the needs of the organization during the leave taking; and

Whereas, the cost in time and resources to search for, hire and train replacements for lay employees who have left an organization due to no or unpaid maternity or paternity leave outweighs the value and cost of retaining said employees and providing them with paid parental leave; therefore let it be:

Resolved, that the vestries and other governing bodies of the organizations within this Diocese guarantee paid maternity leave for clergy consistent with the policies of the Church Pension Group, and extend these benefits to their lay employees and adoptive primary caregivers. The maternity leave would be paid based upon the full pay rate that applies to each person receiving said maternity leave; and be it further

Resolved that the vestries and other governing bodies of the organizations within this Diocese guarantee two weeks paid parental leave for clergy, lay and adoptive secondary caregivers. The paternity leave would be paid based upon the full pay rate that applies to each person receiving said paternity leave; and be it further

Resolved that the vestries and other governing bodies of the organizations within this Diocese guarantee for two weeks paid family leave for employees with aging or ill family members. The family leave would be paid based upon the full pay rate that applies to each person receiving said family leave; and be it further

Resolved that this 222nd Convention sends a letter on behalf of this Diocese to the elected representatives of this Commonwealth in support of legislation that requires paid maternity and paternity leave for our fellow citizens.

Submitted by

The Rev. Laura Lockey, Campus Missioner, Harrisonburg
The Rev. Hilary Streever, St. James's, Richmond

Also signed:

Sue Bland, President, Region IX
Mickie Jones, President, Region X
Jeff Guenther, President, Region XIV
Richard Randolph, President, Region XV
The Rev. Peter Ackerman, St. Christopher's, Springfield
The Rev. Abbott Bailey, St. Andrew's, Richmond
The Rev. Rhonda Baker, Grace Memorial, Port Republic
Ms. Cindi Bartol, Christ Church, Alexandria
Ms. Emily Bennett, Episcopal Campus Ministry, VCU, Richmond
The Rev. Dr. Thom Blair, St. James's, Richmond
The Rev. Molly Bosscher, St. Paul's, Richmond
The Rev. Sarah Brockenbrough, Emmanuel, Greenwood
The Rev. Emily Rowell Brown, St. John the Baptist, Ivy
The Rev. Sarah Colvin, St. Patrick's, Falls Church
The Rev. Dr. Bob Friend, St. James's, Richmond
The Rev. Carmen Germino, St. James's, Richmond
Mr. Nathan Harpine, Canterbury Episcopal Campus Ministry, UMW, Fredericksburg
The Rev. Susan Hartzell, St. Peter's in the Woods, Fairfax Station
The Rev. Joe Hensley, St. George's, Fredericksburg
The Rev. Megan Limburg, Grace, Kilmarnock
The Rev. Susan MacDonald, St. Paul on the Hill, Winchester
Ms. Glenna Martens, St. Peter's in the Woods, Fairfax Station
Ms. Leslie E. Martin, St. Peter's in the Woods, Fairfax Station
The Rev. E. Weston Mathews, St. Stephen's, Richmond
The Rev. Christopher Miller, Chaplain St. Stephen's and St. Agnes School, Alexandria
The Rev. Dr. Jenny Montgomery, St. Andrew's, Arlington
The Rev. Caroline Parkinson, St. James's, Richmond
The Rev. Gay Rahn, St. George's, Fredericksburg
The Rev. Cayce Ramey, Sharon Chapel, Alexandria
The Rev. Andrew Reinholz, The Church of the Epiphany, Richmond

The Rev. Kimberly Reinholz, Grace and Holy Trinity, Richmond
Ms. Marissa Scholler, Canterbury Episcopal Campus Ministry, Harrisonburg
The Rev. Jeff Shankles, St. Alban's, Annandale
The Rev. Adrianna Shaw, St. Andrew's, Burke
The Rev. John Shellito, St. George's, Arlington
The Rev. Hilary Smith, Holy Comforter, Richmond
The Rev. Kathleen M. Sturges, Church of Our Saviour, Charlottesville
The Rev. Elaine Ellis Thomas, St. Paul's Memorial, Charlottesville
The Rev. Bambi Willis
The Rev. Sara Scott Wingo, Emmanuel, Brook Hill
The Rev. Noelle York-Simmons, Christ Church, Alexandria
The Rev. J. Randolph Alexander, Immanuel on the Hill, Alexandria
The Rev. Elizabeth Tomlinson, St. Paul's, Bailey's Crossroads

