The Episcopal Diocese of Washington



2025 Journal

Directory of the Diocese of Washington and Journal of the One Hundred Thirtieth Annual Meeting of the Convention of the Diocese of Washington

January 26, 2025

Held at
Washington National Cathedral
Washington, DC

Keith Roachford
Secretary of the Convention

Emily M. Blecksmith
Editor

Published by the Convention
of the Protestant Episcopal Church
of the Diocese of Washington
2025

The entire 2025 Journal & Directory and the Supplement of the Constitution and Canons can be found online at *http://www.edow.org*

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. Harry T. Harper
June 4, 1926 — February 25, 2024

The Rev. Earl A. Neil
December 17, 1935 — March 11, 2024

The Rev. Nancy Noall
July 8, 1936 — March 12, 2024

The Rev. Harrison Owen
December 2, 1936 — March 16, 2024

The Rev. Nilda Lucca de Anaya
August 15, 1927 — April 30, 2024

The Rev. Carla Thompson
March 20, 1948 — August 29, 2024

The Rev. Dr. Theodore Johnson
June 13, 1944 — December 16, 2024

Contents

Part I: Directories

Diocesan Staff 5
Convention Officers, Committees, Commissions, and Boards. 7
The Diocesan Council. 9
Program Committees 13
Diocesan Regions 16
Parishes, Separate Congregations & Missions
Alphabetically by Name 18
Diocesan Chapels 46
Church–Related Institutions and Organizations. 47

Part II: Annual Convention Proceedings

The Bishop's Convention Address 55
Journal of Proceedings, One Hundred Thirtieth Convention 64
Report of Nominations. 65
Standing Committee Voting Results. 65
Report of the Reparations Committee 66
1. Resolution: Acknowledgement and Equity (Adopted) 67
2. Resolution: Creation of a Reparations Committee for Reparations in the Episcopal Diocese of Washington (Adopted as Amended) 69
3. Resolution: Funding Reparations in the Episcopal Diocese of Washington (Adopted) 71
Treasurer's Report. 74
Recognition of the Rev. Dr. Robert Phillips 75
Tending Our Soil: Next Vital Steps. 75
Presentation and Adoption of 2025 Budget. 75
Report of the Committee on Congregational Stewardship and Diocesan Support. 76
Report of the Committee on the Constitution and Canons 77
Report of the Committee on Resolutions
4. Resolution: Urging the Diocese and Parishes to Participate in Energy-Usage Study (Adopted as Amended) 92
5. Resolution: Affordable Healthcare for Social Justice (Adopted) 95
Clerical Members 98
Lay Members 103
Reports Submitted by Title
Report of the Standing Committee. 107
Report of the Finance Committee. 108
Report of the Diocesan Council 109
Report of the Historiographer. 112
Report of the Human Resources Committee 112
Report of the Investment Committee 113

Report of the Committee on Diocesan Reparations 115
Report of the Committee on Congregational Stewardship and Diocesan Support 117

Part III: Official Acts, Budget, and Statistical Reports

The Bishop's Official Acts for 2024 122
2024 Financial Commitments 132
2024 Budget for Mission and Ministry 136
Auditor's Report 142
Statistical Summaries of the 2024 Parochial Report
Table 1 — Sacraments, Holy Communion and Other Services 169
Table 2 — Church Membership and Pledge 175
Table 3 — Attendance and Apportionment of Lay Delegates for the 2026 Diocesan Convention 180
Table 4 — Revenue 183
Table 5 — Expenditures 188
Table 6 — Clergy Compensation for 2024 193

Constitution and Canons for the Diocese of Washington can be found online at www.edow.org.

Part I: Directories

Episcopal Church House, Mount Saint Alban, Washington, DC 20016–5094
Tel: (202) 537–6555 — Main Fax: (202) 364–6605 — Business Fax: (202) 537–2385
Website: *http://www.edow.org*

E–mail addresses are the first initial and the last name @edow.org; *i.e. jdoe@edow.org*; exceptions are noted in the listings below.

Bishop's Office

The Rt. Rev. Mariann Edgar Budde, Bishop of Washington . . . . . (202) 537–6550
Annemarie Quigley, Executive Assistant to Bp. Budde . . . . . (202) 537–6543
The Rt. Rev. Eugene Taylor Sutton,
Part-time Assisting Bishop of Washington . . . . . (202) 537-6535

Senior Staff

The Rev. Dr. Anne-Marie Jeffery,
Canon for Congregational Vitality . . . . . (202) 537–6552
The Rev. Andrew Walter,
Canon to the Ordinary/Chief Operating Officer . . . . . (202) 537–6530

Diocesan Staff

The Rev. Amanda Akes-Cardwell, Director of Formation
and Discernment. . . . . (202) 537–6542
Amanda Anderson,
Executive Assistant for the School for
Christian Faith and Leadership. . . . . (202) 537-6543
Emily Blecksmith,
Convention and Data Manager. . . . . (202) 537-6526
Lynn Chernik, Receptionist. . . . . (202) 537–6555
Kelly Cooper, Financial Analyst. . . . . (202) 537–6539
Michelle Dibblee, Missioner for Equity and Justice . . . . . (202) 537-6560
Allen Fitzpatrick, Diocesan Administrator. . . . . (202) 537-6535
The Rev. Rhodesia Jarrett-Schell,
Bowie Church Planter. . . . . *rjarrett-schell@edow.org*
The Rev. Emily Labrecque,
Missioner for Parish Renewal Initiatives . . . . . (202) 537-6441
The Rev. Pete Nunnally,
Water and Wilderness Church Planter . . . . . (202) 352-4552
The Rev. Anna B. Olson,
Canon for Faith, Leadership and Collaboration . . . . . (202) 537-6546
Mildred J. Reyes, Missioner for Latino/Hispanic Ministries
and Diocesan Initiatives . . . . . (202) 537–6524
The Ven. Steve Seely, Archdeacon and Diocesan Liturgist . . . . . (202) 537-6544
Susan Stonesifer, Archivist *diocesanarchives@gmail.com* . . . . . (202) 537–5551
J. Keely Thrall, Communications Director. . . . . (202) 537–5713

John White, IT Services. . . . . (301) 806-1256
The Rev. Stuart Wright,
Director of Human Resources and Administration. . . . . .(202) 537–6522

Inquiries Regarding Clerical Discipline:

The Rev. Jeffrey B. MacKnight *jbmacknight@yahoo.com* . . . . . (301) 229–2960 x11
Ana-Mita Betancourt *anamitabetancourt@gmail.com*. . . . . .(202) 286–3165

Convention Officers, Committees, Commissions, and Boards

Officers of the Convention

President: The Rt. Rev. Mariann Edgar Budde, Bishop of Washington
Chancellor: John Van De Weert
Secretary: Keith Roachford
Treasurer of the Convention: Jonathan Nicholas

Ex Officio Members of the Convention

With Vote:

Chair of the Finance Committee: Jonathan Nicholas
President of the Episcopal Church Women: Stephanie Byrd

Without Vote:

Historiographer: Susan Stonesifer
Lay Members of Standing Committee: (see committee list)
Lay Members of the Committee on the Constitution and Canons: (see committee list)
Lay Members of Diocesan Council: (see committee list)
Chairs of Diocesan Council and Convention Committees: (see committee list)
Lay Deputies to the General Convention: (see committee list)

Standing Committee

Standing Committee serves as a council of advice to the bishop; approves various stages for people in the process toward ordination; considers requests from parishes to sell or encumber property; in the absence of a bishop, serves as ecclesiastical authority. Members are elected by the Diocesan Convention. (see Article 10 and Canon 7).

