

REPORT OF THE
COMMITTEE ON RESOLUTIONS
TO THE 227TH ANNUAL CONVENTION
OF THE DIOCESE OF VIRGINIA

COURTESY RESOLUTIONS

CR-1 Courtesy Resolution David Holland Charlton

The Committee recommends **adoption** of CR-1 and requests that CR-1 be placed on the Consent Agenda.

RESOLUTIONS

R-1 Resolution to Establish the Virginia Plan for Covenantal Giving

The Committee recommends the **adoption** of R-1 with the amendment, as follows:

R-1a

Resolved, that the Virginia Plan for Proportionate Giving be renamed the Virginia Plan for Covenantal Giving to honor and recognize that the goals of our shared ministry include our financially resourcing our diocese in order to grow in our relationship and covenant with Jesus and our diocesan community, thus enabling the Church to carry out and preach the Gospel, to make new disciples, and to raise up lay and ordained ministers.

Resolved, that the Virginia Plan for Covenantal Giving establish an expectation that, beginning with the 2025 fiscal year, each congregation of the Diocese of Virginia annually pledge ~~not less than~~ at least 10% of the previous three-year average of "Plate offerings, pledge payments & regular support" as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that for the fiscal year 2023, each congregation of the Diocese of Virginia strive to pledge not less than 8% of the previous three-year average of "Plate offerings, pledge payments & regular support" as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that for the fiscal year 2024, each congregation of the Diocese of Virginia pledge not less than 9% of the previous three-year average of "Plate offerings, pledge payments & regular support" as defined by line item 3 of the Stewardship and Financial Information section of the parochial report.

Resolved, that the Treasurer of the Diocese of Virginia shall calculate 10% (for 2025

and beyond), 8% (for 2023), and 9% (for 2024) of the previous three-year average of “Plate offerings, pledge payments & regular support” for each congregation and will distribute this information to each congregation by April 30th of each year.

Resolved, that congregational giving to the Diocese of Virginia in excess of 10% of the previous three-year average of “Plate offerings, pledge payments & regular support” be welcome as giving above and beyond the basic expectation of full participation in our diocesan community.

Resolved, that the Diocese of Virginia will not charge parishes a registration fee for the Annual Convention of the Diocese of Virginia. Registration fees are for program expenses, not room and board. Room and board may still be charged for Annual Conventions as is appropriate.

Resolved, that the Diocese of Virginia will not charge parishes a registration fee for the yearly Clergy Retreat of the Diocese of Virginia. Registration fees are for program expenses, not room and board. Room and board may still be charged for yearly Clergy Retreats as is appropriate.

Resolved, that congregations which are concerned about meeting the Covenantal Giving standards may request an adjustment to their pledge to the Diocese by sharing their story at an annual, geographically based gathering of congregations. Representatives of the Executive Board shall convene these geographically based gatherings on the second Saturday in June and the Executive Board will vote on the adjustments. The regions of the Diocese shall meet in the following four groups:

Group A (50): North Fairfax (10), South Fairfax (13), Arlington (9), Alexandria (8), and Potomac (10)

Group B (40): Southern Shenandoah Valley (8), Northern Shenandoah (8), Northern Piedmont (14), and Culpeper (10)

Group C (42): Charlottesville (21), West Richmond (8), and Central Richmond (13)

Group D (46): Fredericksburg (11), North Richmond (10), Upper Tidewater (13), and Northern Neck (12)

Resolved, that the Treasurer of the Diocese of Virginia shall submit to the annual Diocesan Convention a record of adjustments made to congregational pledges.

R-2 Best Practices for Virtual and Hybrid Proceedings by Regional Councils, Executive Board, and the Standing Committee

The Committee recommends **adoption** of R-2 and requests that R-2 be placed on the Consent Agenda.

R-3 Best Practices for Virtual and Hybrid Proceedings by Vestries and Congregations

The Committee recommends **adoption** of R-3 and requests that R-3 be placed on the Consent Agenda.

