



2022 Annual Report of the Executive Board of The Episcopal Diocese of Virginia

The Executive Board is the governing body of the Diocese of Virginia between sessions of Annual Convention and is responsible for oversight of the budget and program of the Diocese. Much of the program work of the Diocese is done by committed volunteers formed in committees and commissions.

Composition of the Executive Board

The Executive Board includes the Bishop Diocesan, the Bishop Coadjutor if there is one, the Suffragan Bishops if there are any. (In 2022 the Assistant Bishop and Assisting Bishop have been members with seat and voice, and with responsibilities in particular program areas, but no vote.) The Board also includes one representative from each of the sixteen Regions of the Diocese for terms of three years.

Additionally, the Bishop may appoint to the Board, with the advice and consent of the Standing Committee, no more than three at-large members (whether lay or clergy) for one-year terms, with the option for reappointment for no more than two additional one-year terms. To be eligible for appointment, lay persons must be eligible for election to the Vestry of a Church in the Diocese and may not be the Dean or President of a Region, nor a member of the Standing Committee. Clergy must be on the Official List of Clergy of the Diocese.

Additionally, by custom, the Episcopal Church Women (ECW) are represented on the Board by the ECW President, who has seat and voice but no vote.

The Bishop is the president of the Board, and a lay vice president is elected annually. Board members are divided into two groups, the Working Group on Budget (Mr. Garway Bright, Chair), which works closely with the Treasurer of the Diocese to draft and refine the annual budget; and the Working Group on Program (the Rev. Webster Gibson, Chair), which works on the program for the Annual Convention along with Diocesan staff, makes recommendations regarding grants, and handles other matters unrelated to the budget.

2022 Executive Board Members

The Rt. Rev. Susan E. Goff, Bishop Suffragan and Ecclesiastical Authority, President

The Rt. Rev. Jennifer Brooke-Davidson, Assistant Bishop

The Rt. Rev. Porter Taylor, Assisting Bishop

The Rev. Jo Belser, Alexandria Region (Church of the Resurrection, Alexandria)

Ms. Laura Bondurant, Upper Tidewater Region (St. John's West Point)

Mr. Garway Bright, Member at Large (Christ Church, Glen Allen), Budget Chair

The Rev. Catherine Campbell, Arlington Region (San Jose and Christo Rey, Arlington)

Ms. Mary Ann Cowherd, Culpepper Region (St. Stephen's, Culpepper)

The Rev. Emily Dunevant, West Richmond Region (Grace, Goochland)



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The Rev. Webster Gibson, N. Shenandoah Region (Christ Church, Winchester), Program Chair
Mr. Sergio Gutierrez, South Fairfax Region (La Iglesia de Santa Maria, Falls Church)
Ms. Mickie Jones, Central Richmond Region (St. Mark's Richmond)
Ms. Sandra Kirkpatrick, Northern Neck Region (St. Stephen's, Heathsville)
The Rev. Amanda, Kotval, Charlottesville Region (St. Paul's, Ivy)
The Rev. Emily Krudys, North Richmond Region (Church of Our Savior, Montpelier)
The Rev. Gene LeCouteur, North Piedmont Region (Emmanuel, Middleburg)
The Rev. David Lucey, North Fairfax Region (St. Francis', Great Falls)
Ms. Ericka Masias, Episcopal Church Women (La Iglesia de Santa Maria, Falls Church)
The Rev Jay Morris, Fredericksburg Region (Aquia, Stafford)
Mr. George Omohundro, Potomac Region (St. Luke's Alexandria), Vice President
Mr. Preston Suddath, South Shenandoah Region (St. George's, Stanley)
Ms. Alda White, Member at Large (Trinity, Fredericksburg)

Other non-voting participants at Board meetings generally include Mr. Mark Eastham, Board Secretary and Diocesan Chief of Staff, Mr. J. P. Causey, Jr., Esq., Diocesan Chancellor and Board Parliamentarian, Mr. Ted Smith, Diocesan Treasurer, the Rev. Canon Abbot Bailey, Interim Canon to the Ordinary, Mr. Bill Martin, Executive Board Coordinator, and Ms. Nancy Chafin, Diocesan Minister for Communications.

Meetings

The 2022 Executive Board had regular scheduled monthly meetings (except in July and August) and meets for special sessions as required. Scheduled Board meetings in 2022 have been convened via video teleconference. Meetings are typically scheduled for the fourth Thursday of the month and last 2-3 hours.