Terms to expire at 2026 Convention:

The Rev. Meredith Heffner
The Rev. Dr. Marilyn Jenkins
Iona Harrison
Greg Lebel

Terms to expire at 2027 Convention:

The Rev. Adrienne Clamp
The Rev. Victoria Clayton
Matt Klaus
Roy Peterson

Deputies to General Convention

The Diocese elects four clergy and four lay deputies to represent the Diocese at the General Convention every three years as members of the House of Deputies. They are elected at the Diocesan Convention that takes place in the year preceding the General Convention. (Listed in order of election, Terms expire January 31, 2026.)

The Rev. Yoimel González Hernández
The Rev. Glenna Huber
The Rev. Greg Syler
The Rev. Dr. Joan Beilstein
Anton Vanterpool
Matthew Taylor
Mary Neznek
Nathan Brown

Alternate Deputies to General Convention

The Diocese elects four clergy and four lay alternate deputies to represent the Diocese at the General Convention every three years to serve as alternate members of the House of Deputies. They are elected at the Diocesan Convention that takes place in the year of the General Convention. (Listed in order of election, Terms expire January 31, 2026.)

The Rev. David Wacaster
The Rev. Susan Fritz
The Rev. Dr. Sheila McJilton
The Rev. Emily Lloyd
Erika Gilmore
Cheryl Peterson
Andrea Pringle
Jason Crighton

Delegates to Triennial Meeting of Episcopal Church Women

Royan Miller
Patricia Taitt

Alternate Delegate to Triennial Meeting of Episcopal Church Women

Margaret Gordon

Deputies to Provincial Synod

One clergy and two lay Provincial Deputies are elected to represent the Diocese at meetings of Province III. (Listed in order of election)

The Rev. David C. Wacaster
Dr. Enid LaGesse
Gerry Perez

Alternate Deputies to Provincial Synod

Alternate Deputies are elected to represent the Diocese at meetings of Province III. They are elected at the Diocesan Convention in the year preceding the General Convention, at the same time as the Deputies — one clergy and two lay with the next highest votes after the Deputies. (see Canon 19) (Listed in order of election).

The Rev. Glenna J. Huber
The Rev. Betsy C. Carmody
The Rev. Gregory C. Syler
Iman Green Syler
Michele Glidden
Nathan Brown

Diocesan Council

The Diocesan Council is the governing board of the Diocese. Members serve a 3-year term, renewable once. Each region elects 1 clergy and 1 lay member, and the Bishop appoints 3 members. Also the officers of Convention serve ex officio. (see Canon 27)

President

The Bishop: The Rt. Rev. Mariann Edgar Budde

Ex Officio with vote

President of the Episcopal Church Women: Stephanie Byrd

Ex Officio w/o vote

The Chancellor: John Van De Weert
The Treasurer of the Convention: Jonathan Nicholas
Secretary of the Convention: Keith Roachford
The Chair of the Finance Committee: Joe Alcock
The Canon to the Ordinary: The Rev. Canon Andrew W. Walter

Members Elected by Regions:

North Mongomery: The Rev. Javier García O'Campo (2027), Mr. Gordon Donnelly (2026)

Central Montgomery: The Rev. Jessica Hitchcock (2026), Mr. David Casazza (2028)

South Montgomery: The Rev. Yaa Addison (2028), Ms. Linda Bailey (2027)

North DC: The Rev. Kristen Hawley (2026), Mr. Rich Alsterberg (2027)

Central DC: The Rev. Nate Huddleston (2028), Mr. Michael Armstrong (2026)

South DC: The Rev. Michelle H. Morgan (2027), *lay position vacant*

North Price George: The Rev. Robert Bunker, Jr. (2028), Mr. Michael Mangiapane (2026)

Southern Maryland: The Rev. Susan Fritz (2027), Ms. Rosann Stamper (2028)

Members Appointed by the Bishop:

The Rev. Emily Lloyd (2027)

Ms Catherine Able-Thomas (2028)
Mr. Will Thomas (2026)

Audit Committee

The Audit Committee's primary duties and responsibilities are to: (1) Serve as an independent and objective party to monitor the financial reporting procedures and processes of the Diocese, financial control systems and to monitor and encourage compliance with established polices and best business practices in general; (2) Engage, review and evaluate the audit efforts of external auditors and review and evaluate Diocesan staff having responsibility for financial management; and (3) Provide and encourage open communication on financial matters among the external auditors, members of Diocesan staff, the Finance Committee of Diocesan Council and Diocesan Council. Members are appointed by the Bishop and Diocesan Council.

Patrick J. Summers, Chair
Jonathan Nicholas, Treasurer
Paula E. Singleton

Staff: The Rev. Canon Andrew Walter

Committee on the Constitution and Canons

This committee considers and carries out requests requiring changes to the Constitution or Canons of the Diocese, and other related matters. Members are appointed at each annual meeting of the Convention, with four clergy members, and four lay members who are attorneys. (see Canon 42)

Anthony Coe, Chair
The Rev. Sarah Duggin
The Rev. Carol Cole Flanagan
The Rev. Greg Syler
Lee Davis
Elizabeth Lee
David Schnorrenberg

Ex Officio: John Van De Weert, Jr.
Ex Officio: Keith Roachford

Disciplinary Board

The Disciplinary Board carries out Title IV functions — the clerical discipline canons of the Episcopal Church. The committee has five clergy and four lay members appointed by the Bishop with the consent of the Convention. The term length is three years. (see Canon 66)

The Rev. Patricia Alexander, President (2028)
The Rev. Sari Ateek (2026)
The Rev. James Isaacs (2027)
The Rev. Sarah Odderstol (2028)
The Rev. Melana Nelson-Amaker (2027)
Michael Armstrong (2028)
Iona Harrison (2026)
Keith Roachford (2026)
Matthew Taylor (2026)

Finance Committee

The Finance Committee is responsible for preparing and monitoring the administration of the annual operating budget. It makes recommendations to the Bishop and Standing Committee concerning requests for sales or encumbrances of real property of parishes and separate congregations. Appointments are made by the Bishop and Diocesan Council. (see canon 28)

