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Supporting us today in prayer are Companions in the Society of the Companions of the Holy Cross, Potomac River Chapter. The Companions (schccompanions.org) are a community of women committed to the practice of intercessory prayer and the deep connections between prayer and action in the world.

Welcome & FAQs

Diocesan Convention Support & Helplines

- Phone Support Number: **(202) 804-6609**
- Delegate Certification, Technical Support, or Seating of an Alternate: **press 1**
- Asistencia General (Español): **presione 2**

Lay Delegates Being Replaced by Alternates (or vice versa)

If you are an alternate who needs to replace a delegate and have not registered, please call the registration helpline and press 1 If you are not currently listed as the alternate on record, your rector must sign off on all changes If you are not replacing your delegate, please feel free to attend via our live streamed on the diocesan YouTube channel.

Guidance for Deaf Participants

ASL & Real Time Closed Captioning available for this webinar.

Instrucciones para Hispanoparlantes

Haga clic en el botón Interpretación en la parte inferior de la ventana de la reunión y seleccione Español para escuchar la reunión en español Para Preguntas, mande un correo electrónico a mreyes@edow org.

Speaking at Convention

The raise hand feature in Webinar allows attendees to raise their hand to indicate that they need something from the host or panelists Speaking to resolutions or other such items during convention will be managed by using the Raise Hand feature in Zoom First, click “Raise Hand” to be recognized You will be recognized by the chair in the order in which you raise your hand.

The host will be notified that you’ve raised your hand Click Lower Hand to lower it if needed Once you are recognized, you will be invited to unmute Click the unmute button to speak Windows: You can also use the Alt+Y keyboard shortcut to raise or lower your hand. Mac: You can also use the Option+Y keyboard shortcut to raise or lower your hand.

If there is an amendment on the floor, your hand will be lowered. If you wish to speak to the amendment, you may raise your hand again. Once the Amendment has passed or failed, you may speak to the resolution again.

Chat Function in Zoom

As an attendee in the webinar, you can chat with other attendees and panelists (including the host). Chat will be in the controls at the bottom of your screen.

When you click on chat, the chat window will appear. It will be on the right if you are not in full screen. If you are in full screen, it will appear in a window that you can move around your screen.

Type your message and press Enter to send it. (You can also select who you would like to send the message to by clicking on the drop down next to “To:”).

When you receive a chat message, you will receive a notification at the bottom of your screen if you do not currently have the chat window open.

It is important to note that we are taking many measures to prevent virtual bombing at our conference. To this effect, we will be actively moderating the chat and will be able to quickly intervene if there are any disruptive participants.

In Memoriam

Almighty God, we remember this day before you your faithful servants, and we pray that, having opened to them the gates of larger life, you will receive them more and more into your joyful service; that they may win, with you and your servants everywhere, the eternal victory; through Jesus Christ our Lord. Amen

The Rev. Richard E. Downing

July 27, 1944 — February 10, 2021

The Rev. Beverly K. Weatherly

August 29, 1950 — May 28, 2021

The Rev. Barbara A. Allen

August 23, 1937 — August 28, 2021

The Rev. Kenneth E. Truelove

November 29, 1939 — October 27, 2021

The Rev. Michael S. Cahall

December 24, 1958 — November 18, 2021

Rules of Order of the Convention

Title I — General Provisions

Sec. 101. Definitions.

In these Rules of Order of the Convention:

(1) Constitution, Canons, and Rules of Order Definitions.— The definitions under section 101 of the Constitution of the Diocese and section 101 of the Canons of the Diocese shall apply to the Rules of Order of the Convention.

(2) President.— The term "President" means the President of the Convention.

(3) Remote Electronic Meeting.— The term "remote electronic meeting" means any meeting of the Convention that—

(A) is not held in a single location where all the participants are physically present; and

(B) uses electronic means for communication among the participants.

(4) Robert's Rules of Order.—The term "Robert's Rules of Order" means the most recent edition of Robert's Rules of Order.

(5) Traditional Meeting.— The term "traditional meeting" means any meeting of the Convention that is held in a single location where all the participants are physically present.

Sec. 102. Relationship to Laws or Other Rules.

(a) Constitution and Canons.— At any meeting of the Convention the Rules of Order of the Convention and Robert's Rules of Order are subject to the Constitution and the Canons.

(b) Rules of Order.— The Rules of Order of the Convention and Robert's Rules of Order shall apply to any meeting of the Convention. To the extent that any provision of Robert's Rules of Order is inconsistent with any provision of the Rules of Order of the Convention, the provision of the Rules of Order of the Convention shall govern.

(c) Traditional Meetings.— Title II shall apply to any traditional meeting.

(d) Remote Electronic Meetings.— Titles II and III shall apply to any remote electronic meeting. To the extent that any provision of title II (relating to meetings of Convention) is inconsistent with any provision of title III (relating to remote electronic meetings), the provision of title III shall govern with respect to any remote electronic meeting.

Sec. 103. Authority.

Any meeting of the Convention may be held as a traditional meeting or a remote electronic meeting.

Title II— Meetings of Convention

Sec. 201. Organization and Opening of a Meeting of the Convention.

(a) Registration.— All participants of the Convention shall register at a place designated by the Secretary.

(b) Divine Service.— Each daily session of a meeting of the Convention shall be opened with Divine Service.

(c) Assembling of the Convention.—

(1) President Present.— If the President is present upon the assembling of the Convention before the call to order, the President shall request—

(A) all the participants of the Convention to be seated; and

(B) a determination of a quorum.

(2) President not Present.—

(A) In General.— If the President is not present upon the assembling of the Convention before the call to order—

(i) the Convention shall elect a priest or bishop as the presiding officer in accordance with section 803 of the Constitution; and

(ii) that presiding officer shall request a determination of a quorum.

(B) Presiding Officer.— If a presiding officer is elected under subparagraph (A), subsections (e) and (f) of this section and sections 203, 206, and 208 shall apply by substituting the term "presiding officer" for the term "President" each place that term appears.

(d) Quorum.— Upon the request for the determination of a quorum the Secretary of the preceding meeting of the Convention, or a designee of the Secretary, shall announce the total number of participants of the Convention of each order who are registered and determine whether a quorum is present.

(e) Call to Order.— If a quorum is present, the President shall announce the presence of a quorum, declare the Convention is organized and ready for business, and call the meeting of the Convention to order.

(f) Seating.— When the meeting of the Convention is called to order, every participant of the Convention shall immediately be seated.

(g) Challenges to Certification of Participants.— A challenge to the certification of any participant of the Convention (including a challenge to the right of that participant to seat, voice, or vote) may be made in accordance with section 204 or 304 of the Canons. The President shall make the determination of any challenge.

Sec. 202. Appointments.

(a) Coordinator for the Dispatch of Business.— The President shall appoint a Coordinator for the Dispatch of Business who shall hold office until the next meeting of the Convention.

(b) Secretary.—The President shall appoint a Secretary in accordance with section 901 of the Constitution.

(c) Assistants.— The President shall appoint a First Assistant Secretary (in accordance with section 1103 of the Canons), tellers, pages and any other assistants as may be necessary. The President may appoint a Second Assistant Secretary (in accordance with section 1103 of the Canons).

(d) Other Appointments.— The President shall appoint the members of committees and commissions of the Convention and any other appointments at the time as provided in the agenda for the meeting.

Sec. 203. Speaking to the Convention.

(a) Addressing the President.— When any participant is about to speak or deliver any matter to the Convention, the member shall rise, and with due respect, address the President.

(b) Recognition.— If 2 or more participants rise at the same time to speak the President shall decide who shall speak. A participant may not speak until recognized by the President.

(c) Primary Sponsor.— The first participant to speak on a resolution shall be the primary sponsor or the designee of the primary sponsor.

(d) Limitation on Speaking.— No participant may speak more than twice in the same debate nor longer than 3 minutes at one time without leave of the Convention, except that the primary sponsor or designee may speak for up to 5 minutes the first time, and up to 3 minutes the second time.

Sec. 204. Motions.

(a) Requirements to Debate Motion.— A motion may not be debated until that motion has been seconded and presented to the Secretary in writing in any form and in any manner as the Secretary may require.

(b) Precedence of Motions.—When a motion is made and seconded, no other motion shall be received except a motion (in the following order of precedence) to—

(1) adjourn;

(2) lay on the table;

(3) postpone to a certain time;

(4) postpone indefinitely; or

(5) commit or to amend.

(c) Actions on Certain Motions.— If a motion to lay on the table an amendment is passed, the matter before the Convention shall be proceeded with as if no such amendment had been offered. A motion to lay on the table or a motion to adjourn shall be decided without debate. The motion to adjourn shall always be in order if the mover has the floor.

Sec. 205. Amendments to Proposed Amendments.

(a) Only Amendments in 2 Degrees Permitted.— If a proposed amendment is under consideration, a motion to amend the proposed amendment may be offered. It shall not be in order to offer an amendment to the amendment to the proposed amendment under consideration, but a substitute for both amendments (i.e. the first proposed amendment and the second amendment amending the first proposed amendment) may be received, which if adopted, shall operate as an amendment to the original proposition.

(b) No Proposition on Different Subject Permitted.— No proposition on a subject different from the subject under consideration shall be received as an amendment or substitute.

(c) Requirements to Debate Amendment.— No amendment or substitute amendment shall be debated until that amendment has been seconded and presented to the Secretary in writing in any form and in any manner as the Secretary may require.

(d) Division of Propositions.— If a question contains several distinct propositions the same shall be divided at the request of any participant and a vote taken separately, except that a motion to strike and insert shall be undividable.

Sec. 206. Questions of Order.

(a) Decisions.— Any question of order shall be decided by the President without debate, but any participant may appeal from that decision, and on that appeal no member may speak more than once, without express leave of the Convention.

(b) Participant Seated Until Decision Made.— When any participant rises to a point of order, the member who has the floor shall be seated until the point of order is decided by the President.

(c) Determination and Reconsideration.—

(1) Determination.— Except as provided under paragraph (2), any vote shall be a final vote of the Convention and the question may not be debated again during the meeting.

(2) Reconsideration.— A vote may be reconsidered if a motion to reconsider is —

(A) made by a member of the Convention who voted with the majority on the vote to which the motion applies;

(B) seconded by another member of the Convention who also voted with the majority; and

(C) passed by not fewer than 67 percent of all members of the Convention present and voting as a single body.

Sec. 207. Reports.

(a) In General.— No question shall be taken on any report unless upon a motion to print or recommit it; but reports shall, as a course, lie upon the table.

(b) Written Proposals Required.— If a committee determines any action of the Convention is desirable, the committee shall present in writing such resolutions, acts, or canons, as the committee proposes for adoption by the Convention; which only shall be subject to the action of the Convention.

(c) Compliance.— The Convention will not act upon any proposed resolution, act, or canon that is not in compliance with this section.

Sec. 208. Elections.

(a) Nominations.—

(1) In General.—Nominations for elections (other than an election of a bishop) shall be made in accordance with section 402 of the Canons. Nominations may be made from the floor, or by other prescribed

method, but shall be confined to announcement only of the name of the candidate and shall not be seconded. Additional nominations may be made until all nominations are closed.

(2) Elections of a Bishop.— Nominations for an election of a bishop shall be made in accordance with section 502 of the Canons.

(b) Election by Ballot.— All elections shall be conducted by ballot unless otherwise ordered.

(c) Votes Recorded by Orders.— The votes of the clerical members of the Convention and the lay members of the Convention shall be received and counted separately, but the vote shall be regarded as a vote of a single body, unless a vote by orders is required.

(d) List of Nominees.— The Secretary shall prepare a list of all nominations for each elective office, indicating the number of individuals to be voted for in each office.

(e) Verification of Voters.— When a joint ballot is taken, the tellers shall first verify that each voter is a certified member of the Convention with the right to vote, and then allow each voter to cast a vote.

(f) Report of the Tellers.— After the votes have been received and tallied, the Head Teller shall combine the votes of the clerical members of the Convention and the lay members of the Convention into one joint report and present to the Convention—

(1) the total number of votes in each order and the number needed to elect in each order and in total; and

(2) the number of votes in each order and in total for each individual voted for on the ballot.

(g) Statement of Results.— After the report under subsection (f) is presented, the President shall state the result of the joint ballot to the Convention.

(h) Distribution of Materials Restricted.— Except as otherwise ordered by the Convention, no books, pamphlets, or other printed matter shall be distributed at any meeting of the Convention, or be placed in the seats of the members without the express permission of the President; but this prohibition shall not apply to the report of a Committee, or to any other document presented to or accepted by the Convention, or printed by the authority of the Convention.

Sec. 209. Suspension of Rules or Change in Agenda.

The Convention may suspend any of the Rules of Order on a motion passed by not fewer than 67 percent of all members of the Convention present and voting as a single body. The Convention may change the agenda on a motion passed by more than 50 percent of all members of the Convention present and voting as a single body.

Sec. 210. Alternate Lay Members.

Any application of an alternate lay member of the Convention to a seat in place of the principal shall be presented to the Secretary. If the Secretary determines that an alternate is entitled to a seat in accordance with section 303 of the Canons, the Secretary shall announce that substitution to the Convention. If no objection is raised following the announcement, the alternate shall take his seat.

Sec. 211. Resolutions.

(a) Amendments to the Canons.— Any proposal to amend the Canons shall be submitted in accordance with section 7002 of the Canons. This section shall apply to any resolution other than a proposal to amend the Canons.

(b) Individuals who may Submit a Resolution.— Any member of the Convention may submit a resolution.

(c) Period for Submission.— A resolution shall be submitted in writing to the Secretary not later than 60 days before any meeting of the Convention at which the resolution is to be considered.

(d) Transmission to Committee.— The Secretary shall transmit the resolution to the appropriate committee of jurisdiction.

(e) Discretion to Direct the Secretary to Transmit.— The committee of jurisdiction may direct the Secretary to transmit the resolution to each participant of the Convention.

(f) Copies of Resolution.— Any member of the Convention who submits a resolution to the Secretary before the 60-day period described under subsection (c) shall provide sufficient copies of the resolution to distribute to

the participants of the Convention attending the meeting of the Convention. The Committee on Resolutions shall transmit to each Regional Assembly and to each participant of the Convention a copy of all resolutions, accompanied by its report on each resolution, not later than 30 days before the meeting of the Convention.

(g) Limitation on Resolutions not Submitted in Advanced.—

(1) In General.— Any resolution that is not submitted to the Secretary before the 60-day period described under subsection (c) may not be considered by the Convention, unless—

(A) the sponsor or individual submitting the resolution shows cause as to the reasons that the resolution could not be submitted before that 60-day period; and

(B) the Convention agrees to the consideration of the resolution by not fewer than 67 percent of all members of the Convention present and voting as a single body.

(2) Resolutions of Courtesy.— Paragraph (1) shall not apply to any resolution of courtesy.

(h) Resolutions Impacting the Budget.— If a resolution has a potential impact on the budget of the Diocese and is agreed to be considered by the Convention under subsection (g)(1), the resolution shall be forwarded to the Committee on Finance by the Secretary and the Committee on Finance shall report its findings to the Convention before consideration of the resolution by the Convention.

(i) Cost Neutral Recommendations.— Any resolution described under subsection (h) or any motion that requires funding not specifically provided for in the budget submitted to the Convention for consideration, shall contain a recommendation for a corresponding decrease in the funding of another item which is included in the budget so that the impact of the resolution or motion is cost neutral.

Sec. 212. Amendment and Application of Rules.

These Rules of Order of the Convention may be amended by the Convention and shall apply to each meeting of the Convention.

Sec. 213. Journal of Proceedings.

The Journal of Proceedings shall be submitted to the President for approval by the President before publication.

Title III — Remote Electronic Meetings

Sec. 301. Conduct of a Remote Electronic Meeting.

(a) Notice of Meeting.— The Secretary shall provide notice at least 30 days in advance of any remote electronic meeting. Before the meeting, the Secretary shall provide notice of the electronic platform through which electronic participation will be permitted, and information for registration and access to the platform. The platform shall permit each participant to hear the President and any person recognized to speak, and to speak and vote and take other action that such participant is authorized to take under the Constitution, Canons, and Rules of Order.

(b) Convention Managers.— In order to facilitate the conduct of a remote electronic meeting, the President may appoint one or more Convention Managers to report to and assist the Coordinator for the Dispatch of Business and to assist the President and Secretary of the Convention.