R-4 Supporting the Impact Fund for Racial Justice and Healing

The Committee recommends the **adoption** of R-4 with the amendment as follows:

R-4a

Resolved, by the 227th Annual Convention of the Diocese of Virginia, that:

1. We acknowledge that our Episcopal Diocese of Virginia, organized in 1785, and with worshipping communities dating to 1607, has benefited from chattel slavery, the effects of which extend far beyond the Emancipation Proclamation of 1863; and
2. We reiterate our commitment to learning about and discerning ways to atone for the sin and repair the damage of failing to live by our theology that we are all created in the image of God and that we are all beloved children of God; and
3. We endorse the creation and management by the Executive Board of an impact investment fund to be called “The Impact Fund for Racial Justice and Healing” ~~with initial investment of \$500,000, comprised of \$295,000 from land sales and \$205,000 in additional resources,~~ with all decisions about the fund’s purpose, investment strategy, and disbursements to prioritize opportunities within our Diocese supporting racial justice and healing, and with the fund’s impact on mission to be assessed annually for the next ten (10) years; and
4. We request that the Executive Board report to the 228th Annual Convention of the Diocese of Virginia on these matters; and
5. We urge communicants, congregations, regions, and related organizations of the Diocese of Virginia to contribute to The Impact Fund for Racial Justice and Healing.

R-5 Best Practices Preparation for Persons with Special Needs to Participate in Virtual and Hybrid Governance Meetings

The Committee recommends **adoption** of R-5 and requests that R-5 be placed on the Consent Agenda.

R-6: Declaration of Climate Emergency, Commitment to Net-Zero Greenhouse Gas Emissions by 2045, and adoption of Episcopal Covenant for the Care of Creation

The Committee recommends **adoption** of R-6.

R-7 Parental Leave Justice

The Committee recommends the **referral** of R-7 to the Executive Board to investigate the financial impact of this policy and report to the next Convention.

R-8 Deacon Compensation

The Committee recommends **adoption** of R-8 and requests that R-8 be placed on the Consent Agenda.

R-9 Spanish Language LatinX/Hispanic Centered Discernment to Ordained Ministry

The Committee recommends the **adoption** of R-9 with the amendment, as follows:

R-9a

Resolved, That the 227th Convention of the Diocese of Virginia recognizes that despite repeated efforts at racial justice and racial reconciliation initiatives, the Diocese of Virginia does not currently provide formal discernment events, workshops, or materials in Spanish focused on the specific cultural and linguistic needs of congregations with LatinX/Hispanic ministries and Spanish-speaking individuals who may be called to ordained ministry; and

Resolved, That this Convention requests the appointment of an information gathering and discernment team composed of ~~an equal balance~~ balanced representation of LatinX/Hispanic lay leaders and clergy who are monolingual Spanish-speakers, bilingual, or monolingual English-speakers as well as multicultural lay leaders and clergy who do not identify as LatinX/Hispanic to explore pathways for discernment and formation in Spanish for LatinX/Hispanic communities of the Diocese; identify concerns of LatinX/Hispanic seekers, consider the benefit of future consultation and/or staffing needs within the diocese, and recommend future pathways for discernment and formation in Spanish to the Commission on Ministry.

Resolved, That the team be charged to offer programmatic and budgetary recommendations by August, 2022 for inclusion in 2023 budget planning and to prepare

a full report with more detailed recommendations delivered to the Commission on Ministry before the 228th Convention of the Diocese of Virginia.

Resolved, That this Convention requests the Commission on Ministry to receive the recommendations of a task group appointed by the bishop with ecclesiastical authority and that the group's recommendations be provided to the 228th Convention of the Diocese of Virginia for approval.

R-10 A Resolution to Begin the Work of Reparations in the Diocese of Virginia

The Committee recommends the **adoption** of R-10 with the amendments as follows:

R-10a

WHEREAS in our Baptismal Covenant we have promised to strive for justice and peace among all people, to seek and serve Christ in all persons, to love our neighbor as ourselves, and to respect the dignity of every human being; and

WHEREAS the Episcopal church and the Diocese of Virginia have a long history of support for and complicity with chattel slavery, violence against Indigenous peoples and land, segregation and other racist systems, including slave ownership by our first four diocesan bishops and 82% of priests by 1860, chapels built on stolen Native lands, parishes that rented and gifted slaves, parishioners whose wealth, tithes, and offerings came from the slave economy, deliberate diocesan measures to segregate Black Episcopalians and block Black churches from being full and equal members and leaders of the diocese, and more - all directly affecting the lives of the people and communities they serve; and