Joe Alcock, Chair (2026)
Lisa Ahuja (2026)
Antonio Baxter (2028)
Allison Hinds (2027)
Phil Horne (2026)
JB Meek (2027)
Layard Pabs-Garnon (2028)
Kathleen Staudt (2027)

Ex Officio: The Rt. Rev. Mariann Edgar Budde
Jonathan Nicholas

Staff: The Rev. Canon Andrew Walter, Kelly Cooper

Investment Committee

The Investment Committee was established in order to provide professional supervision of the investment funds belonging to parishes, separate congregations, missions, and the Diocese which are invested in the Diocesan Investment Fund. Appointments are made by the Bishop and Diocesan Council. (see Canon 29)

Nicholas Haffenreffer, Chair
Bob Bremner
Kate Carr
Terence W. Collins
Melanie Folstad
Jeremiah J. deMichaelis
Ellen Fishwick Martin
Wardell Townsend
Gay Truscott

Commission on Ministry

This committee is mandated by both the Canons of the General Convention (Title III, Canon 2) and by our own Diocesan Canons (Canon 41). This committee supervises the ministry of the baptized, both lay and ordained, and are appointed with the consent of Convention.

The Rev. Patricia Alexander (2026)
The Rev. Jonathan Musser (2026)
The Rev. Debbie Kirk (2026)
The Rev. Linda Mahler (2026)
The Rev. Dr. Laura Natta (2028)
Debbie Brown (2026)
Dorea Currea, Chair (2025)
Erica Mitchell (2027)
Michael Sherman (2026)

Staff: The Ven. Steve Seely

Resolutions Committee

The Resolutions Committee receives, considers and evaluates proposed resolutions for the annual meeting of the Convention. The members are appointed annually at each annual meeting of the Convention, and consist of not less than two clergy and two lay. (See Canon 43 and Rules of Order)

The Rev. Peter Antoci
The Rev. Martha Jenkins
The Rev. David Wacaster
Dr. Linda Freeman
Erika Gilmore
Marny Helfrich

Ex Officio: Keith Roachford
Staff: The Rev. Canon Andrew W. Walter

Program Committees

Creation Care Committee

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

The Rev. Dr. Melissa Sites, Chair
Diane Coon
Reid Detchon
The Rev. Catharine Gibson
Terea Hobgood
Raymond Honeycutt
Jane Houlihan
Doug Holy
Joanne Hutton
The Rev. Mary Sebold
Janis Smith
Donna Stinchcomb
Wilbur Wright

Staff: Michelle Dibblee

Committee on Human Resources

This committee was created by Bishop and Council in 2005 to examine and monitor human resource issues concerning clergy and lay employees in the Diocese of Washington, and when appropriate, recommend changes in procedures, human resources policies or insurance plans to the Diocesan Council, and where appropriate, be responsible for holding hearings around the Diocese or otherwise communicating changes in benefits or procedures. Appointments are made by the Bishop and Council.

Jennifer Luna, Chair
The Rev. Patricia Alexander
The Rev. Maria Kane
Anne LeVeque
Nadireh Majied

Staff: The Rev. Stuart Wright

Ex officio: The Rt. Rev. Suheil Dawani

Reparations Committee

This committee is charged with the assessment of past and present racialized injustices in the diocese, development of a comprehensive reparations plan and implementation of reparative measures, including the expenditure of $5 million over 10 years.

The Rev. Kelly Brown Douglas
The Rev. Diana Edwards
The Rev. Dr. Maria Kane
The Rev. Shayna Watson
Jennifer Amuzie
Deanna Chevannes
Keenan Keller
Patricia Marshall

Staff: Michelle Dibblee

Diocesan Retreat Committee

The Diocesan Retreat Committee (formerly the Diocesan Retreat Association) was created in 1967 by Bishop Paul Moore for the purpose of sponsoring, organizing, coordinating or conducting retreats for members and clergy of all congregations in the Diocese of Washington. Appointments are by the Bishop and Diocesan Council.

The Rev. Lesley Krauland, Chair
The Rev. Susan Walker
Rachel Luu
Elizabeth Terry
Sister Patricia Sara Terry
CB Woodbridge

Southern Africa Link Committee

The Southern Africa Committee was created by resolution at the 2004 Convention (following a year of study in 2003 as a task force) to coordinate the partnership between the Diocese of Washington and the Church of the Province of Southern Africa in responding to the challenges of theological education, HIV/AIDS, women's issues, advocacy, with US government decision making entities, economic and social justice, racial reconciliation, and liturgy and music. Appointments are made by the Bishop and Diocesan Council.

P. Abbott McCartney, Chair
The Rev. Elizabeth Hague
The Hon. Cynthia G. Efird
Sigrid Block
Jonathan Miller
Ian Glenday
Mary McCarthy
Juanita White

St. Mary's Scholarship Committee

This fund provides scholarships to minority students in residing in St. Mary's County in support of their college expenses.

C. Regina Bowman-Goldring, Co-Chair
Karen Lowry, Co-Chair
The Rev. John A. Ball
Latasha Baker
Kelsey R.M. Bush
The Rev. Christopher I. Wilkins

Staff: Mildred Reyes

Diocesan Regions

North Montgomery County (MN)

Within Montgomery County:

Ascension Parish
St. Anne's Parish
St. Barnabas' Church of the Deaf
St. Bartholomew's Parish
St. John's Church (Olney)
St. Luke's Church (Brighton)
St. Nicholas' Parish
St. Peter's Parish

Central Montgomery County (MC)

Within Montgomery County:

Christ Church Parish (Kensington)
Church of Our Saviour
Good Shepherd Parish
Potomac Parish (St. Francis)
Prince George's Parish (Christ Church, Rockville)
St. James' Parish
St. Mark's Parish
Transfiguration Parish
Trinity Parish (St. Luke's)
Wheaton Parish (St. Mary Magdalene)

South Montgomery County (MS)

Within Montgomery County:

Chevy Chase Parish (All Saints')
Norwood Parish (St. John's)
Redeemer Parish
Silver Spring Parish (Grace Church)
Sligo Parish (Ascension)
St. Dunstan's Parish

North District of Columbia (DN)

Within the District of Columbia:

All Souls' Parish
Cathedral Church of St. Peter and St. Paul
Rock Creek Parish (St. Paul's)
St. Alban's Parish
St. Andrew's Parish (Holy Comforter)
St. Columba's Parish
St. David's Parish
St. Patrick's Parish
Trinity Parish

Central District of Columbia (DC)

Within the District of Columbia:

Ascension and St. Agnes Parish
Brookland Parish (Our Saviour)
Christ Church Parish (Georgetown)
Epiphany Parish
Georgetown Parish (St. John's)
Grace Parish
St. George's Parish
St. John's Parish (Lafayette Square)
St. Luke's Parish
St. Margaret's Parish
St. Mary's Parish
St. Paul's Parish (K Street)
St. Stephen and the Incarnation Parish
St. Thomas' Parish