(c) Quorum.— The Convention Managers shall determine and report to the Secretary the presence of a quorum as required by the Constitution on the basis of login information. Thereafter, the continued presence of a quorum shall be presumed, unless any participant demands the determination of a quorum, which shall be determined by the electronic login record of the platform. Such a demand may be made following any vote for which the announced totals add to less than a quorum. In the absence of a quorum, the meeting may be adjourned as provided in section 401 of the Constitution.

(d) Technical Requirements and Malfunctions.— Each participant is responsible for his or her audio and Internet connections. No action shall be invalidated on the grounds that the loss of, or poor quality of, a participant's individual connection prevented participation in the meeting.

(e) Muting and Forced Disconnections.— The President may direct that all participants' connections be muted and that a Convention Manager unmute a connection when a participant is recognized. During the meeting the President may cause or direct the muting or disconnection of a participant's connection if it is causing undue

interference with the meeting. The President's decision to do so, which is subject to an undebatable appeal that can be made by any participant, shall be announced during the meeting and recorded in the minutes.

(f) Assignment of the Floor.— To seek recognition by the President, a participant shall use the feature of the platform designated by the President, for example the Zoom Chat feature, and await recognition. The participant shall specify the nature of the request for recognition (for example, to propose an amendment or raise a point of order). Once the pending action is completed, the Convention Manager shall clear the online queue. Section 203(a) shall not apply during any remote electronic meeting.

(g) Interrupting a Participant.— A participant who intends to make a motion or request that under the rules may interrupt a speaker shall use the feature of the platform designated by the President, for example the Zoom Chat feature, for so indicating, and shall thereafter wait a reasonable time for the President's instructions before attempting to interrupt the speaker by voice.

(h) Motions Submitted in Writing.— A participant intending to make a main motion, to offer an amendment, or to propose instructions to a committee, shall, before or after being recognized, submit the motion in writing to the online area or other mechanism designated by the Secretary for this purpose, preceded by the participant's name, parish affiliation or ex officio designation, and the nature of the submission (*e.g.*, "John Smith, Rector of St. Mary's, Springfield, Amendment to Resolution #1"; "Richard Roe, St. Joseph's, Middletown, Amendment to Resolution #2"). The participant shall also include contact information, including a telephone number, which a Convention Manager may use to address questions relating to the submission. Use of the online area or other mechanism designated by the Secretary for this purpose shall be restricted to posting the text of intended motions.

(i) Seconding of Motions and Related Posts.— Participants responding "so moved" to a request from the President for a motion, or seconding any motion that requires a second, shall do so using the feature of the platform designated by the President, for example the Zoom Chat feature, without needing to be recognized by the President.

(j) Display of Motions.— The Secretary shall designate an area for the display of the immediately pending question and other relevant pending questions (such as the main motion, or the pertinent part of the main motion, when an amendment to it is immediately pending), which may include display through the meeting platform. To the extent feasible, the Secretary, or any assistants appointed by the Secretary for this purpose, shall cause such questions, or any other documents that are currently before the meeting for action or information, to be displayed therein until disposed of.

(k) Video Display.— The President, the Secretary, or their assistants shall cause a video of the President to be displayed throughout the meeting, and may also cause display of the video of the participant currently recognized to speak or report (if such display is available). Each participant, by making such display available, consents to display of the video.

(l) Broadcasting.—The Convention Manager may arrange for broadcasting through livestreaming or otherwise so that the public and members of the Diocese other than participants may observe the proceedings.

Sec. 302. Floor Nominations and Voting.

(a) Nominations from the Floor.— Any nominations from the floor permitted by the Constitution, the Canons, or section 208(a)(1) shall be made by using the feature of the platform designated by the President, for example the Zoom Chat feature, to seek recognition from the President, and upon such recognition to announce the nomination.

(b) Voting.— Votes not requiring ballots may be taken through unanimous consent or by the platform feature designated by the President, for example the Zoom polling feature. Other votes, including balloting for elections, shall be taken through the voting mechanism designated by the President, for example an online voting portal for which each participant is provided an individual login code. Voting through this feature will be considered to satisfy any requirement for a written ballot.

Clergy in New Ministries

The Rev. Catherine A. Ballinger, St. Paul's, K Street, Associate Rector

The Rev. Katie Beaver, Christ Church, Washington, Assistant Rector

The Rev. Julianne Buenting, All Souls', Interim Rector

The Rev. Dr. B.J. Buracker II, All Saints, Chevy Chase, Interim Rector

The Rev. Laura Carpenter, All Saints, Oakley, Pastoral Administrator

The Rev. Hope A. Christensen, Assisting Priest, Christ Church, Kensington

The Rev. Dr. Anne-Marie Jeffery, Diocese of Washington, Canon for Congregational Vitality

The Rev. R. Douglas Kirby, Interim Associate Rector, St. John's, Lafayette Square

The Rev. Dr. Richard Miles, Grace Church, Georgetown, Interim Rector

The Rev. Jo-Ann Murphy, St. Bartholomew's, Interim Rector

The Rev. Jonathan D. Musser, St. Anne's, Rector

The Rev. Anne Nicholson, St. John's, Zion Parish, Assisting Priest

The Rev. Sarah Odderstol, Grace Church, Silver Spring, Rector

The Rev. Anna Olson, Misa Magdalena, Associate Priest

The Rev. Christopher Phillips, St. Mark's, DC, Assistant Rector

The Rev. C. Michael Pumphrey, St. Andrew's, Leonardtown, Interim Rector

The Rev. Sarah Reynolds, St. John's, Norwood Parish, Associate Rector

The Rev. Rondesia Jarrett-Schell, St. Stephen & the Incarnation, Interim Rector

The Rev. Greg Syler, All Saints, Oakley, Priest-in-Charge

The Rev. Todd Thomas, St. Timothy's, Rector

The Rev. Francisco Valle, Our Saviour, Hillandale, Priest-in-Charge

The Rev. Anne Weatherholt, St. Mary Magdalene, Interim Rector

The Rev. Christopher Wilkins, St. Mark's, Fairland, Rector

Newly Ordained Deacons (2021)

none.

Newly Ordained Priests (2021)

The Rev. Catherine A. Ballinger, Associate Rector, St. Paul's, K Street

The Rev. Hope A. Christensen, Assisting Priest, Christ Church, Kensington

The Rev. R. Douglas Kirby, Interim Associate Rector, St. John's, Lafayette Square

Convention Exhibitors

While we are unable to host exhibitor space at an in-person Convention this year, we remain committed to offering opportunities for members of Convention to network with the various committees, ministries, and outreach organizations operating in the Episcopal Diocese of Washington.

Afghan Refugee Response Team

We will be the connective tissues, helping to connect the resources of EDOW parishes to the needs of organizations aiding and settling refugees, as well as supporting parishes who are new to the work of assisting and sponsoring refugees.

Action: Download the Refugee Support Guide to learn how you can sponsor refugees in your local parish

Co-Chairs: The Rev. Anne Derse and Ms. Hazel Monae

https://edow.org/ministries-programs/equity-and-justice/immigrants-refugees-partnerships/

African Palms USA

An outreach ministry of St. John's, Olney, African Palms provides palm crosses to churches, schools, hospitals, prisons, bookstores, nursing homes, and church goods distributors for use on Palm Sunday and other special occasions. Grants are awarded from net proceeds to Tanzania for projects that benefit entire communities.

Director: Lynne Tauber

https://africanpalmsusa.org

The Bishop John T. Walker School for Boys

BWS is a tuition-free Episcopal school for children from traditionally underserved communities, nurturing the spiritual, intellectual, social-emotional, artistic and physical development of its students.

Head of School: Michael Molina

https://bishopwalkerschool.org

Congregational Growth Grants

Congregational Growth Grants are intended to provide funds for initiatives that foster congregational growth through collaborative models of ministry.

Chair: The Rev. Linda Kaufman

Staff: Mildred Briones Reyes

https://edow.org/diocesan-resources/grants-scholarships/congregational-growth-grants/

The Corporation for the Relief of Widows & Children of the Clergy of the Episcopal Church in Maryland

Membership in the Corporation guarantees a broad range of financial benefits for surviving spouses, partners, and dependent children of the clergy person. Single clergy with no dependents can also name a next-of-kin to receive a one-time $10,000 death benefit. All clergy are invited to join.

Executive Secretary: The Rev. M. Joanna White

https://episcopalcorporation.org

Creation Care Task Force

This task force will serve as a resource for congregations and our collective diocese to create lasting change and deepen our commitment to care for all of creation.

Action: Join EDOW's Environmental Network to stay updated on action and engagement opportunities.

Co-Chairs: Melissa Sites and Doug Holy

Staff: Ms. Hazel Monae

https://edow.org/ministries-programs/equity-and-justice/creation-care/

EDOW Environmental Network

The EDOW Environmental Network is committed to promoting respectful care of God's creation and working on behalf of climate justice.

Chair: Pamn Klinedinst

EDOW Environmental Network Facebook Group

Episcopal Church Women

Our mission is to build an accepting atmosphere where every woman is welcomed and valued for her individual ministry.

President: Elsie E. Kirton

http://www.ecw-edow.org

Financial Resources Committee

The Financial Resources Committee is charged with the design and implementation of plans to strengthen the financial capacity and ministry of congregations in the Diocese of Washington.

Co-Chairs: Linda Baily and Jordan Rippy

www.edow.org/congregational-vitality/stewardship

Gun Violence Prevention

We provide support for victims of gun violence through prayers, vigils and program support. We coordinate with local organizations and religious institutions who are also committed to stopping gun violence.

Action: Visit grassroot advocacy organization, Courage to End Gun Violence, to stay involved in the movement for ending gun violence.

Co-Chair: Trudy Scott

https://edow.org/ministries-programs/equity-and-justice/gun-violence-prevention/

Hunger Fund

The Hunger Fund provides grants to programs that feed those faced with hunger and malnutrition in the geographical area of the diocese.

Action: Join the Hunger Fund Committee to better reflect the diversity of our region and to more equitably serve our communities.

Chair: Lee Mericle

https://edow.org/hungerfund

Latino/Hispanic Ministry

Our mission is to accompany Latino people in their journey of faith and struggle, endeavoring to equip communities to carry out the ministry of Jesus Christ in the world.

Missioner for Latino/Hispanic Ministry: Mildred Briones Reyes

https://edow.org/ministries-programs/multicultural-ministries/latino-ministry/

The Order of the Daughters of the King ®

The mission of the Order is the extension of Christ's Kingdom through prayer, service, and evangelism.

Diocesan Assembly President: Adrian Blount

http://www.dokdc.org

Prison Ministry Task Force

We seek to engage and transform the carceral and justice systems that impact all people in our country. We will support Episcopalians and community partners to find engaging, loving and tangible ways to uplift and impact the lives of returning citizens and break down barriers to successful reentry.

Action: Create a MITE Box to support Incarceration Justice.

Staff: Hazel Monae

https://edow.org/ministries-programs/equity-and-justice/prison-ministry/

Race and Social Justice Committee

As followers of Jesus and his Way of Love, we are called to keep our eyes and energies fixed on addressing the root causes of systematic racism and white supremacy in all its forms.

Action: Create Sacred Ground Circle to explore the history of race and racism.

Co-Chairs: Dr. Enid LeGesse and The Rev. David Wacaster

https://edow.org/ministries-programs/equity-and-justice/

Regional Deans

Regional deans are commissioned to provide a greater diocesan presence in each region of the diocese, help strengthen relationships, and foster collaborative efforts between congregations. They are appointed to two-year terms by the Bishop and serve as adjunct members of diocesan staff, reporting directly to the Canon for Congregational Vitality.

The Rev. Beth O'Callaghan, North Montgomery County

The Rev. David Wacaster, Central Montgomery County

The Rev. Cricket Park, South Montgomery County

The Rev. Dana Corsello, North District of Columbia

The Rev. Richard Wall, Central District of Columbia

The Rev. Linda Kaufman, Central District of Columbia

The Rev. William Stafford-Whittaker, South District of Columbia

The Rev. Melana Nelson-Amaker, North Prince George's County

The Rev. Dr. Peter Antoci, Southern Maryland

The Rev. Greg Syler, Southern Maryland

Reparations Committee

The purpose of the Diocesan Reparations Task Force is to investigate the financial legacy of chattel slavery in the Diocese. Our goal is to reckon with and make restitution for the value of reparations owed on that legacy.

Action: Invite your parish to join the next congregational history project cohort.

Chair: The Rev. Peter Jarrett-Schell

https://edow.org/ministries-programs/equity-and-justice/telling-the-truth-about-racism/

Samaritan Ministry of Greater Washington

A faith-based community partnership bringing together neighbors – who face poverty, unemployment, underemployment, homelessness, or other debilitating challenges – with partner leaders, donors, staff volunteers, and professional staff in a shared ministry that improves lives, one next step and neighbor at a time.

Executive Director: The Rev. David B. Wolf

https://samaritanministry.org

Seabury Resources for Aging

Our mission is to provide personalized, affordable services and housing options to help older adults in the greater Washington, DC area live with independence and dignity.

Chief Executive Officer: Dawn Quattlebaum

Congregational Resources Coordinator: Elizabeth Boyd

https://www.seaburyresources.org

The School for Christian Faith and Leadership

The School of Faith and Leadership is dedicated to walking alongside leaders and individuals, offering resources and opportunities to strengthen congregational ministries and to inspire every person to grow on a path of discipleship.

Director of the School for Christian Faith and Leadership: The Rev. Jenifer Gamber

Program Coordinator for the School for Christian Faith and Leadership: The Rev. Emily Snowden

https://edow.org/congregational-resources/school-for-christian-faith-and-leadership/

Southern Africa Link Committee

This committee facilitates networking, education, mutual local ministry, and advocacy between the parishes and organizations of the Diocese of Washington with the Anglican Church of Southern Africa.

Chair: Abbott McCartney

https://edow.org/ministries-programs/multicultural-ministries/southern-africa-link-committee/

The Union of Black Episcopalians

Our mission is to unite the diverse cultures, concerns, and gifts of Black Episcopalians by living the Baptismal Covenant.

President: The Rev. Gayle Fisher-Stewart

https://www.UBE.org

Virginia Theological Seminary

VTS is the flagship seminary of the Episcopal Church, preparing women and men from around the world for both ordained and lay service in the Church.

Dean: The Very Rev. Ian S. Markham, Ph.D.

https://www.vts.edu

Washington Episcopal Holy Land Committee

This committee meets bi-monthly and works to bring awareness, assistance, and advocacy to the challenges faced by Episcopal Diocese of Jerusalem and its institutions in the Holy Land. Among its efforts are an annual Christmas simulcast with Bethlehem Christmas Church, a weekly DC-area events calendar and programs for area parishes.

Chair: Tom Johnson

https://edow.org/ministries-programs/multicultural-ministries/washington-episcopal-holy-land-committee/

Washington National Cathedral

Grounded in the reconciling love of Jesus Christ, Washington National Cathedral is a house of prayer for all people, conceived by our founders to serve as a great church for national purposes.

Dean: The Very Rev. Randolph Marshall Hollerith

www.cathedral.org

Washington National Cathedral Sanctuary Ministry

This ministry provides support and solidarity for our immigrant brothers and sisters who are being wrongfully profiled, and who risk detention, deportation, and family separation.

Action: Sign up to receive action alerts for ongoing immigration support.

Co-Chairs: Dora Currea, Marty Dickinson , and Claudia Russell

www.cathedral.org

Worship Times

Worship Times specializes in developing websites with features ministries need online, taking care of the technical aspects so parish leaders can focus on ministry. Worship Times designed and developed the new EDOW website.

Director of Sales: Andy Graves

https://worshiptimes.org

TENDING OUR SOIL
Thriving Congregations in the
Episcopal Diocese of Washington

The Tending Our Soil initiative is now accepting applications to join this innovative and highly adaptive three-year journey to listen to what God is up to in our congregations and our neighborhoods so that we might grow in our capacity to be vital bearers of God's love in our communities.

Congregational leaders are accompanied by trained coaches on a journey to refine the mission and vision to which God has called them at this time. Each year includes four learning labs, with opportunities to hear from trusted speakers and resources for meaningful work to move their communities toward a thriving future.