Regular Monthly Meeting, January 27, 2022

- Bishop Goff reviewed the Executive Board responsibilities as an orientation for new and returning Board members, describing the four priority areas of the Diocese: healing across differences; sharing the faith of Jesus; caring for God's creation; and resourcing God's mission. These four areas will inform the work done by the Executive Board, especially in their oversight of budget and programs.
- Bishop Goff noted that the Board must elect a Vice President annually. The Vice President must be a lay member of the Board and it is the custom of the Board to place all lay members names on the ballot unless they asked to be removed. Several members asked to have their names removed. Mr. George Omohundro was elected Vice President of the Executive Board for 2022.



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- Bishop Goff noted that the Secretary of the Executive Board must be elected annually. She noted that traditionally the Secretary of the Diocese serves in this position. She nominated Mr. Mark Eastham, and he was elected by acclamation.
- Bishop Goff appointed Mr. Bill Martin as Coordinator of the Executive Board for 2022.
- Bishop Goff reappointed Mr. Garway Bright and Ms. Alda White to serve as at-large members of the Board for another year.
- Bishop Goff presented the Resolution of Empowerment to create the Executive Committee of the Executive Board to act on behalf of the Board in cases where actions must be taken quickly. The Executive Committee consists of the President, Vice President and the Chairs of the Working Group on Program and the Working Group on Budget. The Secretary of the Board and the Treasurer of the Diocese serve as advisors to the Committee. All items considered and all decisions made by the Committee will be reported to the entire Executive Board at its next meeting. The resolution was approved by acclamation.
- There was a discussion of the frequency of submission of Regional Reports to the Board. The Reports will be submitted quarterly beginning with the March meeting.
- Mr. Garway Bright gave the report of the Budget Working Group. He noted the sale of diocesan property in Harrisonburg has closed and the proceeds will allow the Diocese to retire the last diocesan debt. He announced that pledges were up about \$200,000 from this time last year and that some churches have already started implementing the Virginia Plan for Covenantal Giving. He noted that the Budget Working Group has created its calendar of meetings outside of the Executive Board meetings to facilitate the creation of the 2023 budget.
- The Rev. Webster Gibson gave the report of the Program Working Group. The group continues to consider the parental leave policy and the financial implications of resolution R-7. They also discussed the policies from several other dioceses. He noted that General Convention will be taking up a resolution on parental and family leave this summer.
- Bishop Goff noted the formation of the Shrine Mont Camps Advisory Committee to be chaired by the Rev. Andrew Moore.
- Members of the Resourcing God's Mission Task Force joined the meeting to discuss the process moving forward. Mr. Eastham gave the overview of the next steps in the process to implement the Virginia Plan for Covenantal Giving. The process is moving from the Resourcing God's Mission Task Force to the Executive Board to implement. An important aspect of the plan process is an adjustment review process for churches who need to phase in more gradually to the shared giving goals of the plan.



The primary goal of the review process is Executive Board representatives to meet with church representatives and to help the church seeking an adjustment determine a pledge plan that reflects the interdependence of the Diocese and its churches, and the critical need for shared resourcing for a synergistic and revitalized future. Important in this process is an approach that is relational, respecting the dignity of the individual churches. These meetings were scheduled to be held on June 18, 2022, in four regional settings with representatives from the Executive Board and Task Force to facilitate the meetings.

- Bishop Goff presented the nomination of the Rev. Dina Widlake to serve on the board of the Diocesan Missionary Society (DMS) and the Board approved the nomination to be sent to DMS for their action to elect her to serve on their board.