South District of Columbia (DS)

Within the District of Columbia:

Calvary Church
Congress Heights Parish (Holy Communion)
Parish of St. Monica and St. James
Parish of the Atonement
St Augustine's Parish
St. Mark's Parish
St. Philip the Evangelist Parish
St. Timothy's Parish
Washington Parish (Christ Church)

North Prince George's County (PN)

Within Prince George's County, MD:

Adelphi Parish (St. Michael and All Angels)
Epiphany Parish
Glenn Dale Parish (St. George's)
St. Andrew's Parish
St. Christopher's Parish
St. John's. Parish (Mount Rainier)
St. Matthew's Parish
St. Philip's Parish
Zion Parish (St. John's)

Southern Maryland (SM)

Within Prince George's County, MD:

King George's Parish (St. John's, Broad Creek)
St. Paul's Parish (Baden)
Queen Anne Parish (St. Barnabas', Leeland)
Trinity Church
St. Thomas' Parish
St. Barnabas' Parish (Temple Hills)
Clinton Parish (Christ Church)
Baden Parish (St. Philip's)

Within Charles County, MD:

Durham Parish (Christ Church)
Port Tobacco Parish (Christ Church)
William and Mary Parish (Christ Church, Wayside)
Trinity Parish (Newport & Hughesville)
St. James' Parish (Indian Head)
Piney Parish (St. Paul's)

Within St. Mary's County, MD:

All Faith Parish
King and Queen Parish (Christ Church, Chaptico)
St. Andrew's Parish
St. Mary's Parish
All Saints' Parish
Resurrection Parish (Ascension & St. George's)

Alphabetically by Name

The parish name is the legal name of the parish. The date after the parish name is the date they became parishes; the date after the church name is the date of the first structure on that spot. The date after clergy names is the date they obtained employment in the parish. To contact lay representatives, please contact the parish.

All Faith, Charlotte Hall — Parish #: 501, Region: SM

Parish Name: All Faith Parish (1692)
Church Name: All Faith Church (1675)

38885 New Market Turner Rd
Charlotte Hall, MD 20622

tel: (301) 884-3773
fax: (301) 884-5074
website: allfaithchurch.com

Mailing Address:
PO Box 24
Charlotte Hall, MD 20622-0024

Rector: The Rev. Debbie Kirk (2020)

Sr. Warden: Regan Hanson
Jr. Warden: Keith Clifton

Secretary: Mary Chamberlain
Treasurer: April Watts

All Saints', Chevy Chase — Parish #: 208, Region: MS

Parish Name: Chevy Chase Parish (1903)
Church Name: All Saints' Church (1897)

3 Chevy Chase Cir
Chevy Chase, MD 20815-3408

tel: (301) 654-2488
fax: (301) 951-6465
website: http://www.allsantschurch.net

Rector: The Rev. James Pahl (2023)
Vicar: The Rev. Dr. BJ Buracker (2018)

Sr. Wardens: Hugh Webster, Beryl Scott
Jr. Warden: Greg Pugh

Secretary: Cathy Ribaudo
Treasurer: Eric Fedowitz

All Saints', Oakley — Parish #: 506, Region: SM

Parish Name: All Saints' Parish (1893)
Church Name: All Saints' Church (1750)

22598 Oakley Rd
Avenue, MD 20609

tel: (301) 769-2258
fax: (301) 769-4288
website: http://allsaintsoakley.edow.org/index.html

Mailing Address:
PO Box 307
Avenue, MD 20609-0307

Priest-in-Charge: The Rev. Gregory Charles Syler
Deacon: The Rev. Laura Carpenter
Deacon: The Rev. Joan Crittenden

Sr. Warden: Mick Blackistone
Jr. Warden: Myra Hughes

Secretary: Barbara Williams
Treasurer: Jack Pratt

All Souls' — Parish #: 124, Region: DN

Parish Name: All Souls' Parish (1913)
Church Name: All Souls' Memorial Church (1911)

2300 Cathedral Ave NW
Washington, DC 20008-1505

tel: (202) 232-4244
website: http://www.allsoulsdc.org

Rector: The Rev. Sara Palmer (2024)

Sr. Warden: Lisa Watson
Jr. Warden: Jeffrey Wells

Secretary: John Longstreth
Treasurer: William Stewart

Ascension and St. Agnes — Parish #: 107, Region: DC

Parish Name: Ascension (1845) and St. Agnes (1923) Parish (1948)
Church Name: Church of the Ascension and St. Agnes (1875)

1217 Massachusetts Ave NW
Washington, DC 20005-5301

tel: (202) 347-8161
fax: (202) 347-8036
website: http://www.asa-dc.org

Rector: The Rev. Dominique F. Peridans (2017)

Sr. Warden: Ayla Ybarra
Jr. Warden: Patrick Boylan

Secretary: Pauline Courteille
Treasurer: Rebecca Mazzuchi

Ascension, Gaithersburg — Parish #: 217, Region: MN

Parish Name: Ascension Parish (1965)
Church Name: Church of the Ascension (1880)

205 S Summit Ave
Gaithersburg, MD 20877-2315

tel: (301) 948-0122
fax: (301) 926-9012
website: http://www.ascensionmd.org

Rector: The Rev. Javier García-Ocampo (2020)
Deacon: The Rev. Rosa Briones

Senior Warden: Danielle Allen
Junior Warden: Randall Adams

Secretary: Ophelia Yalley-Ogunro
Treasurer: Avin Lalmansingh

Ascension, Sligo Parish — Parish #: 210, Region: MS

Parish Name: Sligo Parish (1937)
Church Name: Church of the Ascension (1920)

633 Sligo Ave
Silver Spring, MD 20910-4764

tel: (301) 587-3272
fax: (301) 587-4279
website: http://www.ascensionsilverspring.org

Mailing Address:
634 Silver Spring Ave
Silver Spring, MD 20910-4657

Rector: The Rev. Dr. Joan Beilstein (2007)
Deacon: The Rev. Terry Murphy

Sr. Warden: Jane Alperson
Jr. Warden: Leticia Read

Secretary: Karen MacPherson
Treasurer: Leona Cosby

Atonement — Parish #: 132, Region: DS

Parish Name: Parish of the Atonement (1961)
Church Name: Church of the Atonement (1916)

5073 E Capitol St SE
Washington, DC 20019-5327

tel: (202) 582-4200
fax: (202) 582-4202
website: http://www.atonementepiscopaldc.org

Rector: *vacant*

Sr. Warden: Paul Trotter
Jr. Warden: David Warr

Secretary: Georgia Little
Treasurer: Carolyn Dent

Calvary Church — Parish #: 127, Region: DS

Parish Name: Calvary Church (Separate Congregation) (1941)
Church Name: Calvary Church (1902)

820 6th St NE
Washington, DC 20002-4326

tel: (202) 546-8011
fax: (202) 543-2698
website: http://www.calvarydc.net

Mailing Address:
509 I St NE
Washington, DC 20002-4345

Rector: The Rev. Peter Jarrett-Schell (2012)

Sr. Warden: C. Michael Livingston
Jr. Warden: Ken Davis, Jr.