Hear what current leaders are saying:

- At this point in our life cycle, we need a way forward that is organic, and the Tending Our Soil initiative is providing us with the tools to identify concrete actions to fulfill God's mission and make room for others." *The Rev. Joseph Constant, Rector of St. John's, Zion Parish*
- Tending Our Soil is a rich opportunity for [us] to get our hands dirty in our missional gardens. *The Rev. Kate Heichler, Rector of Christ Church, Port Tobacco and Christ Church, Wayside*
- [W]e are excited about… our growing sense of the initiative's potential over time [and] especially encouraged that relationships and learning remain at the heart of the Tending Our Soil initiative. *The Rev. Kent Marcoux, Rector of Transfiguration Parish*

Invite the Rev. Jenifer Gamber, Director of Tending Our Soil Thriving Congregations to give a presentation to your congregation. (jgamber@edow.org)

Learn more at www.edow.org/tending

127th Annual Convention of the Diocese of Washington

See – I am doing a new thing. (Is 43:19)

Agenda

Saturday, January 29, 2022

7:30am – Delegate Log-In

Please log in early in order to make sure that you are able to access the webinar and the voting system (page 25). If you are not a voting or *ex officio* member, please view the webinar via our livestream.

8:40am – VPoll Instructions & Practice Vote

9:00am – Opening of Convention

Welcome from Bishop Mariann

Online Orientation – Keith Roachford

Worship

9:30am – First Business Session

(1) Opening Business

(2) Call to Order

(3) Announcement of the Presence of a Quorum

(4) Consent Agenda

  (a) Adoption of the Agenda

  (b) Appointment of the Officers and Other Required Appointments

  (c) Resolutions of Courtesy, including Resolution 1: On Christ Church, Accokeek's Separation

(5) Introduction of New Clergy in Ministries (in Convention booklet)

(6) Receipt of New Resolutions

(7) Report of Nominations

(8) Casting of the First Ballot

10:00am – Bishop's Address

The Rt. Rev. Mariann Edgar Budde

10:45am – Break

11:00AM — Second Business Session

(9) Tending Our Soil Video

(10) Commissioning Creation Care Team

(11) Report of the Tellers on the First Ballot

(12) Casting of the Second Ballot (*if needed*)

(13) Treasurer's Report

(14) Presentation & Adoption of 2022 Budget

(15) Presentation by Reparations Committee

12:00PM — Lunch Break

12:45PM — Continuation of Second Business Session

(16) Report of the Tellers on the Second Ballot (*if taken*)

(17) Casting of the Third Ballot (*if needed*)

(18) Report of the Committee on the Constitution and Canons

(19) Report of the Committee on Resolutions

Resolution 1: on Christ Church, Accokeek's Separation (*if needed*)

Resolution 2: to Include the Name Bishop Barbara Clementine Harris in the Lesser Feasts & Fasts Calendar

Resolution 3: on Creation of Task Force on Black Ministries

Resolution 4: on Confronting Christian Zionism

Resolution 5: on Opposing Israel's Apartheid

Resolution 6: on Defending the Right to Boycott

(20) Late Resolutions Approved for Consideration

(21) Report of the Tellers on the Third Ballot (*if taken*)

(22) Setting of the Date and Place for the 2023 Convention of the Diocese of Washington (Saturday, January 28, 2023)

Sending Prayer and Song

(23) Adjournment

Consent Agenda

Adoption of the Agenda

(See page 21)

Appointment of the Officers and other Required Appointments

Appointments Requiring Consent

Secretary of the Convention: Mr. Keith Roachford
The Chancellor: Mr. John van de Weert
The Treasurer: Mr. Jonathan Nicholas

The Commission on Ministry (new members/re-appointments only)

The Rev. Amy Molina-Moore
The Rev. Sarah Odderstol

Disciplinary Board (new members/re-appointed members only)

The Rev. Patty Alexander
Mr. Michael Armstrong
The Rev. Sarah Odderstol

Appointments not Requiring Consent

Historiographer: Ms. Susan Stonesifer

The Committee on the Constitution and Canons

The Rev. Sarah Duggin
Mr. Tony Coe
The Rev. Carol Cole Flanagan
Mr. Lee Davis
The Rev. Greg Syler
Ms. Elizabeth Lee
Mr. David Schnorrenberg

The Committee on Resolutions for the 2022 Convention

The Rev. Peter Antoci
Dr. Linda Freeman
The Rev. Dr. Kurt Gerhard
Ms. Erika Gilmore
Ms. Marion Helfrich

Convention Managers

The Rev. Canon Andrew Walter
Mr. Allen Fitzpatrick
The Rev. Canon Anne-Marie Jeffery
Ms. Mildred Reyes
The Rev. Dr. Robert Phillips
Ms. Keely Thrall
Ms. Kimberly Vaughn

Resolution 1: on Christ Church, Accokeek's Separation

(See page 48)

The School for Christian Faith and Leadership in the Episcopal Diocese of Washington

The School seeks to be known as a **catalyst** for **faithful discipleship** and **adaptive leadership**, offering trusted resources and learning journeys that equip individuals for **baptismal living** and lead faith communities into **greater vitality** for the 21st century.

We offer both live and on-demand courses in areas of leadership, evangelism, stewardship, pastoral care, finance, justice and more as well as resources and curriculum for congregations.

THE SCHOOL
FOR CHRISTIAN FAITH
& LEADERSHIP

Our Winter offerings:

Discover with Lee Puricelli and Hope Christiansen, six evenings starting February 17th.

Five Practices of Exemplary Leadership with the Rev. Dr. Larry Peers, Wednesday, February 23, 9-3 pm, in person.

Anti-racism via the Way of Love with Dr. Enid LaGesse and Dr. Jayne Osgood, seven Thursday evenings starting March 3.

Connect-Engage-Share: Parish Communications Basics with J. Keely Thrall, three lunchtime Zoom gatherings starting March 8.

Preaching Conference for EDOW hosted by the Episcopal Preaching Foundation, March 22-24, via Zoom.

Embrace with Lee Puricelli and Hope Christiansen, six evenings starting March 31st.

Check out our offerings at learn.edow.org.

Voting

Voting in Diocesan Elections

Some strong suggestions to have the election process go smoothly:

1. Please make sure the paperwork to certify delegates or to seat alternate delegates has been done so they may take their seats in time to vote.
2. If you want to vote for anyone other than those listed in the nominating report, you will need to nominate that person from the floor – there is no provision for write-ins.
3. Try to decide for whom you want to vote before we take the first ballot.

Our canons require that elections take place by secret ballot . Although your ballot will have an ID number associated with it, the ballots are only recorded as clergy or lay, and as Ballot 1, 2 or 3.

Voting using VPoll

Please find the email with the Vpoll link that we sent you and click on it (you may use a 2nd device such as a phone or tablet if you like.)

Enter your access code: **EDOW22**

Enter your VPoll ID Number and Last Name . Then Select "**2022 Members of Standing Committee**" as your polling session . (Credentials must be typed exactly as they are written. If you need your credentials re-sent, or need help, please call support at (202) 804-6609 and press number 1.)

No questions will appear until we have started the voting process.

Refresh your screen if questions do not appear upon opening of the ballot.

Voting using Zoom Polling

During convention, Yes/No Zoom polls regarding consents of the convention will automatically appear in your Zoom webinar window.

Only those who have vote at convention should answer the polls. If you did not receive voting credentials for VPoll, please do not answer the Zoom polls.

Nominees for Elective Office

Members of Standing Committee

The Standing Committee serves as an advisory group to the Bishop, recommends candidates for Ordination, makes recommendations on requests from congregations concerning alienation of property, and consents to the elections of all bishops in this country. Two clergy and two lay members (half of the Committee) are being elected for a two-year term at Convention. Standing Committee generally meets fourth Mondays at 6:00 at Church House.

Clerical Member of Standing Committee

Two presbyters to be elected for two-year terms (through 2024)

The Rev. Vikki Clayton, St. Luke's, Brighton



I am rector of St. Luke's, Brighton Parish in Brookeville, MD. It is such a joy to minister to this community since 2016. Prior to entering parish ministry I completed chaplain residency at Frederick Memorial Hospital and am board certified as a clinical chaplain. Through the Monocacy Valley chapter of the College of Pastoral Supervision and Psychotherapy I mentor candidates through the process of chaplain certification. It would be an honor to work with my colleagues in serving the diocese as a member of the Standing Committee.

The Rev. Canon John T.W. Harmon, Trinity, DC



John Harmon is the Rector and Pastor of Trinity Church, DC. He is currently a member of the Standing Committee and served previously on the Commission on Ministry. He is a co-founder of the Episcopal Service Corps. He served as Provincial and Diocesan Chaplain of the Order of Daughters of the King and was a Deputy and Alternate to General Convention. He is a clergy coach and mentor. He believes that every gathering of the people of God is an opportunity to witness the presence of God among us

The Rev. Meredith Heffner, St. James', Potomac



Meredith has served as rector of St. James', Potomac, since 2017. She participated in the diocesan strategic planning process, focused primarily on the creation of the School for Christian Faith and Leadership. Meredith also serves as a mentor for those discerning ordination in the diocese. She has served as a field education supervisor and colloquy mentor through Virginia Seminary, is a member of the Board of the Episcopal Corporation of Widows and Children in Maryland, as well as a member of The Gathering of Leaders. Meredith's passions include visioning, preaching and teaching. She is especially enthusiastic about the way we share God's love from generation to generation.

The Rev. Marilyn Jenkins, St. George's, DC



Marilyn has served as Priest-in-Charge at St. George's, DC, since March 2020. During her brief tenure, she led her congregation through a parish-wide discernment regarding their call and mission. She also led the parish's participation in the Episcopal Church Foundation's Congregational Leadership Initiative (CLI). This year-long involvement resulted in the creation and development of an extensive oral history project partially funded by the DC Humanities Council. Additionally, Marilyn participated on the Diocesan Strategic Planning Committee and in a University of Notre Dame three-year study on Flourishing in Ministry. Her current service includes membership on the Berkeley Divinity School Leadership Board and her passions include leadership, visioning, and mentoring seminarians.

The Rev. Christian Lehrer, St. Paul's, Baden



My name is Christian Lehrer and I ask to represent you on the Standing Committee. I serve as part-time rector of St. Paul's Parish in Baden, Md and St. Mary's Chapel in Aquasco, Md. For over 35 years I have served the Episcopal Church as a layperson, a deacon and now as a priest. I am so deeply grateful for the warm welcome and opportunity to work in the Episcopal Diocese of Washington. I was not allowed to even apply for a job, near my family, in my hometown of Albany, NY because I am Gay. Thank you for your kind consideration. Christian.

Lay Member of Standing Committee

Two members to be elected for two-year terms (through 2024)

Jewell Little, Grace Church, Silver Spring



Jewell Little, Grace Church, Silver SpringI have been a member of Grace Church, Silver Spring, MD for over 25 years. During that time I have served on the vestry, served as a LEM, a Daughter of the King, a volunteer in Grace Church's thrift shop, The Pennyworth Shop, and as President of the shop's Board for 3 years. I also served on the altar guild and as a visiting Eucharistic Minister. I am now serving on the Transition Committee for our new rector. In the community, I have served as facilitator for Multi-Cultural Dialogues on race and religion held in Montgomery County Maryland and as facilitator for book discussions on racial understanding. I am a lawyer and have worked in the area of Civil Rights for over 15 years and now as a mediator for conflict resolution.

Laurel Pyke Malson, St. Paul's, K Street



Laurel Pyke Malson, St. Paul's, K StreetLaurel Pyke Malson is a member of St. Pauls-K St, and a partner at Crowell & Moring LLP. Over the past 30 years or more at St. Paul's, she has served as Senior and Junior Warden, member of several Rector search committees, the Grate Patrol, and Chorister Parent committees. She also has served several terms on the PECF Board, and currently serves on the Board's Continuing Committee for Student Safety.

Sewell Truitte, St. Paul's, Piney



I have served my parish in many different ways. I have served on Vestry 3 different times in the areas of Worship, Stewardship & Finance and Youth. I have served as Junior Warden for 1 year and Senior Warden for 4 years. I have served on the Finance, Stewardship, Who We Are, Labor Day Fundraiser, Window Restoration, Publicity, Rector Advisory and Endowment committees. Have served many years as a LEM, Eucharistic Visitor and Acolyte. I am co-leading our next Sacred Ground Group this fall.

Anton Vanterpool, St. Alban's



Blessed to serve on Standing Committee for four years. Appointed Secretary in 2020. Worshipping at St Alban's over 20 years, serving in choir and church school teacher. Continued in both ministries in person and virtual during COVID-19. Diocesan delegate, 2011-2013, diocese volunteer since 2011. Helping people improve their Communications and Leadership skills over 30 years in Toastmasters International. Military veteran who served in choir, organ search committee, church school, rector search committee and vestry as part of six Episcopal parishes. Ecumenical service as online lay reader and greeter for the Kingstowne Communion, a new Methodist Church in Alexandria, VA. Continue to bring critical listening and evaluation skills to the issues our bishop faces.

Proposed 2022 Operating Budget

	2021 Budget	2021 Y/E Projection	2022 Budget	Variance 2021 vs 2022 Budget
Revenue				
Congregational Giving	2,000,000	2,364,378	2,300,000	300,000
Soper Income (*Operating*)	1,563,564	1,155,095	1,752,169	188,605
Undesignated Funds	200,000	0	0	(200,000)
Lilly Endowment Grant Funding (*Including Parish Participation Fees*)	243,600	243,600	247,200	3,600
Corten Education Fund	65,000	65,000	65,000	0
Bishop's Annual Appeal	180,000	130,734	180,000	0
Interest & Dividend Income	100,000	145,663	100,000	0
Other Income	90,000	208,860	90,000	0
TEC Grant for Latino Church Plant	10,000	10,000	10,000	0
Latino Ministry Support From Reserves	15,000	15,000	15,000	0
Total Revenue	**4,467,164**	**4,338,330**	**4,759,369**	**292,205**
Expense				
Diocesan Ministries				
Congregational Support				
Salaries & Benefits	896,935	916,382	997,868	100,933
General & Administrative Expenses (*G&A*) Allocation	131,892	131,892	174,532	42,640
Strategic Advisors	15,000	26,250	25,000	10,000
New Worshipping Communities	0	0	24,000	24,000
Congregational Grants	200,000	200,000	200,000	0
Aid to Congregations in Transition: Transitions/Strategic Opportunities	65,000	87,225	65,000	0
Total Congregational Support	**1,308,827**	**1,361,749**	**1,486,401**	**177,574**
Christian Faith & Leadership				
Salaries & Benefits	218,225	189,997	242,166	23,941
G&A Allocation	32,089	32,089	42,356	10,267
Academic Ministries	125,174	113,353	104,000	(21,174)
Lilly Endowment Grant Expenditures	278,982	278,982	296,943	17,961
Organization Structure & Curriculum Development	30,000	0	30,000	0
Youth Ministry	2,500	320	5,000	2,500
Young Adult Ministry	2,500	0	5,000	2,500
Total Christian Faith & Leadership	**689,470**	**614,741**	**725,465**	**35,995**
Ministry Development & Deployment				
Salaries & Benefits	265,851	217,117	262,339	(3,512)
G&A Allocation	39,093	39,093	41,282	2,189
Commission On Ministry	2,500	2,469	2,500	0
Seminarian Support	15,000	5,000	15,000	0
Ordination Process Expense	7,000	26,104	15,000	8,000
Vocational Deacons	12,750	10,308	17,750	5,000
Deployment/Clergy Transition	2,500	685	2,500	0
Diocesan Confirmation	0	7,941	20,000	20,000
Clergy Development	10,000	34,891	13,000	3,000
Education for Ministry	1,500	800	2,000	500