Regular Monthly Meeting, February 24, 2022

- The Rev. Sven vanBaars, Chair of the Resourcing God's Mission Task Force, noted that this was the beginning of the hand-off for the implementation of the Virginia Plan for Covenantal Giving that the Resourcing God's Mission Task Force has developed. Task Force member Bob Steventon talked about the history of the Task Force's work that ended in the adoption of Resolution 1a at the November 2021 Annual Convention. The goal is to get all parishes pledging 10% to the Diocese by 2025. The first year of implementation in 2023 will be a goal of 8%. He also noted that similar programs are running smoothly in the Dioceses of New Hampshire and Alabama. Task Force member Suzanne Stroup discussed the conversations that the Task Force has had with parishes who are likely to need to ask for an adjustment to their 2023 pledge goal. It is important to listen to the needs and fears of parishes. Parishes will need support and reassurance through this new process. The Task Force will now be available as a resource to the Executive Board as the June 18 adjustment meetings approach. Bishop Goff asked the Rev. Jay Morris, the Rev. David Lucey, the Rev. Emily Dunevant and the Rev. Webster Gibson to be Executive Board co-conveners for the June 18 meetings, with Rev. Morris leading the group to coordinate plans for the meetings.
- Bishop Goff announced the invitation to submit nominations to serve on the Resolution 10a Task Force. This Task Force will begin guiding the work of reparation in the Diocese of Virginia. She indicated that one member of the Task Force will be an Executive Board member.
- Bishop Goff reminded the Board of the Resolution for Parental Leave Justice (Resolution R-7) was deferred at Convention and forwarded to the Executive Board. She also noted that the issue of family leave will be considered at General Convention this summer. Rev. LeCouteur and Ms. Bondurant agreed to work together to craft



guidelines for consideration by the Board in advance of November's Annual Convention.

- Diocesan Treasurer Ted Smith announced that the Episcopal Church has created a grant program that is available to every diocese for up to \$40K. He and Bishop Goff have discussed applying for one of these grants to use towards the work of racial justice and helping to fund the Impact Fund for Racial Justice and Healing that was created as a part of Resolution 4a that was adopted at the November 2021 Annual Convention.

Regular Monthly Meeting, March 24, 2022

- Bishop Goff announced that the slate of candidates for the 14th Bishop Diocesan would be announced on March 28. There will be "Meet and Greet" sessions around the Diocese this spring. The Electing Convention is scheduled for June 4. The consecration is scheduled for December 3.
- Bishop Goff announced that the Trustees of Church Schools voted to offer the position of President of the Church Schools of the Diocese of Virginia to Mr. Henry Broaddus to replace Dr. David Charlton, who is retiring after 36 years as President, and shared Mr. Broaddus's resume with the Board. The Church School by-laws require that their selection of a President be confirmed by the Executive Board. The Board voted to confirm Mr. Broaddus as President of the Church Schools.
- The Rev. Jay Morris presented the work of the co-conveners to prepare for the June 18 meetings. He reviewed materials developed to facilitate the process and invited suggestions for changes from Executive Board members. The materials will be sent to churches in April. Rev. Morris asked that all Executive Board members and Resourcing God's Mission Task Force members plan to be attend the June 18 meetings to help facilitate.
- Rev. Morris presented the guidelines for the clergy retreat scholarship program fund. He worked with the Rev. Amanda Kotval and Ms. Mickie Jones to flesh out the concepts that were presented to the Board in December. He noted that the fund has grown, and the corpus is now at \$480,000, which will generate approximately \$21,500 a year for scholarships that will be awarded for up to \$1,000 for personal retreats.
- The Rev. David Lucey, Executive Board liaison to the Trustees of the Funds, announced that Mr. Bright and Rev. Morris volunteered to serve on the Trustees of the Funds nominating committee.



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- Diocesan Treasurer Ted Smith reported that the Diocese has submitted the application to receive the Episcopal Church grant.
- Mr. Smith announced that the Diocese has received a stock donation to create a fund to support the mission congregations of the Diocese to be called the Elizabeth Nelson Tompkins Mission Churches of the Diocese of Virginia and presented a resolution to accept the stock donation to create this new fund. The Board approved the resolution unanimously.

Regular Monthly Meeting, April 28, 2022

- Diocesan Treasurer Ted Smith announced a number of adjustments to the diocesan budget for 2022 and explained the details. The adjustments were presented to the Board as a motion, which passed without objection.
- Bishop Goff announced that the R-10a Task Force has been created and the members were announced to the Diocese last week. They will begin their work in late spring. She noted that a member of the Executive Board will fill a one-year term on the Task Force.
- The Rev. Jay Morris updated the Board on the actions of the co-conveners for the June 18 sessions on the Virginia Plan for Covenantal Giving (2021 Resolution R-1a) since the March meeting. He reiterated the request that all Executive Board members and Resourcing God's Mission Task Force members be present at one of the meetings to help facilitate.
- Ms. Laura Bondurant reported on progress on the Resolution for Parental Leave Justice (2021 Resolution R-7). She presented the proposed guidelines and frequently asked questions document that she and the Rev. Gene LeCouteur created for the Board to discuss. Bishop Goff noted that this issue will also be considered in Baltimore at General Convention later this summer, and that the Board should wait until after General Convention to see may be recommended, and that the Board can then decide how to bring this issue back to Annual Convention in November.