Secretary: *vacant*
Treasurer: Michael Moore

Christ Church, Accokeek — Parish #: 306, Region: SM

Parish Name: St. John's Parish (1823)
Church Name: Christ Church (1698)

306A. St. John's Chapel (1834)
(Closed: April 2, 2021)

Christ Church, Chaptico — Parish #: 502, Region: SM

Parish Name: King and Queen Parish (1692)
Church Name: Christ Church (1736)

37497 Zach Fowler Road
Chaptico, MD 20621

tel/fax: (301) 884-3451
website: https://www.cckqp.net

Mailing Address:
PO Box 8
Chaptico, MD 20621-0008

Rector: The Rev. Peter Ackerman (2012)

Sr. Warden: Greg Penk
Jr. Warden: Donnie Morgan

Secretary: *vacant*
Treasurer: Robert Donaldson

Christ Church, Clinton — Parish #: 319, Region: SM

Parish Name: Clinton Parish (1960)
Church Name: Christ Church (1875)

8710 Old Branch Ave
Clinton, MD 20735-2522

tel: (301) 868-1330
fax: (301) 868-2074
website: http://www.christchurchclinton.org

Priest-in-Charge: The Rev. Creamilda Shirley Wulck Nortey Yoda

Sr. Warden: Gail Russell
Jr. Warden: Jim Carr

Secretary: Virginia Lindsey
Treasurers: Jean Thompson Henry, William J. Hicks

Christ Church, Durham — Parish #: 401, Region: SM

Parish Name: Durham Parish (1692)
Church Name: Christ Church

8700 Ironsides Rd
Nanjemoy, MD 20662-3430

tel: (301) 743-7099
fax: (301) 246-4420
website: http://christchurcholddurhamparish.com

Rector: The Rev. Catharine Gibson (2017)
Deacon: The Rev. Susan Fritz

Sr. Warden: Sue Kaspar
Jr. Warden: Rich Viohl

Secretary: Dian Lockamy
Treasurer: Carl Lockamy

Christ Church, Georgetown — Parish #: 105, Region: DC

Parish Name: Christ Church Parish (1818)
Church Name: Christ Church (1817)

3116 O St NW
Washington, DC 20007-3116

tel: (202) 333-6677
fax: (202) 333-2171
website: http://www.christchurchgeorgetown.org

Rector: The Rev. Timothy Cole (2016)
Associate Rector: The Rev. Nathan Huddleston
Assistant to the Rector: The Rev. Tiffany A. H. Clark

Sr. Warden: Scott Campbell
Jr. Warden: Isabel Kunsman

Secretary: Lincoln Foran
Treasurer: Chad Thorley

Christ Church, Kensington — Parish #: 209, Region: MC

Parish Name: Christ Church Parish (1913)
Church Name: Christ Church (1898)

4001 Franklin St
Kensington, MD 20895-3827

tel: (301) 942-4673
fax: (301) 942-1762
website: http://www.ccpk.org

Rector: The Rev. Emily Guthrie (2015)
Assistant Rector: The Rev. Hope Christensen
Deacon: The Rev. Sara Thorne

Sr. Warden: Christopher Ours
Jr. Warden: Katie Foy Wallace

Secretary: Alex Thomas
Treasurer: Peter Gergen

Christ Church, Port Tobacco — Parish #: 402, Region: SM

Parish Name: Port Tobacco Parish (1692)
Church Name: Christ Church (1682)

112 E Charles St
La Plata, MD 20646

tel: (301) 392-1051
fax: (301) 392-1012
website: http://christchurchlaplata.org

Mailing Address:
PO Box 760
La Plata, MD 20646-0760

Rector: The Rev. Kate Heichler (2018)

Sr. Warden: Karen Hile
Jr. Warden: Rick Pouring

Secretary: Bonnie Rafer
Treasurer: Sharon Richardson

Christ Church, Rockville — Parish #: 201, Region: MC

Parish Name: Prince George's Parish (1726)
Church Name: Christ Church (1739)

109 S Washington St
Rockville, MD 20850

tel: (301) 762-2191
fax: (301) 762-0928
website: http://www.christchurchrockville.org

Mailing Address:
107 S Washington St
Rockville, MD 20850-2319

Rector: The Rev. Timothy Carr

Sr. Warden: Anne Scott
Jr. Warden: Jay Renner

Secretary: William Hickman
Treasurer: Jeff Grimes

Christ Church, Washington — Parish #: 102, Region: DS

Parish Name: Washington Parish (1794)
Church Name: Christ Church (1807)

620 G St SE
Washington, DC 20003-2722

tel: (202) 547-9300
fax: (202) 547-5098
website: http://www.washingtonparish.org

Rector: The Rev. Canon John Kellogg (2020)
Associate Rector: The Rev. Winnie Smith Cavanugh

Sr. Warden: Charles Cooper
Jr. Warden: John Billington

Secretary: Ann Norwood
Treasurer: Andrew Trueblood

Christ Church, Wayside — Parish #: 403, Region: SM

Parish Name: William and Mary Parish (1692)
Church Name: Christ Church (1691)

13050 Rock Point Rd
Newburg, MD 20664

tel: (301) 259-4327
fax: (301) 259-4327
website: http://christchurchwayside.com

Mailing Address:
PO Box 177
Newburg, MD 20664-0177

Rector: The Rev. Kate Heichler (2018)

Sr. Warden: Kathleen Jackson
Jr. Warden: Larry Poe

Secretary: Sandy Hixson
Treasurer: Ray Wilburn

Epiphany, DC — Parish #: 106, Region: DC

Parish Name: Epiphany Parish (1844)
Church Name: Church of the Epiphany (1842)

1317 G St NW
Washington, DC 20005-3102

tel: (202) 347-2635
fax: (202) 347-7621
website: http://www.epiphanydc.org

Rector: The Rev. Glenna J. Huber (2017)

Sr. Warden: Sandra Ingram
Jr. Warden: Dawson Nash

Secretary: Duncan Stevens
Treasurer: Meryl Glidewell

Epiphany, Forestville — Parish #: 311, Region: PN

Parish Name: Epiphany Parish (1871)
Church Name: Epiphany Church (1863)