	2021 Budget	2021 Y/E Projection	2022 Budget	Variance 2021 vs 2022 Budget
Multicultural Ministries	2,500	7,080	2,500	0
Total Ministry Development & Deployment	**358,694**	**351,488**	**393,871**	**35,177**
Latino Ministry				
Salaries & Benefits	109,719	103,427	128,559	18,840
Latino Ministry Grants	150,906	129,885	130,836	(20,070)
Administrative Support/G&A Allocation	16,134	16,134	22,486	6,352
Program Support	5,736	0	10,000	4,264
Total Latino Ministry	**282,495**	**249,446**	**291,880**	**9,385**
Social Justice & Advocacy				
Salaries & Benefits	125,267	130,474	122,351	(2,916)
G&A Allocation	18,420	18,420	21,400	2,980
Equity & Justice	15,000	0	20,000	5,000
Other	0	0	0	0
Total Social Justice & Advocacy	**158,687**	**148,894**	**163,750**	**5,063**
Total Diocesan Ministries	**2,798,173**	**2,726,318**	**3,061,367**	**263,194**
National & International Ministries				
TEC	585,880	585,880	573,071	(12,809)
Provincial Synod	11,500	15,909	13,372	1,872
Total National & International Ministries	**597,380**	**601,789**	**586,443**	**(10,937)**
General Administration				
Salaries & Benefits	522,300	472,655	545,075	22,775
Advisers	25,000	32,000	30,000	5,000
Bank Fees	20,000	31,449	30,000	10,000
Audit	55,000	61,273	65,000	10,000
Investment Expense	10,000	9,500	7,500	(2,500)
Parking	31,500	25,000	31,500	0
Telecom	42,000	42,000	42,000	0
Custodial	2,400	0	0	(2,400)
Building Maintenance	6,000	25,469	17,500	11,500
Lease & Maintenance of Peripherals	19,000	13,801	15,000	(4,000)
Equipment	7,500	5,482	5,000	(2,500)
Depreciation	35,000	27,801	45,000	10,000
Property Taxes	24,500	22,500	30,000	5,500
Insurance	65,000	61,250	75,000	10,000
Postage & Mailing	7,500	5,571	7,500	0
Office Supplies	12,000	12,611	20,000	8,000
Archival	3,000	6,928	6,000	3,000
Legal Services	20,000	27,000	20,000	0
Cloud Based Service & Software	35,000	60,000	55,000	20,000
Staff Development & Travel	12,500	27,739	12,500	0
Catering for Meetings & Church House Functions	3,000	9,618	12,000	9,000
Staff Sabbatical Expense/Reserve	5,000	2,982	5,000	0
Miscellaneous/Reserve	35,000	19,825	30,000	(5,000)
G&A Allocation	(272,882)	(272,882)	(334,876)	(61,994)
Total General Administration	**725,318**	**729,572**	**771,699**	**46,381**

	2021 Budget	2021 Y/E Projection	2022 Budget	Variance 2021 vs 2022 Budget
Governance				
Salaries & Benefits	109,105	78,656	76,850	(32,255)
G&A Allocation	16,044	16,044	13,441	(2,603)
General Convention Deputies	1,000	150	21,000	20,000
Diocesan Convention Expense	27,000	26,230	60,000	33,000
Diocesan Council Expense	7,500	0	7,500	0
Diocesan Standing Committee Expense	600	0	600	0
Diocesan Regional Assemblies	2,000	3,000	2,000	0
Committees of Convention & Council	1,000	0	1,000	0
Interpreter for Deaf	7,500	300	7,500	0
Total Governance	**171,749**	**124,380**	**189,891**	**18,142**
Communications	**164,843**	**156,271**	**145,174**	**(19,669)**
Development				
Bishop's Annual Appeal	9,700	0	4,795	(4,905)
Total Development	**9,700**	**0**	**4,795**	**(4,905)**
Total Expense	**4,467,164**	**4,338,331**	**4,759,369**	**292,205**
Change in Net Assets from Operations	**0**	**0**	**0**	**0**

Report of the Committee on the Constitution and Canons for the 127th Annual Convention

The Committee on the Constitution and Canons has several proposed amendments to the Constitution and Canons for this year. Many of the items are in response to the COVID-19 pandemic and there are items that have been delayed because of the limited agenda at the remote electronic annual meeting in January 2021. There are five items amending the Constitution that will *not* be debated or voted upon today. Those items will require two votes of approval at successive meetings of the Convention. The proposed text and explanations of those items are included in this report for preparation for discussion and voting at the next meeting of the Convention. The Chair of the Committee and the Chancellor of the Diocese encourage you to contact them with any questions or possible amendments to those items before that special meeting. There will be no debate or voting on any of these five items at the remote annual meeting today.

There are two items amending the Canons that the Committee will propose for debate and voting at today's remote electronic meeting.

Items to be Voted on at January 29th Remote Meeting

First, the Committee submits a proposed technical and conforming amendment to strike St. John's Parish of Accokeek, Maryland, known as Christ Church Accokeek, from the Southern Maryland Region of the Diocese of Washington.

Second, the Committee submits proposed amendments to the Canons to authorize each Regional Assembly to conduct the annual business of the Regional Assembly by its choice of traditional meetings, remote electronic meetings, or any combination of traditional or electronic means. These amendments would incorporate the elements of the pilot program conducted by regions over the last four years to be permanent options for Regional Assemblies to conduct the annual business of the region.

Items not Voted on at January 29th Remote Meeting

First, the Committee will propose an amendment to the Constitution to authorize remote electronic meetings of the Convention and amendments to the Canons to carry out the authorization. These amendments are a response to the COVID-19 pandemic and the ongoing public health threat. This item was discussed in the report of the Committee to the Convention at the annual meeting in January 2021. No votes were taken on any Committee items at that remote electronic meeting.

Second, the Committee will propose an amendment to the Constitution to authorize an expedited amendment process in the case of emergencies. This amendment is also a response to the COVID-19 pandemic and the ongoing public health threat. This amendment would authorize the Convention to amend the Constitution without taking a second vote of approval in the following year, if the Convention determines that an emergency exists that requires the extraordinary action.

This item was also discussed in the report of the Committee to the Convention at the annual meeting in January 2021.

Third, the Committee will propose an amendment to the Constitution to provide for the waiver of any procedural requirement relating to the conduct of a meeting of the Convention by unanimous consent. The procedures for conducting the meetings of the Convention are governed by four sets of complementary rules arranged in a hierarchy of interpretive priority. This constitutional amendment provides a means of waiving technical rules when there is no objection by any member of the Convention to speed up the conduct of meetings. This item was also discussed in the report of the Committee to the Convention at the annual meeting in January 2021.

Fourth, the Committee will propose technical and conforming amendments to the Constitution and the Canons relating to the use of the term "disability". The amendments remove references to "disability" as a reason to apply certain provisions and clarify the intended meaning that the provisions apply when a person is unable to perform the duties of an office.

Fifth, the Committee will propose amendments to the Constitution and the Canons to restructure the Standing Committee to provide for Regional Assemblies to nominate an individual from the respective region to stand for election to the Standing Committee at the annual meetings of the Convention.

Part I — Items for January 29th Remote Meeting

St. John's Parish of Accokeek, Maryland

St. John's Parish of Accokeek, Maryland, known as Christ Church Accokeek, is no longer a parish in the Southern Maryland Region of the Diocese of Washington. That congregation decided to reorganize as a church community unaffiliated with the Diocese of Washington and The Episcopal Church. The proposed amendment recognizes this fact by striking the parish from the list of parishes in the Canons.

Therefore, the Committee on the Constitution and the Canons moves an amendment to the Canons, taking effect on the day after the last day of the annual meeting of the Diocesan Convention in calendar year 2022, as follows:

1 The Canons are amended in section 2301(b)(8) (relating to the Southern Maryland Region) by striking
2 "St. John's Parish,".

Annual Business of the Regional Assemblies

On January 27, 2018, the 123rd Convention passed a resolution that amended the Canons to establish a pilot program for alternatives to Regional Assembly meetings. The authority to conduct the pilot program will expire on February 15, 2022. Under the pilot program every Regional Assembly has initiated and implemented a plan to conduct the business of the region using an alternative plan, such as conducting one or more remote electronic meetings and the use of electronic voting. The use of the alternative plan was critical during the pandemic when in-person meetings were severely limited. Over the last four years since the beginning of the pilot program we have become more accustomed to, and appreciative of, the benefits of remote electronic meetings and alternative electronic means to carry out our work. The pilot program also demonstrated

the ability of the Regional Assemblies to do much of the technical work of the assemblies – nominations, elections, budget presentations – in a form that did not require a formal meeting.

The proposed amendment to the Canons makes the options authorized under the pilot program a permanent choice for the way in which a Regional Assembly conducts its annual business. Every year each Regional Assembly may choose to hold a single, traditional, in-person meeting, one or more remote electronic meetings, or any combination of traditional and remote electronic meetings. The proposed amendment also authorizes electronic means as an option for communications, nominations, and voting.

The proposed amendment provides greater flexibility and options for the Regional Assemblies to do their work. Instead of a process in which all the yearly work of the Regional Assembly was finalized on an agenda that was voted on at a single in-person meeting, the proposed amendment is based on a process of the Regional Assembly addressing its annual business on a flexible time schedule with meeting and communication options as long as the annual business is completed in a timely manner before the annual meeting of the Convention. The work of the Regional Assembly may be conducted with multiple traditional or remote electronic meetings and using other electronic means that facilitate the completion of the annual business.

Therefore, the Committee on the Constitution and the Canons moves the adoption of a resolution amending the Canons as follows:

Resolved,

Section 1. Regional Assemblies.

(a) In General.— Canon 23 (relating to Regional Assemblies) is amended—

(1) by striking section 2306 (relating to the pilot program);

(2) by redesignating section 2304 (relating to nominations and elections) and section 2305 (relating to voting and balloting) as sections 2306 and 2307, respectively;

(3) in section 2306, as redesignated, (relating to nominations and elections) —

(A) in subsection (a)—

(i) in paragraph (1), by striking "The Bishop shall receive in writing or by electronic means nominations for each position to be voted on at the annual meeting of the Regional Assembly." and inserting "The Bishop shall establish a process for receiving nominations for each position to be voted on by the Regional Assembly."; and

(ii) by striking paragraph (3);

(B) in subsection (b), by striking "A Regional Assembly" and inserting "Subject to the qualifications for the position to which a nomination or election relates, a Regional Assembly"; and

(C) in subsection (c), by striking "At the annual meeting of each Regional Assembly, the Regional Assembly" and inserting "Every year each Regional Assembly"; and

(4) by striking section 2303 (relating to meetings, President, procedures, and agenda) and inserting the following:

"Sec. 2303. President of the Regional Assemblies.

"(a) Bishop.— The Bishop shall be the President of each Regional Assembly.

"(b) Bishop Coadjutor.—The Bishop Coadjutor shall be the President of a Regional Assembly, if—

"(1) the office of Bishop is vacant; or

"(2) the Bishop is absent or unable to perform the duties of the office.

"(c) Bishop Suffragan.—

"(1) In General.— The Bishop Suffragan shall be the President of a Regional Assembly, if—

"(A) (i) the office of Bishop is vacant; or

"(ii) the Bishop is absent or unable to perform the duties of the office; and

"(B) (i) the office of Bishop Coadjutor is vacant; or

"(ii) the Bishop Coadjutor is absent or unable to perform the duties of the office.

"(2) Multiple Bishops Suffragan.— If there is more than 1 Bishop Suffragan, paragraph (1) shall apply to—

"(A) the Bishop Suffragan with the most seniority based on the date of consecration to the episcopate; or

"(B) if the Bishop Suffragan with the most seniority is absent or unable to perform the duties of the office, the Bishop Suffragan with the next most seniority.

"(d) Absence.— For purposes of this section, the Bishop, Bishop Coadjutor, or Bishop Suffragan shall—

"(1) determine any period in which that Bishop, Bishop Coadjutor, or Bishop Suffragan (respectively) is absent; and

"(2) provide written notice of that determination to the appropriate Bishop Coadjutor or Bishop Suffragan who shall be the President of the Regional Assembly in accordance with this section during that period.

"(e) Appointment of the Regional Assembly President.— If no Bishop, Bishop Coadjutor, or Bishop Suffragan is the President of a Regional Assembly, the Ecclesiastical Authority shall appoint the President of the Regional Assembly.

"Sec. 2304. Regional Assembly Annual Business.

"(a) Conduct and Completion of Business.— In each calendar year each Regional Assembly shall conduct and complete the annual business of that Regional Assembly no later than 60 days before the next annual meeting of the Convention.

"(b) Annual Business of a Regional Assembly.— The annual business of each Regional Assembly—

"(1) shall include—

"(A) a report by the President of the Regional Assembly;

"(B) a review and recommendations respecting the proposed Diocesan operating budget to be adopted by the Council;

"(C) adoption of resolutions; and

"(D) any other matter determined by the President; and

"(2) may include—

"(A) an election of representatives to the Council;

"(B) nomination of an individual for election as a member of the Standing Committee; or

"(C) nomination of individuals for election as Deputies and Alternate Deputies to the General Convention.

"(c) Agenda for Meetings.— The agenda for any meeting of a Regional Assembly shall include all or part of the business of the Regional Assembly.

"Sec. 2305. Meetings and Procedures.

"(a) Meetings.—

"(1) Single or Multiple Meetings and Electronic Means.— The annual business of a Regional Assembly may be conducted—

"(a) in 1 or more meetings of that Regional Assembly; or

"(b) through other electronic means that facilitate the completion of the annual business.

"(2) In-Person or Remote Electronic Meetings.— Any meeting of a Regional Assembly may be held—

"(A) in a single location where all the participants are physically present; or

"(B) as a remote electronic meeting.

"(3) Coordination of Meetings.— The President of the Regional Assembly shall coordinate setting the date of 1 or more meetings of the Regional Assembly in each calendar year.

"(b) Procedures.—

"(1) Rules of Order.— Robert's Rules of Order shall apply to meetings of the Regional Assemblies.

"(2) Open Meetings.— Any meeting of a Regional Assembly is open to any member of the Episcopal Church.

"(3) Actions Taken by Majority.—

"(A) In General.— Except as provided under subparagraph (B), any action of a Regional Assembly shall be taken by a majority of the votes of all those present and voting.

"(B) Exceptions.— Subparagraph (a) shall not apply to a nomination or election under section 2307(a).

"(C) Minutes.— Minutes shall be kept at each meeting of a Regional Assembly.

"(4) Remote Electronic Meetings.— Each Regional Assembly may adopt procedures that—

"(A) provide for conducting a meeting of the Regional Assembly as a remote electronic meeting; and

"(B) include procedures for electronic voting for elections.".

(b) Qualifications for Regional Representation for Diocesan Council.— Section 2703(b) of the Canons is amended—

(1) in paragraph (1), by striking section "2304(b)(1)" and inserting section "2306(b)(1)"; and

(2) in paragraph (2), by striking section "2304(b)(2)" and inserting section "2306(b)(2)".

(c) Technical Amendment.— The Resolution of January 25, 2020 relating to the Pilot Program for Alternatives to Regional Assembly Meetings is amended by striking section 2.

(d) Effective Date.— This resolution shall take effect on the day after the last day of the annual meeting of the Diocesan Convention in calendar year 2022.

Part II— Items not Voted on at January 29th Remote Meeting

Remote Electronic Meetings

The Diocese is still responding to the unanticipated challenges presented by the health emergencies resulting from the COVID-19 pandemic. The pandemic ended in-person meetings such as the annual meetings of Convention and required compliance with certain Federal, State, and local laws. Organizations and corporations throughout the country faced similar legal and business problems, including a lack of clear authorization to hold certain kinds of meetings and conduct certain kinds of business. The proposed amendment to the Constitution provides the express authorization for an option to hold meetings of the Convention as remote electronic meetings. The proposed amendment to the Canons provides for the Convention to make rules of order for remote electronic meetings of the Convention and expressly authorizes Diocesan committees, councils, and other entities to hold remote electronic meetings.

Therefore, the Committee on the Constitution and the Canons will move at the next meeting of the Convention—

(1) the adoption of a resolution to amend the Constitution of the Diocese with this being the first of two Conventions to approve it; and

(2) the adoption of a resolution amending the Canons, as follows:

Resolved,

Section 1. Amendments to the Constitution to Authorize Remote Electronic Meetings.

Article 2 of the Constitution is amended—

(1) in the heading, by striking "Annual"; and

(2) by adding at the end the following:

"Sec. 202. Remote Electronic Meetings.

"The Convention may hold any meeting of the Convention as a remote electronic meeting.".

Resolved,

Section 1. Amendments to the Canons to Authorize Remote Electronic Meetings.

(a) Definitions.— Section 101(b) of the Canons is amended—

(1) by redesignating paragraphs (5) through (7) as paragraphs (7) through (9); and

(2) inserting after paragraph (4) the following:

"(5) Diocesan Entity.— The term 'Diocesan entity' means—

"(A) the Standing Committee;

"(B) any Regional Assembly;

"(C) the Council;

"(D) the Committee on Finance for the Diocesan Council, the Committee on Investments for the Diocecan Council, or the Committee on Audits of the Diocese for the Diocesan Council;

"(E) the Commission on Ministry;

"(F) the Committee on the Constitution and Canons;

"(G) the Committee on Resolutions;

"(H) any committee that is established by—

"(i) a resolution of the Convention, the Council, or the Standing Committee; or

"(ii) the Ecclesiastical Authority; or

"(I) any Disciplinary Board or Panel relating to clerical discipline under Canon 66.