Background

The Diocese of Virginia is a strong leader in The Episcopal Church (TEC). The 194th Annual Council of the Diocese of Virginia was generous and ahead of its time when it passed Resolution R-14 in 1989 recommending eight weeks maternity leave and ten days paternity leave (not including Sundays); by comparison the U.S. Family and Medical Leave Act would not be passed for another four years.

According to the 2016 Compensation Guidelines of the Diocese of Virginia:

The 194th Annual Council of the Diocese of Virginia adopted Resolution R-14 in 1989. This resolution provided instruction to the Compensation Committee of the Diocese of Virginia for the development of a standard maternity and/or paternity policy for full-time ordained employees.

Their report to Wardens and Vestries of the diocese reads in part:

Parental Leave: *Regarding Resolution R-14 adopted at the 194th Annual Council of the Diocese of Virginia, the Committee recommends as a guideline that vestries provide maternity leave of eight weeks with full compensation for full-time parochial clergy mothers, and provide paternity leave of ten days (not including Sundays) with full compensation (within one year of the date of the birth of the child) for full-time parochial clergy fathers. This recommended benefit should be independent of any sick leave policy or vacation time.*

Again, as a reminder, the Short-Term Disability insurance is included as part of the overall benefits for clergy through the Church Pension Fund when all assessments are up-to-date in payments. Lay employees would have to have Short-Term Disability insurance paid for and as noted previously under the Short-Term Disability section of these guidelines, that billing process is directly through the church employer.

PLEASE NOTE: *The Church Pension Fund has waived the 30-day waiting period for clergy only for filing a Short-term Disability claim when the claim is due to a pregnancy. This should be kept in mind by both the ordained employee and the employing church entity. Although this section on “Maternity and Paternity” is a guideline of the Diocese of Virginia, and not a requirement, generosity in this area is encouraged for the well being of your church staff. Resolution R-14 in 1989 does not address the example of adoptive parents; much less clergy versus lay, but it is encouraged that the church employer gives adequate consideration to the special needs of adoptive parents and to the needs of their lay staff.*

The authors believe that our proposed resolution is in keeping with the original spirit of R-14. Our Lord’s incarnation not only as an adult but as an infant and child demonstrates the sacramental nature of humanity. In his earthly ministry, Jesus Christ served in particular those in states of weakness. The divine nature of the Trinity too points to the holiness of the relationship of parent and child, and serves as the model for our own relationships, familial and otherwise.

As mentioned in the “whereas” section of this resolution, numerous studies and reports point to the importance of paid parental leave for the wellbeing of child and parents. For example:

- Studies have showed that paid maternity leave during the first year of a newborn’s life decreases stress on pregnant women and new mothers, which in turn leads to infants and children who are physically and socially healthier and perform better in school (Rossin, <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3698961/>).
- New mothers with fewer than 12 weeks maternity leave of any kind and fewer than 8 weeks paid maternity leave are more likely to suffer from depression (Chatterji and Markowitz, <https://www.ncbi.nlm.nih.gov/pubmed/22813939>).
- The Centers for Disease Control and Prevention found that employed women who received 12 weeks or more of paid maternity leave were more likely to start and continue breastfeeding their baby, as recommended by the American Academy of Pediatrics (Mirkovic et al, <https://www.ncbi.nlm.nih.gov/pubmed/26991788>).
- For new fathers, even as little as 4 weeks paid paternity leave increases father-child bonding, increases the father’s parental responsibilities later in the child’s life, and increases a child’s performance in school later (Cools et al, <http://onlinelibrary.wiley.com/doi/10.1111/sjoe.12113/full>).