3111 Ritchie Rd
District Heights, MD 20747-4434

tel: (301) 735-7717
fax: (301) 735-9051
website: http://epiphanyforestville.org

Rector: *vacant*

Sr. Warden: Randolph Maxwell
Jr. Warden: Ricardo Lyles

Secretary: Janet Walker
Treasurer: *vacant*

Good Shepherd — Parish #: 216, Region: MC

Parish Name: Good Shepherd Parish (1964)
Church Name: Church of the Good Shepherd (1957)

818 University Blvd W
Silver Spring, MD 20901-1039

tel: (301) 593-3282
fax: (301) 593-9271
website: http://www.gsecmd.org

Rector: *vacant*
Deacon: The Rev. Linda Mahler

Sr. Warden: Deborah Beebe
Jr. Warden: Eric Reiffenstein

Secretary: *vacant*
Treasurer: *vacant*

Grace Church, Georgetown — Parish #: 112, Region: DC

Parish Name: Grace Parish (1866)
Church Name: Grace Church (1855)

1041 Wisconsin Ave NW
Washington, DC 20007-3635

tel: (202) 333-7100
fax: (202) 333-4342
website: http://www.gracedc.org

Rector: The Rev. David Wacaster (2022)
Deacon: The Rev. Diana Edwards

Sr. Warden: Mary Ann Ruehling
Jr. Warden: Helen Buhr

Secretary: Lee Tyner
Treasurer: Braden Murphy

Grace Church, Silver Spring — Parish #: 205, Region: MS

Parish Name: Silver Spring Parish (1864)
Church Name: Grace Church (1857)

1607 Grace Church Rd
Silver Spring, MD 20910-1509

tel: (301) 585-3515
fax: (301) 585-4309
website: http://www.graceepiscopalchurch.org

Rector: The Rev. Sarah Odderstol (2021)
Associate Rector: The Rev. Yaa Addison
Associate Rector: The Rev. Aaron R. Dunn

Sr. Warden: Paul Purnell
Jr. Warden: Laura Parks

Secretary: Aileen Moodie
Treasurer: Keith Allen

Holy Comforter — Parish #: 111, Region: DN

St. Andrew's Parish (1858)
Church Name: Church of the Holy Comforter (1900)

701 Oglethorpe St NW
Washington, DC 20011-2021

tel: (202) 726-1862
website: http://www.holycomforterdc.org

Rector: *vacant*

Sr. Warden: Monalie Bledsoe
Jr. Warden: Gwendolyn Holmes

Secretary: Angela Atkins
Treasurer: Faye Vaughn-Cooke

Holy Communion — Parish #: 123, Region: DS

Parish Name: Congress Heights Parish (1908)
Church Name: Church of the Holy Communion (1895)

3640 Martin Luther King Jr Ave SE
Washington, DC 20032-1546

tel: (202) 562-5400
fax: (202) 562-8153
website: http://www.holycommuniondc.org

Rector: *vacant*

Sr. Warden: Erica Baylor
Jr. Warden: Stephen Ross

Secretary: Gaye Jackson
Treasurer: Arthur King

Holy Trinity, Collington — Parish #: 307, Region: PN

Parish Name: Holy Trinity Parish (1844)
Church Name: Holy Trinity Church (1700)

13106 Annapolis Rd
Bowie, MD 20720-3829

tel: (301) 262-5353
fax: (301) 262-9609
website: http://holytrinitybowie.edow.org

Rector: *vacant*

Senior Warden: *vacant*
Junior Warden: *vacant*

Secretary: *vacant*
Treasurer: *vacant*

Our Saviour, Brookland — Parish #: 121, Region: DC

Parish Name: Brookland Parish (1897)
Church Name: Church of Our Saviour (1892)

1616 Irving St NE
Washington, DC 20018-3826

tel: (202) 635-7804
fax: (202) 635-5029

Rector: *vacant*
Rector Emeritus: The Rev. John F. Evans

Sr. Warden: Sherone Ivey
Jr. Warden: John Bray, III

Secretary: Stephanie Marshall
Treasurer: Roy Priest

Our Saviour, Hillandale — Parish #: 213, Region: MC

Parish Name: Church of Our Saviour (Separate Congregation) (1966)
Church Name: Church of Our Saviour

1700 Powder Mill Rd
Silver Spring, MD 20903-1514

tel: (301) 439-5900
fax: (301) 439-5901
website: http://www.episcopalcos.org

Priest-in-Charge: The Rev. Francisco Valle (2021)
Deacon: The Rev. Adela Vasquez

Sr. Warden: Theodosia Edwards
Jr. Warden: Addo Davies

Secretary: Beatrice Perry
Treasurer: Kathy Staudt

Redeemer — Parish #: 218, Region: MS

Parish Name: Redeemer Parish (1965)
Church Name: Church of the Redeemer (1903)

6201 Dunrobbin Dr
Bethesda, MD 20816-1044

tel: (301) 229-3770
fax: (301) 320-8037
website: http://www.redeemerbethesda.org

Rector: The Rev. Christopher S. Phillips (2024)
Assisting Priest: The Rev. Dr. David Schlafer
Deacon: The Rev. Dr. Adrienne Clamp
Sr. Warden: William Heron
Dep. Sr. Warden: Brooke Anthony
Jr. Warden: Jane Dealy
Secretary: Doris Ninde
Treasurer: Mary K. Young

Resurrection — Parish #: 503, Region: SM

Parish Name: Resurrection Parish (2021)
[William and Mary Parish (1692) and Patuxent Parish (1968)]
Church Name: Ascension & St. George's Churches
[St. George's Church (1641) and Church of the Ascension (1954)]

44965 Blake Creek Rd
Valley Lee, MD 20692

tel/fax: (301) 994-0585

Mailing Address:
PO Box 30
Valley Lee, MD 20692-0030

21641 Great Mills Rd
Lexington Park, MD 20653-1239

tel: (301) 863-8551
fax: (301) 863-6487
website: http://www.stgeorgesvalleylee.org

Rector: The Rev. Gregory C. Syler (2007)
Deacon: The Rev. Laura Carpenter
Deacon: The Rev. Joan Crittenden
Deacon: The Rev. Martha Eldredge
Sr. Warden: Karla DeSelms
Jr. Warden: Phil Horne
Secretary: Karol Wolgemuth
Treasurer: Tracey Heibel

St. Alban's — Parish #: 109, Region: DN

Parish Name: St. Alban's Parish (1855)
Church Name: St. Alban's Church (1847)

3001 Wisconsin Ave NW
Washington, DC 20016-5095

tel: (202) 363-8286
fax: (202) 363-6828
website: http://www.stalbansdc.org

Rector: The Rev. Bertie Pearson (2023)
Associate: The Rev. Sarah Taylor Miller
Sr. Warden: Amanda Gilman
Jr. Warden: Ted Cage
Secretary: Rachel Colson
Treasurer: Hollis McLoughlin

St. Andrew's, College Park — Parish #: 315, Region: PN

Parish Name: St. Andrew's Parish (1953)
Church Name: St. Andrew's Church (1890)