WHEREAS, the Diocese of Virginia, as the site of the "chapel of the Confederacy" and the "capital of the Confederacy", is home to numerous church buildings constructed by enslaved people and many parishes within the Diocese of Virginia are grappling with their history of support for slavery and white supremacy, and their ongoing complicity in racial injustice; and

WHEREAS repentance and repair are necessary steps toward the racial reconciliation that we, the Diocese of Virginia have stated as a primary focus of our Diocesan ministry and the people whom we have wronged through our offenses against God and our neighbor, particularly enslaved people of color, indigenous peoples, and their descendants, have not received just amends; and

~~WHEREAS~~ WHEREAS, ~~according to the diocesan treasurer~~, various options exist for funding reparations work without any negative impact on current or future operating budgets of the Diocese, including as one example, using a portion of the approximately \$19 million in existing unoccupied diocesan real estate assets which currently generate little or no income; and

WHEREAS the General Convention has passed no fewer than (10) resolutions in the last 70 years, opposing discrimination, expressing regret for its past and present discrimination, prohibiting racial discrimination in churches, proclaiming that racism is inconsistent with the Gospel and a sin that must be eradicated, apologizing for the complicity of the Church in the slave trade, and seeking to repair these injustices "both materially and relationally; and

WHEREAS the Episcopal Church Racial Justice Audit recommends the church institute reparations on a churchwide level for communities directly affected by the exploitation of and profiting from the "free" labor of people of color; and

WHEREAS the dioceses of Maryland, Long Island, New York, Georgia, and Texas as well as Virginia Theological Seminary, Princeton Seminary, Georgetown University, and others, have begun the work of reparations through substantial investments of human, material, and financial resources, providing examples for others to follow; and

WHEREAS, reparations can be defined as bringing repair and healing to those who have been wronged in processes of historical reckoning to repent, restore, and work toward reconciliation, and reparations should be determined by and made to people directly affected by such evils and may include but are not limited to honoring and recognizing those we attempted to erase; mental health, counseling, care, and renewal; educational opportunities, scholarships, and job training; homebuying and housing assistance; funding BIPOC owned and focused institutions; investing in existing communities; or direct monetary payments;

Now be it resolved...

1. This 227th Convention of the Episcopal Diocese of Virginia ~~convene~~ direct the Ecclesiastical Authority to appoint a Reparations Task Force to identify and propose means by which repair may begin for those areas of our structures, patterns, and common life by which Black, Indigenous, People of Color (BIPOC) within the original bounds of our diocese still carry the burden of theological, social, cultural, economic, and legal injustices, exclusions, and biases born out of white supremacy and the legacy of slavery.
2. This task force shall be ~~identified~~ appointed no later than Dec 31st, 2021, and work to carry out its mandate over the next five years, reporting quarterly to the Executive Board and ~~Annually~~ annually to the Convention, reporting their findings, proposed actions, financial status of the endowment fund, and any further recommendations for actions, including but not limited to additional and ongoing funding, institutional change, and theological revision.
3. The Ecclesiastical Authority shall appoint the Task Force members subject to approval ~~task force be appointed by the Standing Committee and approved by the Bishop~~, with a mix of lay and clergy representatives including, to the extent feasible, BIPOC Community Leaders, The Diocesan Minister for Racial Justice & Healing, representatives from Historically Black, Latinx, and Indigenous congregations and

communities, liaisons from the ~~Diocese of SW VA, and Southern VA~~ Dioceses of Southern Virginia, Southwestern Virginia, and West Virginia, one member of the Standing Committee, and one member of the Executive Board.

4. This Convention ~~directs~~ requests the Executive Board ~~the Trustees of the Diocese of Virginia~~ to establish with the Trustees of the Funds an endowment over the next five years of \$10 million to be set aside as an initial investment for such Executive Board actions to begin reparations, after due consideration of Task Force recommendations, ~~as decided by the task force to begin reparations. The process by which this endowment is created shall be established by the Task Force with the advice and planning of the Diocesan Treasurer. The Trustees of the Funds shall, acting with their legal obligations as fiduciaries, and in consultation with the Task Force, the Executive Board, and the Bishop, take the necessary steps to establish such an endowment.~~

5. The proceeds of the endowment shall be disbursed by the Executive Board, after due consideration ~~at the direction of the Task Force's recommendations for grants and loans in furtherance of such reparations. for such reparations which directly benefit~~ The objective of such reparation grants and loans is to provide direct benefits to BIPOC communities, people, programs, business, and institutions, and the operational aspects of the Task Force's work to be funded through the annual operational budget of the Diocese with preference for any which may have been specifically harmed by past unjust actions by the Diocese of Virginia, its institutions, or churches.