Regular Monthly Meeting, May 26, 2022

- Bishop Goff noted that the election for the fourteenth Bishop of Virginia will soon take place, thanked the diocesan staff for their work on the event scheduled for June 4, and requested prayers for the election and the nominees.
- Bishop Goff announced two resignations from the Standing Committee, the Rev. Anne Turner and the Rev. Dorothy White, and that the Board is empowered to appoint two clergy to fill these unexpired terms, both ending at Annual Convention in November. A motion to elect replacements passed unanimously. Mr. George



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Omohundro, the Rev. Emily Krudys and the Rev. Amanda Kotval were appointed as an ad hoc committee to bring potential candidates back to the Executive Board at the June meeting to fill the openings.

- Diocesan Treasurer Ted Smith presented a resolution to establish an endowment fund for the Elizabeth Nelson Tomkins fund for Mission Churches of the Diocese of Virginia from the stock donation that was accepted by the Board in the March meeting. The resolution passed unanimously.

Special Convention to Elect a Bishop Diocesan, June 4, 2022

Executive Board members participated as voting members of the Convention which elected the Rev. Canon Mark Stevenson as the 14th Bishop Diocesan of Virginia.

Special Group Sessions on the Virginia Plan for Covenantal Giving, June 18, 2022

Executive Board members attended and assisted in facilitating four group meetings around the Diocese of parish representatives to discuss parish compliance with the Virginia Plan for Covenantal Giving (2021 Resolution R-1a).

Regular Monthly Meeting, June 23, 2022

- Bishop Goff noted the election of the Rev. Canon Stevenson as Bishop of Virginia and advised that he is not “Bishop Elect” until a majority of Bishops and Standing Committees of the Episcopal Church have consented to this election.
- Bishop Goff noted that the final Task Force approved by the 227th Annual Convention is being formed. It relates to the Resolution on Spanish Language LatinX/Hispanic Centered Discernment to Ordained Ministry (Resolution R-9a). The Rev. Sarah Kye Price and the Rev. Daniel Velez-Rivera are spearheading this effort to identify potential people to serve on this Task Force.
- Bishop Goff noted that the Shrine Mont Camps Task Force continues its work and will be advising Bishop Goff on the hiring of an Executive Director for Shrine Mont Camps 2023.
- Bishop Goff noted that the Resolution R-10a Task Force on Racial Justice and Reparations has had initial meetings and will be gathering in person on retreat this summer.
- Bishop Goff noted that the 228th Annual Convention will convene in person in November in Arlington, Virginia, and enumerated the various elections that will take place including: (1) two clergy and two lay representatives to the Standing Committee, (2) four clergy deputies and four alternates, and four lay deputies and



four alternates to represent the Diocese at General Convention in 2024, and (3) two lay representatives and one clergy representative to Province III; in all 23 people will be elected to represent the Diocese in various capacities. She noted that the Diocese has not always presented a full slate of candidates for election to these various positions. Through discussion consensus was reached for Executive Board members to work through the Region Deans and Presidents to help recruit candidates in their regions. She also asked that the outgoing Board members begin the process to identify their replacements on the Board.

- Bishop Goff noted that General Convention will meet in Baltimore July 8-11, and that the Virginia Diocesan deputation will communicate with the people of the Diocese throughout General Convention on the proceedings.
- The Rev. Jay Morris thanked Board members for their participation in the June 18th gatherings on the Virginia Plan for Covenantal Giving and reported that approximately one-third of all parishes participated in the gatherings and submitted their financial data. The Board through the co-convenor group and Board members working through their regions will now contact the parishes who did not participate to gather the necessary financial information. The plan is to present pledge adjustment requests for consideration at the September Board meeting. Mr. Smith noted that pledge cards are due by October 19 and the budget process will intensify during September and October.
- Mr. George Omohundro reported that he, Rev. Kotval and Rev. Krudys had identified and considered six potential clergy candidates to fill the two Standing Committee vacancies, and then moved that the Board appoint the Rev. Kim Glenn and the Rev. Martin Geiger to fill the vacancies. The motion passed without objection.
- The Rev. Webster Gibson reported Program Working Group's recommendations for six grants to be awarded through the Bishop's Appeal grant program and nine grants to be awarded through the Peter James Lee Small Church Revitalization grant program and moved that the awards be approved by the Board as reported. The motion passed without objection.
- Diocesan Treasurer Ted Smith presented fifteen scholarship requests from the Clergy Children's Scholarships program, noting that this is the second year of the program and that children of canonically resident clergy actively working in the Diocese are eligible. This year, the total request amount was \$47,750 and the maximum grant amount year was \$4,000. The requests were presented as a motion which was approved without objection, and with two abstentions.