"(6) Remote Electronic Meeting.— The term 'remote electronic meeting' means any meeting of the Convention or a Diocesan entity that—

"(A) is not held in a single location where all the participants are physically present; and

"(B) uses electronic means for communication among the participants.".

(b) Authority.— Title II of the Canons is amended—

(1) by redesignating Canons 6 and 7 as Canons 7 and 8, respectively;

(2) by redesignating sections 601 and 701 as sections 701 and 801, respectively; and

(3) by inserting after section 501 the following:

"Canon 6

"Remote Electronic Meetings

"Sec. 601. Remote Electronic Meetings.

"(a) Meetings of the Convention.— The Convention may prescribe procedures in the Rules of Order of the Convention for holding any meeting of the Convention as a remote electronic meeting, including procedures for holding any election at that meeting.

"(b) Meetings of Diocesan Entities.—

"(1) In General.— A Diocesan entity may prescribe procedures for holding any meeting of that Diocesan entity as a remote electronic meeting, including procedures for holding any election at that

meeting.

"(2) Requirements.— Any procedures prescribed under paragraph (1) shall provide that—

"(A) in any remote electronic meeting every member participating in the meeting is capable of simultaneously communicating with every other member participating in the meeting; and

"(B) in the case of a Regional Assembly, in any remote electronic meeting every member participating in the meeting is capable of simultaneously communicating with every other member participating in the meeting when recognized to speak.".

(c) Effective Date.— This resolution shall take effect on the day after the last day of the annual meeting of the Diocesan Convention in calendar year 2022.

Expedited Constitutional Amendment Process

Article 13 of the Diocesan Constitution provides for the exclusive process for amending the Constitution. It requires the amendment to be in writing and approved by a majority vote at Convention, for the approved text to be sent to each parish, and a second majority vote of approval at the following meeting of the Convention. The COVID-19 pandemic demonstrated that emergencies of long durations can create unforeseen problems in the Convention acting as a body quickly. The requirement that there are two successive votes of approval means as a practical matter that it takes two years to amend the Constitution. The proposed expedited process to amend the Constitution on a single vote at a single meeting is reserved for only the most pressing emergencies requiring immediate action. The process is not to be used as a matter of convenience.

The expedited process amendment has safeguards to protect the process from being misused For any proposed amendment under the expedited process, the Bishop would be responsible for providing to the vestry of each parish before a meeting of the Convention (1) notice of the amendment and a description of the emergency to be addressed, and (2) the written text of the proposed amendment. Before the proposed amendment could be considered at the meeting of the Convention, the members of the Convention would formally decide whether there was an applicable emergency. To use the expedited process, the Convention would be required to pass a separate resolution stating that the Convention determines that there is an emergency that necessitates the use of the expedited process. The vote would require a 67 percent supermajority of members for approval. If the resolution is approved the Convention would consider the proposed constitutional amendment under all usual procedures, including any amendments proposed on the floor. The final vote of approval for the proposed amendment would also require a 67 percent supermajority of members.

Generally, the COVID-19 pandemic was an unanticipated emergency. It is very difficult to accurately predict the exact nature of future emergencies. Some possible scenarios include another pandemic, a climate change related crisis, a natural or humanmade disaster (including mass terrorist attacks or war), or other issues, such as an emergency related requirement from the General Convention that needs immediate implementation (*i.e.* in less than two years), or an emergency authorization enacted in State or Federal law (*e.g.* relating to an exception applicable to religious organizations) that needs clarification by the Diocese in order to apply. All these scenarios seem unlikely. Hopefully, the expedited emergency process will not be needed for decades.

Therefore, the Committee on the Constitution and the Canons will move at the next meeting of the Convention the adoption of an amendment to the Constitution of the Diocese with this being the first of two Conventions to approve it:

Article 13 of the Constitution is amended in section 1301 by adding at the end the following:

"(d) Emergency Amendment Process.—

"(1) In General.— Notwithstanding subsection (b), a proposed amendment shall take effect if—

"(A) the Ecclesiastical Authority—

"(i) provides notice to the vestry of each of the parishes and separate congregations of the Diocese and the members of the Convention that describes the emergency that the Ecclesiastical Authority has determined necessitates the use of the amendment process under this subsection;

"(ii) includes in the notice the text of the proposed amendment; and

"(iii) introduces the proposed amendment in writing at a meeting of the Convention;

"(B) at the meeting of the Convention a resolution stating that the Convention determines that there is an emergency that necessitates the use of the amendment process under this subsection is—

"(i) voted on before the consideration of the proposed amendment; and

"(ii) approved by 67 percent of the votes of all members of the Convention present and voting; and

"(C) the proposed amendment is approved by 67 percent of the votes of all members of the Convention present and voting.

"(2) Voting as a Single Body.— Section 501(b) shall not apply to any vote under paragraph (1).

"(3) Effective Date.— Notwithstanding subsection (c), a proposed amendment shall take effect—

"(A) on the date following the last day of the meeting of the Convention that approved the amendment; or

"(B) any date that is provided with the proposed amendment.".

Unanimous Consent Requests

Formal rules of procedure are indispensable for meetings of the Convention. The rules are intended to aid the efficiency and productivity of the meetings. The rules should never impede the procedural conduct of the meeting when all members are in agreement. The proposed constitutional amendment provides that any participant of the Convention (which by definition in the Constitution includes voting members of the Convention and persons who have seat and voice) may make a unanimous consent request that waives any procedural requirement that relates to the conduct of the meeting. The obvious safeguard for this proposed amendment is that any agreement would be truly unanimous. Any single participant may object to the request on the basis of any reason. Although a unanimous consent request under the proposed amendment may be made at any time during the meeting, it is very useful at the end of the day in a meeting to finish up business quickly. (A motion to suspend the rules or a motion for unanimous consent under Robert's Rules does not have the same affect and can raise issues of parliamentary interpretations).

A rule for a unanimous consent request is needed in the Diocesan Constitution because it is the authority that has priority over the other three sets of rules of procedure applicable to meetings of the Convention. Each set of procedural rules is in an established hierarchy that takes precedence and govern all the other following sets of rules. The hierarchy within the Diocese is the Constitution, the Canons, the Rules of Procedure adopted by the Convention, and Robert's Rules of Order.

A motion to suspend the rules under Robert's Rules of Order (followed by another motion to take a certain action) cannot suspend or vacate a procedural requirement of the Constitution, Canons, or Rules of Order of the Convention. It would be bad precedent to suspend the rules under Robert's Rules of Order and violate a higher requirement that governs. In fact, Robert's Rules of Order recognizes this very problem under "Rules that Cannot be Suspended" page 263. Unanimous consent is presently available under Robert's Rules of Order, but even without a motion to suspend the rules, the unanimous consent request under Robert's Rules of Order cannot waive a constitutional or canonical procedural requirement.

The proposed amendment provides for a procedure to simplify and expedite the conduct of meetings when the members of the Convention are unanimous.

Therefore, the Committee on the Constitution and the Canons will move at the next meeting of the Convention the adoption of an amendment to the Constitution of the Diocese with this being the first of two Conventions to approve it, as follows:

Article 8 of the Constitution is amended—

(1) by redesignating section 804 as section 805; and

(2) by inserting after section 803 the following:

"Sec. 804. Unanimous Consent Requests to Waive Procedural Provisions.

"(a) In General.— The Convention may waive any provision of this Constitution, the Canons, or rule of procedure at any meeting of the Convention, if—

"(1) any participant of the Convention makes a unanimous consent request to waive the provision;

"(2) no participant of the Convention present at the meeting objects to the request; and

"(3) the provision relates to any procedure for the conduct of the meeting, including elections.

"(b) Applicability of Procedures.— The Convention may adopt canons relating to the applicability of any procedure under subsection (a).".

Amendments Relating to Disabilities

The Constitution and the Canons have many provisions that use the term "disability" and that are inaccurately worded and could be misapplied in a way that was never intended. This issue came to light in 2021 during the regional community listening sessions on amending Canon 54 relating to Diocesan stewardship and parish viability. Many provisions in the Constitution and Canons state that a certain rule will apply if an individual who holds an office is "disabled or absent". The rule uses the term "disability" in an inaccurate way. The proposed amendments are technical and conforming and provide that the particular rule will apply only if the individual is absent or unable to perform the duties of the office.

Therefore, the Committee on the Constitution and the Canons will move at the next meeting of the Convention—

(1) the adoption of a resolution to amend the Constitution of the Diocese with this being the first of two Conventions to approve it; and

(2) the adoption of a resolution amending the Canons, as follows:

Resolved,

Section 1. Amendments to the Constitution Relating to Disabilities.

The Constitution is amended—

(1) in section 201—

(A) in subsection (b)(2)(B)(ii)(II) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection(c)(3)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(2) in section 601—

(A) in subsection (b)(2) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (c)—

(i) in paragraph (1)—

(I) in subparagraph (A)(ii) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(II) in subparagraph (B)(ii) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(ii) in paragraph (2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(3) in section 802—

(A) in subsection (b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (c)—

(i) in paragraph (2)—

(I) in subparagraph (A)(ii) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(II) in subparagraph (B)(ii) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(ii) in paragraph (3)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(4) in section 902—

(A) in subsection (a)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office".

Resolved,

Section 1. Amendments to the Canons Relating to Disabilities.

(a) In General.— The Canons are amended—

(1) in section 203(b)(2) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(2) in section 302(b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(3) in section 1103—

(A) in subsection (a)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(4) in section 1203—

(A) in subsection (a)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(5) in section 1205—

(A) in subsection (b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (d)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(6) in section 1302—

(A) in subsection (a)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(7) in section 1304—

(A) in subsection (b)(2)(B) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in subsection (d)(2)(b) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(8) in section 2303(b)—

(A) in paragraph (2)(b) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(B) in paragraph (3)—

(i) in subparagraph (A)—

(I) in clause (i)(II) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(II) in clause (ii)(II) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office"; and

(ii) in subparagraph (B)(ii) by striking "disabled or absent" and inserting "absent or unable to perform the duties of the office";

(9) in section 2802(c) by striking "disabled" and inserting "unable to perform the duties of the office";

(10) in section 2902(c) by striking "disabled" and inserting "unable to perform the duties of the office";

(11) in section 3002(c) by striking "disabled" and inserting "unable to perform the duties of the office";

(12) in section 4102(c) by striking "disabled" and inserting "unable to perform the duties of the office";

(13) in section 4202(c) by striking "disabled" and inserting "unable to perform the duties of the office";

(14) in section 4302(c) by striking "disabled" and inserting "unable to perform the duties of the office"; and

(15) in section 4403(e)(4)—

(A) in subparagraph (A) by striking "disabled" and inserting "unable to perform the duties of the office";

(B) in subparagraph (B) by striking "disabled" and inserting "unable to perform the duties of the office"; and

(C) in subparagraph (C) by striking "disabled" and inserting "unable to perform the duties of the office".

(b) Effective Date.— This resolution shall take effect on the day after the last day of the special meeting of the Diocesan Convention in calendar year 2022.

Standing Committee Restructuring for Broader Regional Membership

The Standing Committee of the Diocese is composed of members who are nominated from the Regional Assemblies (or from nominations made on the floor at meetings of the Convention). The members are required to be elected by the Convention. (Article IV of the Constitution of the General Convention of the Episcopal Church states that "In every Diocese a Standing Committee shall be elected by the Convention thereof…"). The current Constitution and Canons of the Diocese sets the number of members at eight, provides four members will be priests and four members will be lay individuals, and provides for Regional Assemblies to submit multiple nominations for the Standing Committee. Currently there are eight regions. The number of regions may only be changed by amending the Canons.

Over the years the prevailing membership of the Standing Committee has not been a representative sample of membership from the eight regions. The members (both clerical and lay) have disproportionately been elected from certain regions more than others. The proposed amendments to the Constitution and the Canons would provide that each Regional Assembly would nominate one individual for the Standing Committee. The individual could be clerical or lay and would be from that region. In addition, any number of floor nominations could be made for Standing Committee at a meeting of the Convention. The floor nominations could be for qualified individuals from the applicable region regardless of being clerical or lay.

Each Regional Assembly may choose any qualified individual to be a nominee. A qualified individual is any cleric canonically resident in the Diocese from the region or lay communicant of this Diocese in good standing who is from the region and at least 18 years of age. The proposed amendment requires that each Regional Assembly will consider the balance of clerical and lay membership on the Standing Committee when making the nomination and authorizes the Regional Assemblies to coordinate efforts to maintain clerical and lay membership on the Standing Committee. The proposed amendment does not restrict a Regional Assembly's choice of nominee, such as a requirement that Regional Assemblies alternate clerical and lay nominations. However, it is anticipated that the Regional Assemblies will develop a custom or practice to maintain both clerical and lay membership, such as alternating clerical and lay nominations each year that nominations are made.

The proposed amendments consolidate the provisions relating to membership in the Canons. This will have the related provisions grouped together and facilitate any future adjustments made by amendments that the Convention may decide to make.

Therefore, the Committee on the Constitution and the Canons will move at the next meeting of the Convention—

(1) the adoption of a resolution to amend the Constitution of the Diocese with this being the first of two Conventions to approve it; and

(2) the adoption of a resolution amending the Canons, as follows:

Resolved,

Section 1. Amendments to the Constitution on the Standing Committee.

Article 10 of the Constitution of the Diocese is amended to read as follows:

"Article 10

"Standing Committee

"Sec. 1001. Establishment.

"There is established a Standing Committee.

"Sec. 1002. First Meeting.

"(a) In General.— The Standing Committee shall meet on the last day of the annual meeting of the Convention, or as soon after that annual meeting as practicable.

"(b) Election of President and Secretary.— At the meeting of the Standing Committee described under subsection (a), the Standing Committee shall elect 1 of the members to be President and another member to be Secretary.

"Sec. 1003. Rules and Proceedings.

"(a) Rules.— The Standing Committee may establish and modify rules that—

(1) relate to the proceedings of the Committee; and

(2) are consistent with the Constitution and Canons of the Diocese.

"(b) Notice of Meetings.— The members of the Standing Committee shall be given reasonable notice of any meeting of the Committee.

"(c) Quorum.—

"(1) In General.— Except as provided under paragraph (2), a majority of the members shall constitute a quorum.

"(2) Exceptions.— The rules of the Standing Committee or a Canon may require a quorum that is greater than a majority.

"(d) Minutes.— The Standing Committee shall keep regular minutes of the proceedings of the Committee.".

Resolved,

Section 1. Standing Committee.

(a) In General.— Canon 7 is amended to read as follows:

"Canon 7
"Standing Committee

"Sec. 701. Membership.

"(a) Number of Members.— The number of members of the Standing Committee shall be equal to the number of regions in the Diocese.

"(b) Nomination by Regional Assemblies.— Each Regional Assembly shall nominate an individual for election as a member of the Standing Committee.

"(c) Qualifications.— An individual is qualified to be a nominee for election to the Standing Committee, if that individual is—

"(1) a priest or deacon of this Church who is—

"(A) canonically resident in this Diocese; and

"(B) from the applicable region as determined under section 2302(b)(2); or

"(2) a lay communicant of this Diocese in good standing who is—

"(A) at least 18 years of age; and

"(B) a member of a parish, separate congregation, organized mission, cathedral or college chaplaincy within the applicable region.

"(d) Clerical And Lay Membership.— When making a nomination for election to the Standing Committee, each Regional Assembly may—

"(1) nominate any qualified individual described under subsection (b)(1) or (2);

"(2) consider the balance of the number of clerical and lay members of the Standing Committee; and

"(3) act in coordination with any other Regional Assembly to maintain an equal or approximately equal number of clerical members relative to the number of lay members.

"Sec. 702. Terms.

"(a) Staggered 2-Year Terms.— The term for each member of the Standing Committee is 2 years. The terms of the members shall be staggered in 2 classes.

"(b) Term Limitations.— A member of the Standing Committee shall not be eligible for reelection until after the lapse of 1 year, if that member has served continuously on the Standing Committee for—

"(1) 3 full 2–year terms; or

"(2) 2 full 2–year terms and any part of an additional 2–year term.

"(c) Service Until Successors Elected.— Each member of the Standing Committee shall serve until a successor is elected.

"Sec. 703. Vacancies.

"(a) In General.— If there is a vacancy in the membership of the Standing Committee, the remaining members —

"(1) shall be notified of the vacancy and the time and place of a meeting of the Standing Committee to fill the vacancy; and

"(2) subject to subsection (d), shall vote at the meeting to fill the vacancy.