Moreover, national or social policies that provide paid maternity leave decrease infant mortality. Heymann et al. found that

An increase of 10 full-time-equivalent weeks of paid maternal leave was associated with a 10% lower neonatal and infant mortality rate ($p \leq 0.001$) and a 9% lower rate of mortality in children younger than 5 years of age ($p \leq 0.001$). Paid maternal leave is associated with significantly lower neonatal, infant, and child mortality in non-Organisation for Economic Co-operation and Development (OECD) countries and OECD countries.
(<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3150137/>).

Parental leave policies in the 110 dioceses of The Episcopal Church vary, but other Episcopal dioceses and Christian denominations in the U.S. are already ahead of the Diocese of Virginia in this matter. For example, the Diocese of Long Island articulates its parental leave policy for clergy in a manner that is consistent with the Church Pension Group's policy for biological mothers, then provides for fathers and adoptive parents; it does not cover lay employees:

Birth of a Child – Primary childcare parent to receive 12 weeks paid leave. Non-primary childcare parent to receive 2 weeks paid leave. Employee giving birth should submit a claim for short term disability, which will reimburse the employer for 70% of the cleric's total compensation figure (up to \$1,000/week) for up to 12 weeks from the date of the baby's birth. Adoptive parents will receive the same time off with pay as a birth parent but will not be entitled to file a disability claim. (<http://www.dioceseli.org/resources/for-clergy/clergy-compensation-guidelines/>)

The United Methodist Church's policy provides for their clergy: biological mothers 8 weeks paid leave mandatory, and up to 12 weeks at the discretion of the local church, and for biological fathers up to 8 weeks paid (Methodist Book of Discipline, 2013, page 275, section 356). The Virginia United Methodist Conference provides the following expectation for all staff in their Sample Personnel Policies document:

Parental Leave. Maternity, Paternity and Adoption Leave are available for eight workweeks of paid leave and an additional four workweeks of unpaid leave for all staff members who work in excess of 8 hours per week. Health and pension benefits will continue during all weeks of parental leave.
(vaumc.org/NCFileRepository/BOM/SPRC/SamplePersonnelPolicies.doc)

Our additional concern is for church employees who may have family members who are ill or aging. While many parishes and other Episcopal organizations already account for this leave in their staff policies, we felt the need to acknowledge this issue in this resolution, particularly for members of the "sandwich generation." We

felt we could not ask for parental leave without also considering the needs of those who provide care and support to other family members.

Finally, we acknowledge that this issue of parental leave is larger than our Diocese or The Episcopal Church:

- In 2015 in the U.S. only 12% of people working in the private sector are covered by a paid family leave policy through their employer, which includes caring for a newborn child or an ill family member (U.S. Dept. of Labor: [https://www.dol.gov/wb/resources/paid leave fact sheet.pdf](https://www.dol.gov/wb/resources/paid%20leave%20fact%20sheet.pdf)).
- Of 186 developed nations in the world, the U.S. is the only nation with no national paid family leave policy, is one of nine developed nations with no national paternity leave policy, and is one of two nations in the world with no national maternity leave policy (OECD: http://www.oecd.org/els/soc/PF2_1_Parental_leave_systems.pdf; Gault, et al., 2014: [http://www.iwpr.org/publications/pubs/paid-parental-leave-in-the-united-states-what-the-data-tell-us-about-access-usage-and-economic-and-health-benefits/at download/file](http://www.iwpr.org/publications/pubs/paid-parental-leave-in-the-united-states-what-the-data-tell-us-about-access-usage-and-economic-and-health-benefits/at_download/file)).
- In 40% of households nationwide in the U.S., women are now the primary breadwinners for their families (Wang, et al., 2013: <http://www.pewsocialtrends.org/2013/05/29/breadwinner-moms/>).