4512 College Ave
College Park, MD 20740-3302

tel: (301) 864-8880
fax: (301) 887-0170
website: http://saeccp.org

Rector: The Rev. Michael P. Barham (2024)

Sr. Warden: Mal Niedner
Jr. Warden: Jennifer Thorson

Secretary: *vacant*
Treasurer: Paul Schwobel

St. Andrew's, Leonardtown — Parish #: 504, Region: SM

Parish Name: St. Andrew's Parish (1744)
Church Name: St. Andrew's Church (1703)

44078 Saint Andrews Church Rd
California, MD 20619-2100

tel: (301) 862-2247
website: http://www.standrewsleonardtown.org

Rector: The Rev. Z. Mark Smith (2024)

Sr. Warden: Susan Bennett
Jr. Warden: Peter Woodside

Secretary: Joyce Austin
Treasurer: Chuck Stein

St. Anne's — Parish #: 222, Region: MN

Parish Name: St. Anne's Church (Separate Congregation) (1975)
Church Name: St. Anne's Church (1961)

25100 Ridge Rd
Damascus, MD 20872-1832

tel: (301) 253-2130
fax: (301) 253-2911
website: https://www.saintannesdamascus.net/

Rector: The Rev. Jon Musser (2021)
Deacon: The Rev. Janice Hicks

Sr. Warden: Kim Hill
Jr. Warden: Pam Brewer

Secretary: Lynn Fleming
Treasurer: Mark Ludwig

St. Augustine's — Parish #: 108, Region: DS

Parish Name: St. Augustine's Parish (1973)
(Replaces Grace Church Parish (1852))
Church Name: St. Augustine's Church (1961)

555 Water St SW
Washington, DC 20024

tel: (202) 554-3222
fax: (202) 484-3037
website: http://staugustinesdc.org

Interim Rector: The Rev. Cara M. Rockhill

Sr. Warden: Virginia Mathis
Jr. Warden: Matthew Powers

Secretary: *vacant*
Treasurer: *vacant*

St. Barnabas' Church of the Deaf — Parish #: 161, Region: MN

Mission Name: St. Barnabas' Church of the Deaf (an Organized Mission) (1949)

Services at:

Ascension, Gaithersburg Chapel
205 S Summit Ave
Gaithersburg, MD 20877-2315

tel/fax: (301) 907-2955
website: http://stbarnabasdeaf.org
(for Voice/TTY translation, call via Maryland Relay: (800) 735-2258)

Long term supply: The Rev. AnnChristine Verrone

Vice-Chair: Elizabeth Spiers
Treasurer: Carol Johnson
Secretary: Edward Knight

St. Barnabas', Leeland — Parish #: 303, Region: SM

Parish Name: Queen Anne Parish (1704)
Church Name: St. Barnabas' Church (1700)

14111 Oak Grove Rd
Upper Marlboro, MD 20774-8424

tel: (301) 249-5001
fax: (301) 249-3838
website: http://www.stbarnabas.net

Rector: The Rev. Robyn Franklin-Vaughn (2015)
Deacon: The Rev. Elizabeth Dixon

Sr. Warden: Kevin Jackson
Jr. Warden: Suzete Simone-Howard
Secretary: Ashley Freeman
Treasurer: Sandra Charles

St. Barnabas', Temple Hills — Parish #: 317, Region: SM

Parish Name: St. Barnabas' Parish (1958)
Church Name: St. Barnabas' Church (Oxon Hill) (1830)

5203 Saint Barnabas Rd
Temple Hills, MD 20748-5837

tel: (301) 894-9100
fax: (301) 894-2601

Rector: The Rev. Shell T. Kimble (2012)

Sr. Warden: Bill Bulka
Jr. Warden: Tommy Wood
Secretary: Cynthia S. Bulka
Treasurer: Paula Marierose

St. Bartholomew's — Parish #: 203, Region: MN

Parish Name: St. Bartholomew's Parish (1812)
Church Name: St. Bartholomew's Church (1761)

21611 Laytonsville Rd
Laytonsville, MD 20882-1627

tel: (301) 355-7189
website: http://www.saintbartholomews.org

Rector: The Rev. Victoria Clayton (2022)

Sr. Warden: Lois Leigh
Jr. Warden: Jeffrey Bergsten
Secretary: Lauren Fisher
Treasurer: William Fitts, Jr.

St. Christopher's — Parish #: 320, Region: PN

Parish Name: St. Christopher's Parish (1963)
Church Name: St. Christopher's Church (1956)

8001 Annapolis Rd
New Carrollton, MD 20784-3009

tel: (301) 577-1281
fax: (301) 429-9429
website: http://www.stchrispgc.org

Rector: *vacant*
Deacon: The Rev. Melissa J. Sites

Sr. Warden: *vacant*
Jr. Warden: Jo Mimms-Bolden

Secretary: Kathy Berney
Treasurer: Emilia A. Chukwuma

St. Columba's — Parish #: 125, Region: DN

Parish Name: St. Columba's Parish (1924)
Church Name: St. Columba's Church (1874)

4201 Albemarle St NW
Washington, DC 20016-2009

tel: (202) 363-4119
fax: (202) 686-2671
website: http://www.columba.org

Rector: The Rev. Hillary Raining (2025)
Associate: The Rev. Brooks Hundley
Associate: The Rev. Adelyn Tyler-Williams
Associate: The Rev. Joshua Daniel
Assistant: The Rev. Susan M. Flanders
Deacon: The Rev. David Griswold

Sr. Warden: Gina Lagomarsino
Jr. Warden: Andrew Marshall

Secretary: John Righter
Treasurer: Mike Davis

St. David's — Parish #: 129, Region: DN

Parish Name: St. David's Parish (1949)
Church Name: St. David's Church (1900)

5150 Macomb St NW
Washington, DC 20016-2612

tel: (202) 966-2093
fax: (202) 966-3437
website: http://www.stdavidsdc.org

Rector: The Rev. Kristen Hawley (2017)
Associate: The Rev. Jordan Rippy
Associate: The Rev. James Quigley
Deacon: The Rev. Dr. Harvey Bale, Jr.