"(b) Qualifications.— An individual is qualified to fill a vacancy, if that individual meets the qualifications under section 701(c).

"(c) Timeliness.— A vacancy shall be filled under subsection (a) as soon as practicable after the vacancy occurs.

"(d) Service.—

"(1) In General.— An individual who is elected by the Standing Committee to fill a vacancy under this section shall serve until the first annual meeting of the Convention following that election.

"(2) Remainder of Term.— If there is any time remaining in the applicable term—

"(A) the applicable Regional Assembly shall nominate an individual to fill the vacancy for the remainder of the term; and

"(B) Canon 4 shall apply to the election.

"Sec. 704. Reports And Records.

"(a) Report.— The Standing Committee shall make an annual report to the Convention of the official acts of the Standing Committee.

"(b) Examination of Records.— The Bishop may examine any record of the Standing Committee, including any record of the proceedings of the Standing Committee.".

(b) Conforming Amendment Including Deacons as Assistant Clergy.— Section 4702 of the Canons is amended—

(1) by redesignating subsection (c) as subsection (b); and

(2) in paragraph (1)(A) of the redesignated subsection (b), by inserting "or deacon" after "priest".

(c) Effective Date.— This resolution (amending the Canons) shall take effect on the day after the date of the second vote of approval of the amendment to amend Article 10 of the Constitution of the Diocese first approved in calendar 2022.

Speaking to Resolutions or Other Motions

Parliamentary procedure and rules of order are simply ways in which 400 people can talk without resulting in chaos. Above all else, please remember that we are gathered in Christian fellowship and should at all times be open to the Holy Spirit. Remember, 400 people are never going to agree on anything, and all views are to be respected and given a chance to be voiced.

Speaking to resolutions or amendments will be managed by using the Raise Hand feature in Zoom. First, click "Raise Hand" to be recognized. You will be recognized by the chair in the order in which you raise your hand.

The host will be notified that you've raised your hand. Click Lower Hand to lower it if needed.

Once you are recognized, you will be invited to unmute. Click the unmute button to speak.

Windows: You can also use the Alt+Y keyboard shortcut to raise or lower your hand.

Mac: You can also use the Option+Y keyboard shortcut to raise or lower your hand.

If there is an amendment on the floor, your hand will be lowered. If you wish to speak to the amendment, you may raise your hand again. Once the Amendment has passed or failed, you may speak to the resolution again.

When recognized by the chair, address the chair and state your name and congregation (or position that gives you your rights, such as committee chair, Standing Committee, *etc.*). You would begin, "Thank you, Bishop Budde, my name is John Doe, a delegate from St. Swithin's".

Speak into the microphone so that all can hear you. Speak for yourself, using "I" statements, and be concise and focused, always addressing your remarks respectfully to the chair.

Our Rules of Order allow the principal sponsor of a resolution to be the first to speak to it. That person may do so for up to five minutes the first time, and up to three minutes the second time. All other members may speak up to three minutes twice in any single debate. Remember that you must wait your turn each time you speak. Be aware that our Rules of Order state that if you make a motion with financial implications, you must identify a funding source.

If you are making a motion, begin your motion with "I move that we do…" Someone will need to second the motion.

If it is seconded, then it is on the floor (open for discussion), otherwise the motion will not be considered.

When a vote is called for in debate, it is our custom to do a show of hands.

Some Frequent Sources of Confusion in Debate

The most common confusion occurs when there have been many amendments on a particular resolution. If there is an amendment on the floor, it is the amendment only that is then under debate. At any one time there may be one, but no more than one, amendment to that amendment, and it is not proper to make an amendment to some other part of the resolution until the current motion has been decided. When debate has ended on the amendment to the amendment, a vote is taken on that, in which case, one of two things happens:

- if it passes, then that becomes the amendment on the floor and debate re-opens; or
- if it doesn't pass, then the original amendment is what is on the floor. If you remember that you are only voting on one layer at a time, then it makes it easier to understand.

If you are unclear as to what's under vote at any time, you have the right to ask for clarification, and the chair will explain.

Resolution 1: on Christ Church, Accokeek's Separation from the Diocese of Washington

Submitted by: The Rev. Ethan Bishop-Henchman, Deacon, St. Paul's, K Street; Mr. Nathan Brown, member and Lay Delegate, St. Paul's, K Street; The Rev. Joan Crittenden, Deacon, Christ Church Port Tobacco; The Rev. Elizabeth Dixon, Deacon, St. Thomas, P.G. County; The Rev. Martha Eldredge, Deacon, Church of the Ascension & St. George's Churches; The Rev. Susan Fritz, Deacon, St. James', Indian Head & Christ Church, Durham; The Rev. Steve Seely, Deacon, St. Paul's, Piney.

Resolved, that the Convention commends the leadership of Bishop Mariann and the Standing Committee for showing gracious restraint and pastoral leadership in the matter of Christ Church Accokeek amicably separating from the Episcopal Diocese of Washington; and be it further,

Resolved, that the Convention endorses and affirms Bishop Mariann's public statement on April 29th, 2021 saying, "I am personally grateful to Father Brian Vander Wel, Mr. Frank McDonough, and all the leaders of Christ Church for the spirit in which we entered and completed this process together. May God bless and guide them and those they lead in their lives and ministries."

Explanation

On April 29th, 2021 it was publicly announced that the Episcopal Diocese of Washington and Christ Church Accokeek reached terms of an amicable separation. Amicable parish departures in the Episcopal Church are rare, especially those involving property. In recent years more often than not parties involved have entered into pitched legal battles and messy public spats. Bishop Mariann and the Standing Committee showed exceptional leadership in rising above a situation that all too easily could have devolved into a publicly tense and legally adversarial relationship. While a parish's departure from the Church is inherently regrettable, such a deterioration would have caused even greater harm to the Body of Christ. Such adversarial departures take place at a great financial cost and serve to deepen existing entrenched divisions. Because the outcome here is so rare in the Church, it is important that the Diocese as a whole via this resolution of convention formally and concretely lift up, affirm, and praise both the substance and form of this separation. If such separations are to happen, then we hope such a resolution will encourage leaders here and elsewhere to follow in these footsteps.

Resolution 2: to Include the Name Bishop Barbara Clementine Harris in the Lesser Feasts & Fasts Calendar

Submitted by: The Rev. Carol Cole Flanagan, Christ Church, Rockville; The Rev. Meg Ingalls, Christ Church, Rockville; The Rev. Nan Peete, St. John's, Norwood Parish; The Rev. Preston Hannibal, Washington National Cathedral; Paul E. Cooney, Washington National Cathedral; The Rev. Vincent Harris, retired; Del Glover, Washington National Cathedral; The Rev. Sarah Motley, retired; The Rev. Paul R. Abernathy, retired; The Rev. Canon Rose Duncan, Washington National Cathedral

Resolved, the House of _____ concurring, that this 80th General Convention of the Episcopal Church hereby directs the inclusion the name Bishop Barbara Clementine Harris in the Lesser Feasts & Fasts Calendar of The Episcopal Church, and authorize trial use of the proper for the triennial 2023-2024 to be celebrated on March 13; and be it further

Resolved, that this 80th General Convention approve the appropriate proper to be prepared by the Standing Commission on Liturgy and Music.

Explanation

The Episcopal Church publishes Lesser Feasts & Fasts, which contains feast days for the various men and women the Church wishes to honor. Bishop Harris died on March 13, 2020. While the typical process calls for such a resolution, seeking to add a name to the Calendar, be presented at two successive General Conventions, there have been exceptions to this rule. For example, the Episcopal Church added Jonathan Myrick Daniels to its Lesser Feasts and Fasts calendar of commemorations in 1994. His feast day is August 14, the day of his arrest. It seems appropriate in this case since Bishop Harris was a woman of color as well as the first woman ordained bishop, which will not change over time.

Barbara C. Harris (1930 – 2020) became the first woman to be ordained a bishop in the worldwide Anglican Communion on February 11, 1989. Her years of episcopal leadership were filled with traveling and witnessing, preaching, and teaching and administering the sacraments. A gifted storyteller known for her quick wit and raspy-voiced delivery, she was also a spirited and sought-after preacher of hymn laced, Gospel-grounded sermons, and an outspoken advocate for, in her words, "the least, the lost and the left out." With great grace, she worked tirelessly serving the people of the Episcopal Diocese of Massachusetts as their Suffragan Bishop for 13 years, until her retirement in 2002.

After her retirement, she served from 2003 until 2007 as an Assisting Bishop in the Diocese of Washington (D.C.) where she won many friends and colleagues.

Resolution 3: on Creation of a Task Force on Black Ministries for the Diocese of Washington

Submitted by: The Rev. Antonio J. Baxter, Atonement; the Rev. Ricardo Sheppard, Atonement.

Resolved, that the 127th Convention of the Diocese of Washington establish a Task Force on Black Ministries to study the revitalization of Black Churches in the Episcopal Diocese of Washington; and be it further

Resolved, that a Task Force on Black Ministries be appointed by the Diocesan Council consisting of members of churches (task force of ten) that are historically black or who have a significant Black membership; and be it further

Resolved, that this Task Force on Black Ministries will complete its work by September 1, 2022 and make recommendations to the Diocesan Council to enhance, revitalize, and empower Black churches and Black parishioners in the Diocese of Washington; and be it further

Resolved, that This Task Force on Black Ministries will examine issues such as racism and its impact on the vitality of Black Churches in the Diocese of Washington, strategies needed specifically to ensure vitality of Black Churches in the Diocese of Washington, and specific resources needed to make these strategies successful.

Explanation

The National Episcopal Church has an Office of Black ministries with the mission to inspire, transform and empower the people of the African Diaspora to live fully into the Jesus Movement. The missional priorities of this office include the following: To provide an overview of and/or processes for developing congregations' vitality through investment in people, to educate and empower congregations and leaders to engage in processes for strategic revitalization, and to develop and support lay and ordained leadership.

The Task Force on Black Ministries would be charged using these missional priorities to look at past injustices and to develop strategies and the resources needed to make Black parishes viable in the diocese. There have been some historically Black Episcopal Churches that have closed or that face significant challenges in vitality. It is critical to maintain their vitality because as noted in a report in the Philadelphia Tribune, 75 percent of Black priest come from Black parishes[1]. Their vitality is critical to ensure the representation of Black clergy in the diocese. Also, the Task Force on Black Ministries would examine practices and models in evangelism, worship, and mission that would be more conducive to their revitalization from the Black church perspective.

The initial creation of the Task Force on Black Ministries will not require funding at this time if the Task Force is established via the resolution. However, there may be budget implications with the recommendations that the Task Force on Black Ministries may recommend. These recommendations will be submitted via resolution for the Diocesan Convention in 2023 in accordance with the provision that outline resolutions that have fiscal/budget impact.

1 Yonat Shimron. "Worries About Black Episcopal Churches Surface" accessed November 30, 2021, https://www.phillytrib.com/religion/worries-about-black-episcopal-churches-surface/article_5304facb-a4e7-5a56-bd76-d8119a59bb61.html

Resolution 4: on Confronting Christian Zionism

Lead Sponsor: Rev. Sari Ateek, Rector, St. John's Norwood Parish.

Co-Sponsors: The Rev. Canon John Peterson, Washington National Cathedral; the Rev. Rick Miles, Interim Rector, Grace Church, Georgetown; the Rev. David Wacaster, Rector, Good Shepherd; Delegates: Thomas Getman, St. Mark's, DC; Mary Neznek, St. Mark's, DC; John W. Harbeson, Redeemer; James Hamilton, Grace Church, Georgetown.

Resolved, that the 127th Convention of the Diocese of Washington submit the following resolution to the 80th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, that the 80th General Convention of the Episcopal Church reject the theology of Christian Zionism as a modern misinterpretation of scripture having no connection to the Creeds or the Prayer Book; and be it further

Resolved, that this Convention condemn the political policy positions promoted by such a theology.

Explanation

Christian Zionism is the theological belief that the establishment of the modern Jewish State of Israel in 1948 is a biblically mandated precondition for the Second Coming of Christ.

It originates from a theology called dispensationalism, which was developed in the 1830s by John Nelson Darby, an ex-priest of the Church of Ireland. Through an excessively literalist reading of scripture, dispensationalism sections off the Bible into distinct, stand-alone periods (or dispensations) claiming that God has a different standard of dealings with humanity in each of these periods. The theological conclusion of dispensationalism is that God has a separate plan of salvation for the Jewish people than for the church. Also, according to Darby, the return of the Jewish people to their ancient land would trigger the events of the Second Coming of Christ.

Over the next few decades, dispensationalism grew in popularity both in England and the United States, and was the theological impetus for literalist Christians to support the creation of a Jewish homeland in Palestine (eventually referred to as Christian Zionism). With the establishment of the State of Israel in 1948, Christian Zionism spread dramatically as many literalist Christians believed themselves to be witnessing the fulfillment of Biblical prophecy, and the first clear sign that the countdown to Armageddon had begun.

Today, this theologically flawed, literalist approach continues to support the belief that loving God must go hand-in-hand with blind support of the State of Israel without necessarily understanding the biblically unsound and very recent theological roots of Christian Zionism. In addition, it is crucial for the Episcopal Church to recognize that Christian Zionist teachings arise entirely from a Western colonial interpretation of the Bible, which corrupts God's promises in the Hebrew Scriptures, the Gospel message of justice and love, and the Baptismal Covenant. Christian Zionism is a harmful, nationalistic theology that erroneously views the Jewish people from a purely instrumental and distorted perspective of Christian eschatology. Furthermore, Christian Zionism has a very tangible negative impact on both the indigenous Palestinians, whom it sees as mere bystanders, if not obstacles to the fulfillment of God's providence, and to any attempts at a peace process since returning annexed land to the Palestinians threatens the necessary conditions for the fulfilment of prophecy. Thus, Christian Zionism has been used to support the State of Israel's continued annexation of the entire land of Palestine-Israel, and the displacement and oppression of the indigenous Palestinian people, including our Christian and Muslim brothers and sisters. Cathedral Canon John Peterson, cosponsor of this resolution, spent 12 years living in Jerusalem, as Dean of St. George's College. Canon Peterson reports, "I have witnessed first-hand the destructive impact that Christian Zionists have on the Church in Jerusalem, upon all Palestinians of whatever faith or no faith, and upon the prospects of peace in the long-suffering Holy Land."

Adoption of this resolution has no impact on the diocesan budget.

Resolution 5: on Opposing Israel's Apartheid

Lead Sponsor: Thomas Getman, Delegate, St. Mark's, DC

Co-Sponsors: The Rev. Rick Miles, Interim Rector, Grace Church, Georgetown; the Rev. David Wacaster, Rector, Good Shepherd; James Hamilton, Delegate, Grace Church, Georgetown; Mary Neznek, Delegate, St. Mark's, DC; John W. Harbeson, Delegate, Redeemer.

Resolved, that the 127th Convention of the Diocese of Washington submit the following resolution to the 80th General Convention of the Episcopal Church:

Resolved, that the House of _____ concurring, the General Convention of the Episcopal Church recognize that Israel's discriminatory legal system and treatment of the Palestinians correspond to the definitions of apartheid elaborated in the International Convention on the Suppression and Punishment of the Crime of Apartheid and set out in the Rome Statute of the International Criminal Court; and be it further

Resolved, that the General Convention condemn Israel's apartheid system as antithetical to the Gospel message and to our Baptismal Covenant to "strive for justice and peace among all people and respect the dignity of every human being;" and be it further

Resolved, that the General Convention, recognizing the complicity of the U.S. government in supporting and protecting Israel in its apartheid practices against the Palestinians, and deeming that support antithetical to America's fundamental values, call on the President and the U.S. Congress to condemn and oppose Israel's apartheid by all appropriate means, including imposition of sanctions and suspension of military aid.

Explanation

The crime of apartheid is codified in international law. Article II of the International Convention on the Suppression and Punishment of the Crime of Apartheid summarizes it as "an institutionalized regime of systematic oppression and domination by one racial group over any other racial group or groups and committed with the intention of maintaining that regime." The Palestinian people qualify as a racial group under the Convention because they have been treated as a racial group.

Since the founding of the state of Israel in 1948, indigenous Palestinian Arabs who managed to avoid expulsion from their homeland have lived in Israel subject to a de facto regime of apartheid (until 1966, they were under martial law) because they lack Jewish "nationality". After Israel conquered East Jerusalem, the West Bank and Gaza in the 1967 War, Palestinians not excluded from remaining in those areas have lived under a military occupation of an even more severe apartheid-like nature.