Our Diocese is well-positioned to speak to this issue in terms of social power and moral authority. The authors recognize our responsibility to speak to those responsible for state or federal policies, asking them to provide parental leave for all American parents, for the health and well-being of all children, parents, and families.

The Diocese of Virginia has often been at the forefront of these justice issues in the Episcopal Church USA and in the nation. It is critical and urgent that our diocese work to resolve this important issue in a timely fashion. If we as a diocese want to participate in the growth and flourishing of the Church, particularly among younger generations, we must recognize, respect, and stand up for the needs of families, beginning with those we hire. The issue of well-being and care for our employees is a priority for the Church, for *when our clergy and lay employees are healthy, the Church is healthy*.

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R-2 Acceptance of the Affordable Care Act in Virginia

Resolved, that this 222nd Convention of the Diocese of Virginia supports the acceptance of the Affordable Care Act in Virginia to allow the over 400,000 Virginia residents to have access to health care. And be it further

Resolved, that the Bishop is hereby asked to support the need for the Medicaid expansion to allow these uninsured residents of Virginia to have access to adequate health insurance, which will allow them to go to doctors rather than hospital emergency rooms for non-emergency health care.

Background:

The healing ministries of the churches in the Episcopal Diocese of Virginia are both inspired and directed by the teachings of Jesus Christ in Matthew 25, when he admonishes us that whatever we do to the poorest in our society, we do to God. This inspires us to pay close attention to the needs of the poorest in our society. One of these needs is sufficient health care, allowing these members of our community to return to productive, healthy lives, thereby removing an unnecessary burden from both the Commonwealth of Virginia and the helpful, but many times insufficient, charitable services.

These Virginia residents need our collective help to be productive members of society. Even in ancient Hebraic law, God demanded that we must care for our poor brothers and not close our hearts to their needs, allowing them to return to the community of God. In today's Virginia, this means returning to full membership in Virginia society, joining with others to benefit from the advantages that most citizens enjoy.

As this inequality in the treatment of God's children continues to prevent our neighbors from a productive, healthy life, this resolution calls for a strong statement of support by the Bishop to urge the Virginia General Assembly to reverse its earlier decision to deny acceptance of the Affordable Care Act.

Submitted by the Rev. Deacon Carey Chirico.

C-1 Amend Article XIII of the Constitution by adding a second section as follows:

Second reading

Article XIII. The Chancellor of the Diocese.

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

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

Rationale: This is enabling legislation to allow the Ecclesiastical Authority to appoint one or more Vice Chancellors, if such is deemed necessary and appropriate. Many Dioceses have one or more Vice Chancellors to provide legal expertise in specific fields of the law or to assist the Chancellor in performing his duties. This amendment (a) would not increase Diocesan expense, since the Chancellor and Vice Chancellor(s) provide their services *pro bono*, and (b) would not increase the size of Annual Council since only the Chancellor, or a Vice Chancellor certified to act in place of the Chancellor, would have a vote at Annual Council.

Submitted by:
J. P. Causey Jr.
Chancellor

C-2 Amend Canon 3 as follows:

CANON 3. Deputies to Provincial Synod.

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

Rationale: Under unforeseen circumstances an elected Deputy to the Provincial Synod may not be able to attend a meeting of the Provincial Synod. This amendment provides for the election of an Alternate Deputy in each order so that the Diocese may be represented at meetings of the Provincial Synod.

Submitted by:

J.P. Causey Jr.
Chancellor

C-3 Amend Canon 7, section 2, as follows:

Section 2. Terms of elected members and alternate members shall expire at the ~~conclusion of the regular meeting of the Convention in the appropriate year~~ **end of the appropriate calendar year.**

Rationale: Terms of members of the Executive Board are three years (Canon 8.5(d)) and currently expire at the conclusion of the appropriate meeting of Convention. Two of the important functions of the Executive Board are to prepare a budget for approval by Convention and execute the programs of the Church in the Diocese between Conventions. With moving the date of Convention from January to November, the terms of one-third of the members of the Executive Board will expire at the conclusion of the November Convention and those members will not be available to address any concerns about the implementation of the budget they helped prepare which arise after the November Convention and the beginning of the budget year. The proposed amendment extends the conclusion of the terms of members of the Executive Board to the end of the appropriate calendar year so that all of the members of the Executive Board who prepared the Diocesan budget are available to participate in resolving any concerns about the budget after Convention approves it and before the new budget year starts.