R-11 Approval of Creation of Additional Assistant Bishop

The Committee recommends **adoption** of R-11 and requests that R-11 be placed on the Consent Agenda.

R-12 Trial use of the “Expanded Revised Common Lectionary Daily Readings”

The Committee recommends **adoption** of R-12 and requests that R-12 be placed on the Consent Agenda.

R-13 Resolution in Support of Shrine Mont Camps

The Committee recommends **adoption** of R-13 with amendment as follows:

R-13a

WHEREAS our Shrine Mont Camps provide a vital tool for spreading good news, connecting our children, youth, and families to the Gospel of Jesus Christ and the

Diocese of Virginia, and

WHEREAS our Shrine Mont Camps are a source of unity within the body of Christ in this diocese, and that the Holy Spirit animates, leads, and encourages that body with particular enthusiasm at Shrine Mont, and

WHEREAS the staff of the Diocese of Virginia has worked diligently and commendably to provide excellent summer camp programs for our children, youth, and families at Shrine Mont, and

WHEREAS our Shrine Mont Camps are and have been one of the core ministries and strengths of this diocese for nearly 60 years, an engine for mission, one of the signature components of our diocesan youth ministries, and have declared with one voice that “God loves the world,” and

WHEREAS the unique identities of each of our Shrine Mont Camps have been a key element in the way our camps have nurtured a robust Christian faith for the thousands of campers they have served and have resulted in the sustained Christian formation of many Episcopal clergy and lay leaders throughout the Diocese and beyond, and

WHEREAS there has been a steady decline in Shrine Mont Camp enrollments, there was no in-person camp program in the summer of 2020 as a result of the COVID-19 pandemic, and there was a modified camp program in the summer of 2021, this Convention expresses our concern for the continued strength and health of this critical ministry if we lose the continuity of our camp programs for a third summer, and

WHEREAS there are many parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps who have expressed an eagerness to volunteer to assist the staff of our Diocese with the promotion, preparation, and organization of Shrine Mont Camps for the summer of 2022 and into the future.

THEREFORE, BE IT RESOLVED that the 227th Convention of the Episcopal Diocese of Virginia expresses its deepest thanks to the Bishops and the staff of our Diocese for their dedication to leading Shrine Mont Camps, and

BE IT FURTHER RESOLVED that this Convention calls upon our Bishop to seek input

and a broad consensus from interested stakeholders on a strategic plan that honors our camps' historic strengths and supports their long-term health for future generations, and

BE IT FURTHER RESOLVED that this Convention requests that after the conclusion of this convention the Bishop and Executive Board immediately appoint an *ad hoc* committee on Shrine Mont Camps, including parents, youth, clergy, and former staff, chaplains, and directors of Shrine Mont Camps, to both support the promotion and organization of the camps for the summer of 2022, and to prepare a report to be submitted to the Annual Convention of this Diocese providing specific recommendations for the future development of each of the Shrine Mont Camps, and

~~BE IT FURTHER RESOLVED that this Convention acknowledges the importance of both continuity and innovation for development and growth, and, in that spirit, expresses its desire to maintain the individual identities, age-specific sessions, and unique programs of Explorers Camp, Music and Theatre Camp, St. Andrew's Camp, St. Elizabeth's Camp, Family Camp, St. George's Camp, Senior High Youth Conference, St. Sebastian's Sports Camp, and Art Camp in the summer of 2022, and until a report generated by the *ad hoc* committee is submitted to the Annual Convention of this Diocese, and~~

BE IT FURTHER RESOLVED that this Convention asks the Bishop and Executive Board to strongly consider the formation of a permanent Shrine Mont Camps Committee to support the staff of our Diocese in this vitalwork for the future.

Respectfully submitted,

The Committee on Resolutions

Ms. Alda L. White, Chair

Dr. Ron Carey

The Rev. Marlene Forrest

Ms. June Huber

The Rev. Will Packard

Mr. David Penrod

Mr. Jack Schick

Dr. George Spagna