Regular Monthly Meeting, September 22, 2022

- Bishop Goff introduced Bishop Elect Mark Stevenson to the Board, and the Board members introduced themselves to Bishop Elect Stevenson.

- Bishop Goff announced that the Trustees of the Funds (TOTF) has decided to create an endowment fund and grant program in honor of her service to the Diocese, the proceeds being made available to congregations and schools for education and advocacy issues relating to racial justice and healing. The grants will be administered similarly to the Bishop's Appeal and Peter James Lee Small Church Revitalization grants and be awarded by the Executive Board. The new fund and grant program was presented to the Board as a motion and was passed unanimously.

- Bishop Goff discharged the Resourcing God's Mission Task Force with thanks from the Board and the Diocese for a job very well done.

- The Rev. Jay Morris presented the parish pledge adjustment requests arising from the June 18th meetings and subsequent discussions of the Virginia Plan for Covenantal Giving (2021 Resolution R-1a). The requests were divided into two groups: (1) churches that requested a specific dollar amount adjustment, and (2) churches that requested an adjustment but did not give a specific dollar amount of what their pledge would be. Rev. Morris suggested that the Board approve the requests of the first group and that the churches in the second group be contacted again to obtain specific dollar amounts for their adjusted pledges. Rev. Morris moved that the requested adjustments of the first group be approved by the Board. The motion passed with one dissenting vote.

- Diocesan Treasurer Ted Smith presented the 2023 draft budget for consideration, noting that it was balanced at \$5.6 million. He reviewed the budget in detail including line items of significance and changes. He noted that the budget must be published by October 8 to meet the notification deadlines set forth in the Convention Rules of Order. There was discussion about the pledge income estimate given the pledge adjustments that the Board had just approved and the ones that may be approved in October. Mr. Smith noted that he and Mr. Bright would manage the presentation of the pledge income figure as the amount became clearer with submitted pledge cards and make necessary adjustments to ensure the budget stays balanced. Mr. Bright, on behalf of the Budget Working Group, moved to pass the budget as presented subject to any necessary adjustments as had just been discussed. The motion passed unanimously.

- The Rev. Webster Gibson presented a request from Church of Our Savior, Montpelier to move from mission to parish status. The process requires an endorsement by the Executive Board to move this request forward to the Committee on Church Status for



consideration and approval at Annual Convention. A motion to endorse the request passed without objection, with one abstention.

- The Rev. Gene LeCouteur and Ms. Laura Bondurant presented a draft resolution on Uniform Paid Family Leave Policy and an accompanying Frequently Asked Questions and & Answers document. Rev. LeCouteur noted that the policy aligns with the policy passed by General Convention in July, but that there is no insurance product available to fund the implementation of this policy. Ms. Alda White noted that the 2021 Resolutions Committee had referred the resolution to the Executive Board because there was no mention of the cost of implementing this program. She suggested that the board advise the Resolutions Committee and Annual Convention that, while the Board supports the policy, a new resolution should wait until there is some way to fund the implementation. It was agreed to postpone a decision on how to proceed until the October meeting.

Regular Monthly Meeting, October 27, 2022

At the October meeting, the Executive Board approved a second round of Parish Pledge adjustment requests from the R-1a EB group. They deferred action on requests from 3 churches until further discussions could be conducted with those churches. JP Causey updated the board on 2022 General Convention activities. (I have included JP's presentation for your benefit.) Approved submitting a resolution to annual convention regarding the Uniform Paid Family Leave Policy.

Annual Convention, November 17-19, 2022

Executive Board members will participate as voting members of the Convention.

Regular Monthly Meeting, December 15, 2022

Final meeting of the Executive Board for 2022.