As a legislative history and for the avoidance of doubt, assuming this amendment is approved by the 222nd Convention, the following transition will take place:

- a. Before the 222nd Convention in January 2017 five regions will have elected members of the Executive Board who will take office at the conclusion of the 222nd Convention in January 2017. Their terms of office will conclude on December 31, 2019.
- b. Before the 223rd Convention in November 2017 five other regions will elect five members of the Executive Board who will take office on January 1, 2018. Their terms of office will conclude on December 31, 2020.

Submitted by:
The Executive Board

DIOCESE OF VIRGINIA 2016 BUDGET

CATEGORY AND PROGRAM	2016 as adopted by Annual Council	2017 Requests (estimates)	2017 Adjustments Made by EB	2017 As Approved by Executive Board
INCOME				
A. ANTICIPATED PLEDGED INCOME	4,427,625	4,400,000	11,500	4,411,500
B. OTHER UNRESTRICTED INCOME TO SUPPORT DIOCESAN BUDGET	129,500	120,000	-	120,000
C. VIRGINIA EPISCOPALIAN SUPPORT	50,000	50,000	-	50,000
D. HEALTH INSURANCE ADMIN REIMBURSEMENT	90,000	90,000	-	90,000
E. RESTRICTED INCOME - Released from Restrictions	442,200	450,000	-	450,000
TOTAL INCOME	5,139,325	5,110,000	11,500	5,121,500
EXPENSES				
A Support of Our Greater Church Community	765,317	706,979		706,979
B Ministry Areas in the Diocese				
1 Christian Formation	5,000	-	-	-
a Formation Staff Cost	188,777	206,800	-	206,800
b Formation Staff Travel	7,500	7,500	-	7,500
c Aging, Committee on	13,275	13,300	-	13,300
d Grants for Episcopal College Ministries	171,633	196,670	(14,037)	182,633
e Committee on Parish Youth Ministries	21,500	21,500	-	21,500
f Ministries in Higher Education, Committee on	600	600	-	600
g Other Christian Formation Programs	-	-	-	-
1 Shrine Mont Camp Program Support	122,500	122,500	-	122,500
2 Youth Ministry Development	7,000	7,000	-	7,000
3 Clergy & Diocesan Conferences	13,490	13,500	-	13,500
4 Fee for Education for Ministry Program	2,500	2,500	-	2,500
Total - Christian Formation	553,775	591,870	(14,037)	577,833