Over the years many knowledgeable people argued that Israel should be deemed an apartheid state (*e.g.*, "Report of UN Special Rapporteur for Palestine", John Dugard, 2007; "Occupation, colonialism, apartheid?" 2012, Human Sciences Research Council, South Africa). Others objected that, unlike South Africa, Israel did not intend to maintain an apartheid regime. This objection is no longer tenable.

In 2018, Israel enacted the Nation State Law into its "Basic Law" (equivalent to its constitution), which declared that "the right to exercise national self-determination" in Israel is "unique to the Jewish people," made Arabic no longer an official language, and established "Jewish settlement as a national value" which the state "will labor to encourage and promote." In 2020, Israel declared its intention to permanently annex more than half of the West Bank. To date, it has delayed execution

of the decision, which would violate international law, but has not altered its intention. These two actions established beyond reasonable doubt that Israel intends to maintain an apartheid regime discriminating against all non-Jews it governs.

In response, leading human rights organizations (HROs) issued major reports documenting in detail how the term apartheid is fully applicable as a legal description of the human rights regime in Israel and the Occupied Palestinian Territories.[1]

Christian Churches have formally condemned Israel's apartheid as a "sin against God's children" and condemned U.S. government "complicity". [2]

In May 2021, 93 American rabbinical students issued an open letter identifying a "spiritual crisis" in the fact that "Israel upholds two separate legal systems."

Beginning as early as 1976, the Episcopal Church ever more forcefully opposed apartheid in South Africa. Christian churches have a special responsibility to stand with Jews against bigotry and discrimination. Likewise, we have a duty to support Palestinians against apartheid.

Adoption of this resolution would not impact the diocesan budget.

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1 Reports include, "This Is Apartheid," January 2021, by leading Israeli HRO B'Tselem; "A Threshold Crossed," April 2021, by global HRO Human Rights Watch; and "Legal Opinion," 2020, by Israeli HRO Yesh Din (only examining Occupied Palestinian Territories).

2 "Declaration for a Just Peace between Israel and Palestine," July 2021, General Synod of the United Church of Christ (passed by 83%); "Recognition of Apartheid in Israel/Palestine," November 2021, Episcopal Diocese of Vermont (passed 89-25-16); "Resolution F-184," November 2021, Episcopal Diocese of Chicago (passed 78% to 22%); "Cry for Hope: A Decisive Call for Action," July 2020, Global Kairos for Justice (ecumenical Palestinian Christian coalition urges an end to "exclusivity and apartheid".

Resolution 6: on Defending the Right to Boycott

Lead Sponsor: The Rev. David C. Wacaster, Rector; Good Shepherd.

Co-Sponsors: The Rev. Rick Miles, Interim Rector, Grace Church, Georgetown; Delegates Thomas Getman, St. Mark's, DC; Mary Neznek, St. Mark's, DC; John W. Harbeson, Redeemer; James Hamilton, Grace Church, Georgetown.

Resolved, that the 127th Convention of the Diocese of Washington submits the following resolution to the 80th General Convention of the Episcopal Church:

Resolved, The House of _____ concurring, the 80th General Convention of The Episcopal Church calls on the President of the United States and the U.S. Congress to oppose legislation penalizing or criminalizing support for nonviolent boycotts, divestment and/or sanctions on behalf of Palestinian human rights.

Explanation

Boycotts (the refusal to buy products or services of a person, company or country as a way to protest policies and actions) are an important form of expression protected by the First Amendment. The Supreme Court has ruled governments may not dictate political beliefs as a condition for receiving public contracts. Nor may they punish those who engage in boycotts.

Boycotts as nonviolent political action to oppose injustice have an honorable history from Americans' pre-Revolutionary boycott of tea to the boycott of South Africa during apartheid, a boycott the Episcopal Church strongly supported.

The call for Boycott, Divestment, and Sanctions (BDS) issued by Palestinian civil society in 2005 launched a nonviolent movement patterned on the South African example. In its broadest form, BDS supports boycotts of and divestment from virtually all Israeli businesses and from businesses substantially involved with Israel. BDS does not call for the end of Israel but rather demands Israel comply with international law, respect human rights, and end the illegal occupation of Palestinian lands.

Over 100 measures have been introduced in state and local legislatures and in the U.S. Congress to punish BDS supporters, including those who merely refuse to pledge never to boycott Israel. To date, more than 30 states have enacted anti-BDS measures, including many governors' executive orders.

The American Civil Liberties Union, along with other civil liberties groups, has actively opposed anti-BDS legislation as an infringement of the constitutional right to boycott and inimical to the principles of free speech. Many cases have been filed challenging application of anti-BDS laws and orders, but without a definitive resolution of the controversy. Fear of retaliation and of the social opprobrium that often accompanies unfounded charges of antisemitism have chilled individual and corporate willingness to sue to uphold their rights. For example, Unilever Corporation, which owns Ben & Jerry's Ice Cream, has not defended itself against divestment of its stock by several state governments as punishment for Ben & Jerry's' decision to cease doing business in Jewish-only settlements on the West Bank. Consequently, others who may wish to boycott Israel are often afraid to do so. Anti-Semitism is hostility to or prejudice against Jewish people and Judaism. Criticism of the secular government of Israel and its policies is not Anti-Semitic.

Whatever one's stance on BDS, in view of the ongoing assault on the right to boycott, this resolution's defense of the First Amendment right to speak and to act nonviolently in accordance with one's conscience is required as a matter of honoring our baptismal vows.

Adoption of this resolution has no impact on the diocesan budget.

2021 Annual Report

https://edow.org/2021/12/09/2021-annual-report/

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See–I am doing a new thing.
Isaiah 43:19

Welcome from Bishop Mariann





Dear Diocesan Family,

In the season where God reminds us that all good things are still possible, and in anticipation of the third year of our diocesan strategic plan, I am grateful for the opportunity to reflect with you on the fruitfulness of our efforts in 2021. In the pages of this Annual Report, you will find the story of a diocesan community focused on growth and vitality. A diocese that is ***drawing people to Jesus and embodying his love for the world by equipping faith communities, promoting spiritual growth and striving for justice.***

First I must acknowledge the context of our work, which has not been easy for anyone and especially difficult for some. The constant adjustment to an ever-changing pandemic reality has been challenging. The pastoral care needs within our congregations and the communities we serve remain high. The past two years have shined a spotlight on much that is not in our nation.

Yet within the pain and uncertainty, God is faithful. We have experienced the truth of St. Paul's words: *Faith, hope, and love remain. And the greatest of these is love.*

Carefully stewarding our resources and adhering to the path of strategic plan, as a diocese we are facing the challenges before us with clarity of purpose and hearts lightened by one another's witness.

I give thanks every day for the privilege of being your bishop and serving Christ with you. And I am grateful to share within this report all the good work we have begun in Jesus' name.

As we turn our collective gaze toward 2022, may God bless and guide us all.

Faithfully,

Bishop Mariann

The Rt. Rev. Mariann Edgar Budde
Bishop of Washington

Revitalization







Church revitalization is one of the three key areas of focus in our diocesan strategic plan — and 2021 saw a tremendous amount of progress toward our year two objective for this priority: ***engaging all congregations in the diocese with health assessments & revitalization strategies, including the implementation of the Tending Our Soil Thriving Congregations initiative.***

Highlights of 2021

Together, this year we:

- Onboarded **The Rev. Canon Anne-Marie Jeffery** to serve as Canon for Congregational Vitality
- Passed the Canon for Diocesan Stewardship and Parish Viability at the Special Convention held in April (also known as "Canon 54")
- Implemented Canon 54 for the first time by parish leadership request
- Created a pastoral approach to walking with congregations through the Canon 54 process
- Conducted 58 parish check-ins over the summer
- Developed and held warden and vestry trainings through the School for Christian Faith and Leadership
- Restructured the Parish Transitions process
- Partnered with the Diocese of Maryland and the Claggett Center to provide camp for our rising generations and retreat opportunities to our leaders and parish members
- Launched the first cohort of the Tending Our Soil Thriving Congregations Initiative with 12 participating congregations
- Called **The Rev. Lisa Barrowclough** as our first Dean of Chaplains
- Reconvened the Parish Vitality Working Group
- Expanded the dialogue about the Vital Signs of Parish Health with various offerings, including an evening of Sharing Vital Stories

Vital Signs of Parish Health

First introduced in 2020, the Vital Signs of Parish Health were forged in response to the question: **How do we grow?**

After much discernment and discussion with leaders across the diocese, the answer became clear: **We grow by being attentive to the areas that make a healthy church.**

As much as we might wish, we know there is no "magic wand" for revitalization, no single event that will cause people to start coming to a parish. Instead, it takes consistent work in the areas named by our diocesan community:

- Compelling Mission & Vision
- Clear Path of Discipleship
- Faithful Financial Practices
- Inspiring & Capable Leadership
- Welcome & Connecting Ministries
- Uplifting & Inviting Worship
- Blessing Our Community

In 2021, the Vital Signs of Parish Health became increasingly foundational to our work with congregations – they are becoming part of our diocesan language. We will continue using the Vital Signs for the foreseeable future and incorporate them into all of our revitalization work.

- The Vital Signs are integral in the Tending Our Soil Thriving Congregations Initiative
- Congregations now work through the Vital Signs as part of a revamped clergy transition process to help identify what is needed in new clergy leadership
- Leaders at 31 of the 58 parishes that participated in the parish check-in process this summer have either attended a Vital Signs-related School offering or used the Vital Signs during vestry discussions

Implementing a church revitalization strategy that leads to healthy, thriving congregations throughout the Diocese of Washington and reverses the trends of decline is one of the three key priorities of our diocesan strategic plan.

Regional Deans & New Dean of Chaplains

Part of our commitment to congregational vitality is to strengthen relationships, foster collaborative efforts between congregations and provide a greater diocesan presence in each region of the diocese. Regional deans serve as a point of connection, not only between diocesan staff and the regions, but within the leadership of the regions themselves. 2021 was the first full year of service with the regional dean structure fully in place.

This year, our regional deans:

- Met regularly with both diocesan staff and regional leaders
- Played a critical role in planning the fall Clergy Conference
- Helped set the agenda and served as hosts for the online regional gatherings in the October and November
- Were an integral communications link within regions and around the diocese
- Convened over 65 monthly meetings with regional parish clergy

In addition:

- **The Rev. Richard Wall** agreed to serve as co-dean of the Central DC region when the Rev. Rondesia Jarrett-Schell accepted a call to serve as interim rector at St. Stephen and the Incarnation
- **The Rev. Lisa Barrowclough** was commissioned to serve as our inaugural Dean of Chaplains

Revitalization: Pivoting to 2022

In 2022, we will expand best practices for the Vital Signs of Parish Health with offerings from the School for Christian Faith and Leadership and in our work with individual congregations, as we lay the groundwork to address another key priority in our diocesan strategic plan: to "***launch or relaunch (up to) three worshiping communities focused on rising generations so that we become a spiritual home for our children and grandchildren.***"

Faith & Leadership







Inspiring every person to grow in faith and equipping our leaders to lead well comprise another of the three key areas of focus in our diocesan strategic plan. We met our year two objective – to expand the School for Christian Faith and Leadership and strengthen its foundations – while also developing and launching other important diocesan initiatives.

The School for Christian Faith and Leadership

To inspire, equip, connect, and empower the people of God for life and leadership.

- Mission statement of the School for Christian Faith and Leadership

Leading up to the School for Christian Faith and Leadership's official "hard launch" in September of this year, diocesan staff and members of the School's Advisory Board, under the leadership of Dr. Jordan Rippy, spent much of their time building a foundation for long-term success.

Since the beginning of 2021, we:

- Onboarded The Rev. Emily Snowden as Program Coordinator for both the School for Christian Faith and Leadership and the Tending Our Soil Thriving Congregations initiative
- Developed a learning hub that houses the School's assets in an easy to use online platform
- Offered over 60 courses, both live and on demand
- Served over 2,000 students with over 1,000 course registrations
- Invited more than 20 subject matter experts from inside the diocese to lead courses
- Created practical, self-guided toolkits for parish leaders like Vestry 101 (en español) and the Warden Training Toolbox

To more accurately reflect her leadership, The Rev. Jenifer Gamber's title was changed to Director of the School for Christian Faith and Leadership and the Tending Our Soil Thriving Congregations initiative.

The School in 2022

Next year, the School will continue developing its offerings, focusing on "growing young" and "201 level" courses. We will also expand resources for our Latino congregations. Explore the offerings of the School at www.school.edow.org.

Path of Discipleship

One of the seven Vital Signs of Parish Health is a "Clear Path of Discipleship." In order to help our congregations strengthen their offerings in this area, earlier this year, The Rev. Jenifer Gamber convened a group of leaders to spend time exploring and refining what elements are needed in order to make a path of discipleship that can grow and adapt to wherever a person is at in their stage of life and spirituality.

From this Work, we Developed:

- A diocesan Path of Discipleship with five essential practices to grow in faith
- A Path of Discipleship app (Apple App Store | Google Play)

- Discussion cards for different ages
- And a suite of downloadable posters with examples of the practices

Discover-Embrace-Become

To support the Path of Discipleship, the School developed Discover-Embrace-Become, a formation series that helps newcomers and long-time members alike grow with faith and features videos of congregational leaders telling their faith stories. The series can be used to prepare people for sacramental commitments of baptism and confirmation.

Tending Our Soil Thriving Congregations Initiative

To cultivate the changed soil of our diocese so that God's love might grow in our time and place.

- Mission statement of the Tending Our Soil Thriving Congregations Initiative

In the fall of 2020, the Episcopal Diocese of Washington received a 5-year grant of $1,000,000 from Lilly Endowment Inc. to help establish the Tending Our Soil Thriving Congregations Initiative.

Through this Initiative:

- Up to 36 congregations will gather in peer-to-peer learning cohorts
- The diocese will train 12 coaches to accompany congregations in the process
- Congregations will clarify mission and innovate toward greater health

In this Launch Year,

- 4 members of the diocese, both clergy and lay, completed training to become coaches for participating congregations
- 12 congregations from 7 regions began peer learning cohorts, the start of a three-year journey of learning and reimagining Chrisitan practices to meet a changing culture
- The peer cohorts attended the first 2 of 4 quarterly learning labs in Year 1: Mission and Vision, a year of listening for what God is up to in our congregations and neighborhoods
- Cohort congregations took assessments to learn about their readiness to grow
- Cohort congregations are reconnecting with their histories and reaching out to their community neighbors
- Resources crafted for the Tending Our Soil initiative are available for every congregation

Tending Our Soil in 2022

In the coming year, the Tending Our Soil initiative will continue following its mission.

- Congregations are invited to apply for the second peer cohort. Applications open January 1 and the deadline to apply is March 1, 2022
- Up to 12 congregations will be selected and begin preparations to start in June
- 4 new coaches will be trained to accompany the second peer cohort congregations
- The first cohort will wrap up their Year One work and begin Year Two: Plan and Equip the Vision





Equity & Justice

In 2021, our focus for the Equity and Justice objective of the diocesan strategic plan has been to:

Bravely uncover, understand, reckon with and act to dismantle racism within ourselves, our faith communities, the Diocese and our localities.

The first step in helping the diocese to advance this objective was to hire a new Missioner for Equity and Justice. Earlier this year, Hazel Monae accepted the call to this work and has spent much of 2021 familiarizing herself with existing equity and justice initiatives and building relationships with various committees, task forces, community builders and activists in our parishes, surrounding communities and the wider church.

What did we do this year? We:

- Joined the Racial Justice Virtual Pilgrimage through the Absalom Jones Center for Racial Healing
- Offered an LGBTQIA Workshop, Training
- Organized *The Church Cracked Open* book discussion with author The Rev. Canon Stephanie Spellers
- Offered Resilience for Activists course through the School for Christian Faith and Leadership course through the School for Christian Faith and Leadership
- Launched the First Cohort of The Reparations Task Force Congregational History Project
- Ran an EDOW Racism 101 training, grounded in the Baptismal Covenant and Becoming Beloved Community
- Began rebuilding a Prison Ministry Strategy
- Extended ongoing support of the Washington National Cathedral Sanctuary Ministry
- Convened the Equity & Justice Steering Committee
- Established the Afghan Refugee Response Team in the wake of the end of the war in Afghanistan to respond to the urgent needs refugees arriving in this area
  - 25 parishes participating/sponsoring
  - The Team published a Mentor Resource Guide for Sponsoring and Assisting Refugee Resettlement
  - Created an EDOW Afghan Refugee Ministry Listserv
- Supported ongoing antiracism work in congregations (including Sacred Ground and Becoming Beloved Community offerings)
- Held vigils for Derek Chauvin verdict and the first anniversary of the killing of George Floyd

Pivot to 2022

In 2022, as an extension of our work to become a more equitable and just diocese/region, we will focus our equity and justice energy on Creation Care, LGBTQIA+ Cultural Competency & Humility and continued AntiRacism work.