DIOCESE OF VIRGINIA 2016 BUDGET

CATEGORY AND PROGRAM	2016 as adopted by Annual Council	2017 Requests (estimates)	2017 Adjustments Made by EB	2017 As Approved by Executive Board
2 Strengthening Our Churches				
a SOC Staff Cost	229,729	235,600	-	235,600
b SOC Staff Travel	7,500	7,500	-	7,500
c Committee on Congregational Missions				
CCM- Aid for Mission Churches	711,958	688,961	-	688,961
0106 Incarnation, Mineral	7,000	7,000	-	7,000
0207 Immanuel, King & Queen	1,500	1,500	-	1,500
0217 St. Paul's West Point & Grace, Millers Tavern	17,900	18,000	-	18,000
0311 San Jose, Arlington	64,500	66,000	-	66,000
0313 Cristo Rey, Arlington	59,000	60,000	-	60,000
0510 St Francis Korean, McLean	35,000	38,000	-	38,000
0610 San Marcos, Alexandria	29,000	40,000	-	40,000
0806 Holy Cross Korean Mission	40,000	42,000	-	42,000
0807 Santa Maria, Falls Church	65,000	35,000	-	35,000
0905 St Peter's, Richmond	25,900	22,000	-	22,000
0909 Varina, Richmond	29,800	28,000	-	28,000
1107 Our Saviour, Montpelier	37,000	35,000	-	35,000
1108 St. David's, Aylett	10,000	10,000	-	10,000
1110 St. Martin's, Doswell	4,900	-	-	-
1115 All Soul's, Ailee	41,800	41,800	-	41,800
1211 St Francis, Manakin Sabot	42,000	45,000	-	45,000
1317 Christ Church, Lucketts	14,800	15,000	-	15,000
1323 St. Gabriel's, Leesburg	65,000	75,000	-	75,000
1407 Good Shepherd, Bluemont	8,900	8,900	-	8,900
1412 St. George's, Pine Grove	12,000	10,500	-	10,500
1414 St. Paul's, Ingham	8,000	8,800	-	8,800
1501 Buck Mountain, Earlysville	25,500	25,500	-	25,500
1506 Good Shepherd, Boonesville	13,000	13,000	-	13,000
1508 Grace Church, Stanardsville	4,000	5,500	-	5,500
1511 McIlhenny Parish, Albemarle	30,458	28,615	-	28,615
1514 St. John the Baptist, Ivy	20,000	8,846	-	8,846

DIOCESE OF VIRGINIA 2016 BUDGET

CATEGORY AND PROGRAM	2016 as adopted by Annual Council	2017 Requests (estimates)	2017 Adjustments Made by EB	2017 As Approved by Executive Board
d				
CCM- Other Items				
1 Interest on property loans	22,000	22,000	-	22,000
2 Small Church Conference/Continuing Ed/Comte expens	1,000	1,100	-	1,100
3 Reserve for maintenance projects	10,000	10,000	-	10,000
4 Reserve for special needs	16,000	10,000	-	10,000
5 Reserve for Transitions	-	30,000	-	30,000
6 Latino Task Force	1,000	-	-	-
Committee on Stewardship	6,000	6,000	-	6,000
Committee on Liturgy & Church Music	2,500	2,500	-	2,500
Other Areas for Strengthening Our Churches				
1 Bishop's Minority Scholarship	2,400	2,400	-	2,400
2 Transition Ministry Expenses	2,000	2,000	-	2,000
3 Congregational Development Expenses	6,500	6,500	-	6,500
4 Insurance for vacant churches	5,000	5,000	-	5,000
5 Real Estate Tax (Undeveloped Land)	41,000	41,000	-	41,000
Total - Strengthening Our Churches	1,064,587	1,070,561	-	1,070,561
3 Mission & Outreach				
a Mission & Outreach Staff Costs	178,399	118,300	-	118,300
b Mission & Outreach Travel	7,500	7,500	-	7,500
c Committee on Mission & Outreach	20,500	20,500	-	20,500
d Committee on Ecumenical & Interfaith Issues	7,200	7,220	-	7,220
e Other Mission & Outreach Areas				
1 Ecumenical Partnerships	-	-	-	-
i. Chaplain Service of the Churches of Virginia, Inc	40,500	40,500	-	40,500
ii. Virginia Council of Churches (VCC)	7,750	20,000	(13,000)	7,000
iii. Virginia Interfaith Center for Public Policy (VICPP)	5,000	5,000	-	5,000
2 Support - Office of Mission & Outreach	10,000	10,000	-	10,000
Total - Mission & Outreach	276,849	228,020	(13,000)	216,020

DIOCESE OF VIRGINIA 2016 BUDGET

CATEGORY AND PROGRAM	2016 as adopted by Annual Council	2017 Requests (estimates)	2017 Adjustments Made by EB	2017 As Approved by Executive Board
4 Ministry - Commission on Ministry				
a Ministry Staff Costs	234,198	348,800	-	348,800
b Ministry Staff Travel	15,400	15,400	-	15,400
c Commission on Ministry - General Expenses	3,000	3,000	-	3,000
d Committee on Discernment	5,100	5,100	-	5,100
e Committee on Leadership Formation	1,600	1,600	-	1,600
f Committee on Ministry In Daily Life	-	-	-	-
g Committee on the Diaconate	14,606	14,600	-	14,600
h Committee on the Priesthood	59,992	60,000	-	60,000
i Committee on the Young Priests Initiative	20,250	20,300	-	20,300
j Diocesan Board of Examining Chaplains	3,350	3,300	-	3,300
k Committee on Continuing Clergy Formation	18,720	18,700	-	18,700
Total Ministry	376,216	490,800	-	490,800
5 Human Dignity & Justice				
a Stewardship of Creation, Committee on the	1,000	1,000	-	1,000
b Race Relations, Committee on	8,780	9,080	-	9,080
c Mental Health, Committee on	4,170	4,170	-	4,170
d Prevention of Sexual Misconduct, Committee on	2,620	2,620	-	2,620
e Women in Mission & Ministry	600	600	-	600
Total - Human Dignity & Justice	17,170	17,470	-	17,470
B Total for Ministry Areas	2,288,597	2,389,721	(27,037)	2,372,684
C Governance				
1 Governance Staff Costs	176,546	184,400	-	184,400
2 Governance Travel	5,700	5,700	-	5,700
3 Standing Committee	3,000	3,000	-	3,000
4 Executive Board, Deans & Presidents	3,700	3,700	-	3,700
5 Program Development	-	-	-	-
6 Province III - Representation & Support	12,025	12,025	-	12,025
7 General Convention Representation - Reserve	20,000	20,000	-	20,000
Total for Governance	220,971	228,825	-	228,825

DIOCESE OF VIRGINIA 2016 BUDGET

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D Communications & Technology Across the Diocese				
1 Communications Staff Costs	156,980	124,600	-	124,600
2 Communications Travel	5,550	5,550	-	5,550
3 Virginia Episcopalian & e-Communique	64,000	64,000	-	64,000
4 Web Presence	5,000	5,000	-	5,000
5 Other Communications Expenses	23,500	23,500	-	23,500
D Total Communication & Technology Across the Diocese	255,030	222,650	-	222,650
E Bishops, Staff & Support				
1 The Episcopate				
a Bishops	497,013	502,700	-	502,700
b Episcopal Office	168,562	184,900	-	184,900
c Other expenses of the Bishops Office	5,500	5,500	-	5,500
d Bishops' Travel	61,850	61,850	-	61,850
e Bishops' Office Travel	3,500	3,500	-	3,500
f Reserve - Lambeth	2,000	2,000	-	2,000
g Episcopal Transition Expense & Reserve	4,000	4,000	-	4,000
2 Staff				
a Mayo House Staff	181,732	188,400	-	188,400
b M&G Travel	-	-	-	-
b Finance Staff	325,538	283,100	-	283,100
c Finance Travel	9,516	9,562	-	9,562
d Temporary Assistance	1,450	1,450	-	1,450
f Administrative Staff Travel	-	-	-	-
e Other Staff Expenses	21,500	21,500	-	21,500

DIOCESE OF VIRGINIA 2016 BUDGET

CATEGORY AND PROGRAM	2016 as adopted by Annual Council	2017 Requests (estimates)	2017 Adjustments Made by EB	2017 As Approved by Executive Board
3 Support				
a Auto Expense & Reserve	48,000	48,000	-	48,000
b Telephone & Cell Phone Expense	27,000	27,000	-	27,000
c Office Supplies, Equipment & Services	90,350	85,000	-	85,000
d Building Related Expenses & Reserve	104,000	104,000	-	104,000
e Audit, Legal & Professional fees	50,000	50,000	-	50,000
f Other operating expenses	7,900	7,900	-	7,900
E Total for Bishops, Staff and Support	1,609,411	1,590,362	-	1,590,362
TOTAL EXPENSES	5,139,325	5,148,537	(27,037)	5,121,500
TOTAL INCOME - EXPENSES	(0)	(38,537)	38,537	0