Creation Care:

- Building a diocesan-wide task force
- Auditing where Creation Care efforts are in every congregation
- Creating a strategy for cross-diocesan engagement

LGBTQIA+ Cultural Competency & Humility Work:

- Offering a 6-week series through the School for Christian Faith and Leadership
- Providing ongoing training for both diocesan and Washington National Cathedral staff
- Building relationships within the DC/MD area to hold ourselves accountable

Programs & Operations





Bishop Mariann and diocesan staff devote much of our time to facilitating the work of the diocese. We couldn't do this alone and give thanks for all the regional deans, leadership bodies, committee members and congregational leaders who help us in equipping faith communities, promoting spiritual growth and striving for justice. With you, we are creating a diocese *that draws on the gifts of all God's people to serve Christ together and live Jesus' Way of Love*.

In this section of the Annual Report, we share the areas of our everyday ministry that, while not specifically part of our diocesan strategic plan, are nevertheless essential components for a healthy, vibrant diocese.

Bishop's Office

We are grateful to report that Bishop Mariann was able to resume in-person visitations to parishes as well as conduct the acts required of her episcopate by canon.

In 2021, Bishop Mariann

- Presided over the diocese's first ever virtual Annual Convention in January and the Special Convention in April
- Conducted 35 parish visitations
- Confirmed, received, and reaffirmed 206 people from 28 parishes at two confirmation services at Washington National Cathedral and while conducting visitations
- Ordained the Rev. Catherine Ballinger, the Rev. Hope Christiansen, and the Rev. Douglas Kirby to the sacred order of priests in June
- Ordained 2 people to the priesthood on behalf of other dioceses (The Rev. Ryan Wiksell and The Rev. Christopher Phillips)
- Installed the Rev. Canon Michele V. Hagans as a Diocesan Canon Emerita on November 30
- Installed The Rev. Lisa Ahuja as rector of St. Thomas, DC, The Rev. Javier Garcia Ocampo as rector of Ascension, Gaithersburg, and The Rev. Todd Thomas as rector of St. Timothy's, DC
- Along with senior staff, met with the wardens of the diocese during two online sessions in September
- Made herself available to clergy and leaders for pastoral support
- Convened quarterly sessions with staff to track progress on strategic plan objectives

Diocesan Staff Transitions

Though 2021 saw both planned and unexpected transition on diocesan staff, our investment in developing clear, intentional job descriptions meant that we were able to recruit and hire exceptional talent to join our efforts to become a diocese that *draws people to Jesus and embodies his love for the world.*

This Year, we bid Farewell to Diocesan Staff Members:

- **The Rev. Canon Paula E. Clark**, who was elected bishop of Chicago in the fall of 2020
- **The Rev. Sarabeth Goodwin**, who retired after nearly 7 years as Latino missioner
- **Ms. Cheryl Daves Wilburn**, who retired after nearly a half-century of serving the diocese
- **The Rev. Todd Thomas**, who answered the call to become rector of St. Timothy's over the summer

- **Bishop Chilton Knudsen**, who answered the call to serve as assisting bishop in Chicago during Bishop-elect Paula's recovery
- **The Rev. Canon Michele Hagans**, who retired after serving as canon for ministry initiatives

And Welcomed New Staff Members:

- **Ms. Amanda Anderson**, who serves as Executive Assistant to Bishop Mariann
- **The Rev. Emily Snowden**, who serves as the Program Coordinator for the School for Christian Faith and Leadership and the Tending Our Soil Thriving Congregations Initiative
- **Ms. Hazel Monae**, who serves as the Missioner for Equity and Justice
- **Mr. Allen Fitzpatrick**, who serves as the Executive Assistant to the Canons
- **The Rev. Canon Anne-Marie Jeffery**, who serves as the Canon for Congregational Vitality

We also made Strategic Shifts to the Internal Structure of the Staff, Naming:

- **The Rev. Canon Andrew Walter** as Canon to the Ordinary and Chief Operating Officer
- **Ms. Mildred Briones Reyes** as Missioner for Latino/Hispanic Ministries & Diocesan Initiatives
- **The Rev. Jenifer Gamber** as Director of the School for Christian Faith and Leadership and the Tending Our Soil Thriving Congregations Initiative

As part of our commitment to maintaining a healthy, vibrant work environment, diocesan staff holds quarterly retreats. In the spring, our friends at the Unstuck Group led us through a teambuilding exercise. In September, we met as a full staff in-person for the first time with all the new staff in place to learn about Enneagram.

Ordination Process

The Rev. Dr. Robert Phillips, Canon for Leadership Development and Congregational Care; the Ven. Sue von Rautenkranz, Archdeacon and Diocesan Liturgist; and the Rev. Yoimel González Hernández, Dean of the Latino Deacons' School, lead operations with the Commission on Ministry for the ordination process in the diocese.

Priesthood formation process

- We accepted 1 individual into the priesthood formation process
- There are 7 postulants in the process, studying at 4 seminaries
- We ordained 3 individuals into the priesthood
- We will hold a transitional deacon ordination service at Washington National Cathedral on January 13 for 2 persons; God willing and the people consenting these 2 persons will be ordained to the priesthood on July 23

Diaconal formation process

- 6 people were made postulants
- 10 people were made candidates; God willing and the people consenting, they will be ordained in the fall of 2022
- The next Workshop Day on the Diaconate will occur in the fall of 2022
  Latino Deacons School
- The Spanish language 1-year academic curriculum has been fully developed
- We are in the process of loading this curriculum into the School for Christian Faith and Leadership's learning management system so that we may broaden access not only to our students, but those in other dioceses
- We reported to the Province III Synod that this curriculum is available beginning January 2022, and we have contacted all archdeacons and deacon formation leaders that their students could begin taking courses at that time
- 1 postulant will be formed through the Latino Deacons School beginning in January 2022

Deacons School

- All Deacons School coursework and classes are bilingual
- 10 candidates are participating in Deacons School, our 18-month program in practical formation
- All 10 candidates have completed their social service internships and are currently in the middle of their parish internships

Clergy Transitions

Early in 2021, Canon Robert Phillips led a team through revisioning how clergy and parish transitions are handled in the diocese that includes, among other additions, the opportunity for congregations to examine their parish through the lens of the Vital Signs of Parish Heath.

- 21 parishes will have experienced a change in clergy leadership in 2021
- 16 priests were called to new parish ministries
  - 5 rectors/PIC
  - 6 interims
  - 5 associates
- 11 priests participated in Genesis 2021-2022, the diocesan program designed to onboard priests in new calls to better equip them for success. 13 priests completed Genesis 2020-2021
- Upon the conclusion of 2021, there are 34 parishes in "active transition" (*i.e.* parishes with an Interim Rector, Priest-in-Charge, or Supply/Long-term Supply)

Latino/Hispanic Ministry

Mildred Briones Reyes was named Missioner for Latino/Hispanic Ministries and Diocesan Initiatives upon the retirement of The Rev. Sarabeth Goodwin. Among Mildred's first objectives for Latino/Hispanic Ministry in the diocese is increasing access to diocesan resources in Spanish.

Other Diocesan Initiatives in Latino/Hispanic Ministry this Year Included:

- Building relationships with leaders and engaging in conversations about opportunities for growth and vitality in our Latino faith communities
- Growing participation in and support for Washington National Cathedral Sanctuary Ministry and their advocacy work
  - Members of the Sanctuary Ministry participated in the Fast for a Path to Citizenship in June
- Supporting parish leaders who wish to explore the development of Latino/Hispanic Ministry in their congregations
- In September, we highlighted Latino Ministry in the Diocesan Bulletin newsletter which included a reflection on faith by Mildred (en español | in English)

In 2022, Latino/Hispanic Ministry in the Diocese will Focus on:

- Convening a Latino/Hispanic Ministry advisory council
- Equipping Latino/Hispanic leaders with resources and tools for skill development, awareness building, spiritual growth and faith formation
- Identifying and developing strategies to engage with critical Equity and Justice issues affecting Latino/Hispanic communities throughout the Diocese

Diaconal Ministry

While the pandemic reinforced our conviction that deacons are an essential part of our diocesan ministry, this year has seen a blossoming of their leadership in the diocese. We are grateful for their service among and beside us, and for the leadership of The Ven. Sue L. von Rautenkranz, archdeacon, who directs the formation and placement of deacons in the diocese.

- Many of our deacons remained engaged in a variety of food pantries and feeding programs around the diocese; most significantly in response to communities that continue to be heavily impacted by the pandemic

- Deacons are leading the Afghan refugee response efforts in the diocese through the Afghan Refugee Response Team
- Other deacons are deeply involved in advocacy efforts around homelessness, immigrant and refugee rights, returning citizen, and voter registration
- Deacons Steve Seely, Terri Murphy, Antonio Baxter, Anne Derse Ethan Bishop-Henchman, and Archdeacon Sue L. von Rautenkranz contributed articles to the October 14 edition of the *Diocesan Bulletin* highlighting diaconal ministry in the diocese

Diocesan Liturgies

The Ven. Sue von Rautenkranz serves as archdeacon of the diocese and also as the diocesan liturgist. We give thanks for her hard work in the development of the services that sustained our communal life this year.

- Worship at January's virtual Convention and April's virtual Special Convention
- Spring Clergy Renewal of Vows services
- The ordination of 3 persons to the priesthood at Washington National Cathedral (the Rev. Catherine Ballinger, the Rev. Hope Christiansen, and the Rev. Douglas Kirby, combining in-person attendance and live-streaming in compliance with social distancing requirements
- August Diocesan-wide service at Washington National Cathedral
- September farewell service for Bishop Chilton Knudsen
- October Clergy Conference offering an opportunity for clergy to come together with their bishop and each other for prayer, refreshment and conversation
- May and October Confirmation services both in the Cathedral and the All Hallows Amphitheater, provided an opportunity for persons to make an adult affirmation of their baptismal vows
- Installation service for the Rev. Todd Thomas, as rector of St. Timothy's, DC in October
- Installation of the Rev. Canon Michele V. Hagans as Canon Emerita of the Diocese in November

Faith Formation

Diocesan staff convened youth ministry leaders several times throughout the year for fellowship and mutual support. Through the School for Christian Faith and Leadership, we developed both a Path of Discipleship and supporting resources (Find the Path of Discipleship app in the Apple App Store or on Google Play, discussion cards for different ages, and a suite of downloadable posters with examples of the practices, the diocese). In the late fall, we launched the search for a new Missioner for Faith Formation and look forward to calling someone soon.

And out of the belief that transformational and formational experiences are essential to the faith development of adults, young adults, and youth, the Dioceses of Washington and Maryland agreed to an historic cooperative relationship for camping and conference ministries located at the Claggett Center.

Business Affairs Office

The Business Affairs Office tends to the financial and human resource needs of daily diocesan life. In 2021, Kathleen Hall, Director of Administration and Human Resources, and Kelly Cooper, Financial Analyst, in collaboration with the Human Resources and Finance committees and supporting staff have:

- Assisted parish leaders in the transition to Praesidium Academy for Safe Church courses
- Supported over 150 retired clergy and their spouses through the change in health benefits plans
- Distributed $85,000 to families, food banks, and feeding programs under the auspices of the COVID-19 Emergency Relief Fund
- Processed $145,000 in congregational growth grants and parish assistance grants for 15 parishes
- Conducted in-depth review of 18 parish audits or financial statements submitted to the Diocese

Communications and Technology

2021 marked a number of "firsts" for the diocese in the realm of communications and technology.

- In January, we held our first virtual Annual Convention, then followed it in April with a virtual Special Convention
- Leading up to Convention, we held our first online hearings to discuss resolutions
- We debuted our first phone app (Path of Discipleship, available on Apple App Store | Google Play)
- We debuted a robust learning management system capable of handle offerings from the School for Christian Faith and Leadership and growing with us as the School evolves

While not a "first" for the diocese, we also undertook a complete renewal of the diocesan website to better align it with our current mission priorities and leverage the advances in technology that have occurred since we last refreshed.

Finally, under the rubric of "internal" communications, communications manager Keely Thrall prepared a content strategy for diocesan communications, a crisis communications plan, and is working with a small team to punch up our diocesan social media presence (We invite you to follow us on Instagram and Facebook).

Finance & Budget







Being faithful stewards of the Diocese's resources is of primary concern to Bishop Mariann and the diocesan staff. In 2021, both staff and members of the various financial committees continued not only to seek ways in which we might do more with less but also how we might best invest resources to align with our strategic plan goals of congregational vitality, spiritual formation, and racial equity.

Finance Committee

Throughout the year, the Finance Committee closely monitored the 2021 budget to ensure the ongoing pandemic would not further impact the diocesan budget. Thankfully, congregational giving came in higher than originally budgeted, allowing the Committee to reforecast the budget in mid-June and reducing the anticipated draw from diocesan reserves needed to fund ongoing operations and ministry. Over the summer, the Finance Committee began the process of drafting the 2022 budget so that Diocesan Council and the Convention of the Diocese of Washington could make decisions about the upcoming year's spending priorities.

Financial Resources Committee

The Financial Resources Committee (FRC) is charged with the design and implementation of plans to strengthen the financial capacity and ministry of congregations in the Diocese of Washington. The FRC is pleased to have offered a number of helpful resources this year:

- For the third year in a row, the FRC prepared materials for its annual giving campaign toolkit, keeping the needs of an online campaign in mind. Inspired by the verse… *for we walk by faith, not by sight…* (2 Corinthians 5:7), the committee chose We've Come this far by Faith as the theme this year
  - o At least 10 of our parishes used some, or all, of this year's theme and materials. We're also aware of other dioceses and denominations who have used the theme and/or materials
  - o The resources of the toolkit have been accessed by over hundreds of users since it was published in June
  - o The FRC conducted its usual summer workshops in preparation for fall Annual Pledge Campaigns. Workshops were held in June, July, and August, with strong sign-ups for these now annual offerings
- The FRC conducted webinars on a variety of topics ranging from best practices for virtual stewardship campaigns to support for parish treasures, especially those positions held by volunteers
- FRC offered individual consultations and annual giving campaign support in support of several congregations across the diocese

The FRC looks forward to continuing to provide support for Annual Giving Campaigns with a new toolkit available in early summer. The committee will also be expanding its offerings into areas such as Small Campaigns (4 zeroes or less), Networking for Stewardship Committee Chairs, a Toolkit for Treasurers, and School offerings for Clergy and Preaching About Money.

Grants Disbursed

In 2021, the Diocese of Washington continued to disburse life- and ministry-changing grants to our congregations and wider communities.

COVID-19 Emergency Relief Fund

- We distributed $17,900 to 48 individual and family recipients
- We distributed $65,000 to 5 feeding programs and food pantries

Congregational Growth Grants

- We awarded $117,990 in Congregational Growth Grants to 14 parishes in, focusing on technology as we emerge from pandemic to meet the needs of a changing world

St. Mary's County Scholarship Fund

- We awarded $18,000 to 24 recipients to help support black students from St. Mary's County in pursuit of a degree in an accredited college/university or certification in a post secondary educational program

Highlights of 2021 and Pivot to 2022

- For 2021, Congregational Giving was originally budgeted at $2 million, and then in June, reforecast to be $2.25 million, as congregational pledges came in higher than first expected
- Additional cost savings, beyond those adopted in 2020 when all discretionary spending was greatly reduced, were implemented where possible
- Total projected revenue for 2021 was still expected to fall short of anticipated expenses by $160,000, and to bridge this gap, the Convention approved a draw on accumulated Diocesan assets as an investment in the strategic plan and preserving the human capital of the Diocese
- To date, expenses for 2021 have come in lower than expected, reducing the potential need to draw on reserves
- For 2022, Congregational Giving is budgeted at $2.3 million, a slight increase over the reforecasted budget for 2021
- To support the new partnership with the Diocese of Maryland at the Claggett Center, Diocesan Council voted to approve a gift to the Claggett Center's capital campaign
- In 2022, income from the Soper Fund is anticipated to grow by $200,000 due to continued rising markets
- After being held steady for 2021, staff salaries are budgeted to increase 3% for 2022