Sr. Warden: Valerie Baldwin
Jr. Warden: Rich Bland

Secretary: Grace Kreher
Treasurer: Preston Brown

St. Dunstan's — Parish #: 211, Region: MS

Parish Name: St. Dunstan's Parish (1951)
Church Name: St. Dunstan's Church (1958)

5450 Massachusetts Ave
Bethesda, MD 20816-1653

tel: (301) 229-2960
fax: (301) 229-7785
website: http://www.stdunstansbethesda.org

Rector: The Rev. Patricia Phaneuf Alexander (2019)

Sr. Warden: Vincent Leonard
Jr. Warden: William Sander

Secretary: Michelle Mesen
Treasurer: Nils Overdahl

St. Francis — Parish #: 215, Region: MC

Parish Name: Potomac Parish (1958)
Church Name: St. Francis Church (1955)

10033 River Rd
Potomac, MD 20854-4902

tel: (301) 365-2055
fax: (301) 365-7500
website: http://www.stfrancispotomac.org

Rector: The Rev. Mark A. Michael (2016)
Assistant: Pastor Allison Michael (ELCA Upstate NY Synod)

Sr. Warden: Sue Tendall
Jr. Warden: Prentiss Feagles

Secretary: Les Smith
Treasurer: Kenneth Tester

St. George's, DC — Parish #: 130, Region: DC

Parish Name: St. George's Parish (1981)
(Separate Congregation (1953-1980))
Church Name: St. George's Church (1930)

160 U St NW
Washington, DC 20001-1606

tel: (202) 387-6421
fax: (202) 387-9053
website: http://www.stgeorgesdc.org

Priest-in-Charge: The Rev. Marilyn H. Jenkins
Deacon: The Rev. Jessica Ault

Sr. Warden: Anica Allen
Jr. Warden: Erika Gilmore

Secretary: Gayle Shuford
Treasurer: Marci Reed

St. George's, Glenn Dale — Parish #: 321, Region: PN

Parish Name: Glenn Dale Parish (2002)
Church Name: St. George's Church (1873)

7010 Glenn Dale Rd
Glenn Dale, MD 20769

tel: (301) 262-3285
fax: (301) 262-0666
website: https://www.stgeorgesglenndale.org

Mailing Address:
PO Box 188
Glenn Dale, MD 20769-0188

Rector: The Rev. Connie Reinhardt (2006)

Sr. Warden: Zulma Santiago
Jr. Warden: Mary Rogers, Gene Ferrick

Secretary: Roy Peterson
Treasurer: Mary Frances Bruce

St. James', Indian Head — Parish #: 405, Region: SM

Parish Name: St. James' Parish (1966)
Church Name: St. James' Church (1902)

7 Potomac Ave
Indian Head, MD 20640-1714

tel: (301) 743-2366
fax: (301) 753-6255
website: *http://www.stjamesindianhead.org*

Rector: *vacant*

Sr. Warden: Sheila Gray
Jr. Warden: Diane Ryan

Secretary: Brenda Peterson
Treasurer: Tom Peterson

St. James', Potomac — Parish #: 221, Region: MC

Parish Name: St. James' Parish (1971)
Church Name: St. James' Church (1964)

11815 Seven Locks Rd
Potomac, MD 20854-3340

tel: (301) 762-8040
fax: (301) 762-4076
website: *http://www.stjamespotomac.org*

Rector: The Rev. Meredith Heffner (2017)
Assistant: The Rev. James S. Isaacs
Curate: The Rev. Catherine Manhardt

Sr. Warden: Dawn Iype
Jr. Warden: Adam Govia

Secretary: Sheryl Cooper
Treasurer: Tracy Lively

St. John's, Broad Creek — Parish #: 301, Region: SM

Parish Name: King George's Parish (1692)
Church Name: St. John's Church (1692)

9801 Livingston Rd
Fort Washington, MD 20744-4925

tel: (301) 248-4290
fax: (301) 248-7838
website: http://stjohnsbroadcreek.org

Rector: *vacant*

Sr. Warden: Pam Ritter
Jr. Warden: Jean Anderson-Jones, JoAnn Davis

Secretary: Jana Grymes
Treasurer: Alan Ritter

St. John's, Georgetown — Parish #: 103, Region: DC

Parish Name: Georgetown Parish (1809)
Church Name: St. John's Church (1796)

3240 O St NW
Washington, DC 20007-2842

tel: (202) 338-1796
fax: (202) 338-3921
website: http://www.stjohnsgeorgetown.org

Rector: The Rev. Virginia Gerbasi (2014)
Rector: The Rev. Dr. Laura Natta (2025)
Associate Rector: The Rev. Sarah Helene Duggin

Sr. Warden: Patti Thorp
Jr. Warden: John Ryan

Secretary: Kurt Ellison
Treasurer: Chelsea Overton

St. John's, Lafayette Square — Parish #: 104, Region: DC

Parish Name: St. John's Parish (1816)
Church Name: St. John's Church (1815)

1525 H St NW
Washington, DC 20005-1005

tel: (202) 347-8766
fax: (202) 347-3446
website: http://www.stjohns-dc.org

Rector: The Rev. Robert W. Fisher (2019)
Associate: The Rev. Sarah Akes-Cardwell
Assistant: The Rev. Will Morris

Sr. Warden: Nora Rigby
Jr. Warden: Alfred Thesmar

Secretary: Allie Raether
Treasurer: Nora Haugh

St. John's, Mt. Rainier — Parish #: 314, Region: PN

Parish Name: St. John's Parish (1944)
Church Name: St. John's Church (1909)

4112 34th St
Mount Rainier, MD 20712-1948

tel: (301) 927-1156
fax: (301) 927-4260
website: http://www.stjohnsmountrainier.org

Rector: *vacant*

Sr. Warden: Alfred During
Jr. Warden: Sonia Anderson

Secretary: Cheryl Thomas
Treasurer: Layard Pabs-Garnon

St. John's, Norwood Parish — Parish #: 207, Region: MS

Parish Name: Norwood Parish (1895)
Church Name: St. John's Church (1873)

6701 Wisconsin Ave
Chevy Chase, MD 20815-5351

tel: (301) 654-7767
fax: (301) 654-8830
website: http://www.stjohnsnorwood.org

Rector: The Rev. Sari N. Ateek (2010)
Deacon: The Rev. Anne Derse

Sr. Warden: Janet Hall
Jr. Warden: Becky Neal

Secretary: J. Chris Martin
Treasurer: Lane Davis

St. John's, Olney — Parish #: 204, Region: MN

Parish Name: St. John's Church (Separate Congregation) (1842)
Church Name: St. John's Church

3427 Olney Laytonsville Rd
Olney, MD 20832

tel: (301) 774-6999
fax: (301) 774-1346
website: http://www.stjec.org

Mailing Address:
PO Box 187
Olney, MD 20830-0187

Rector: The Rev. Henry P. McQueen (2016)
Associate: The Rev. Shivaun Wilkinson (2018)
Deacon: The Rev. Nancy Stockbridge

Sr. Warden: William Fleming
Jr. Warden: Becca Roberson

Secretary: Julia Metcalf
Treasurer: Andrew Hamill

St. John's, Zion Parish — Parish #: 305, Region: PN

Parish Name: Zion Parish (1811)
Church Name: St. John's Church (1857)

11040 Baltimore Ave
Beltsville, MD 20705

tel: (301) 937-4292
fax: (301) 937-0116
website: http://www.saintjohnsbeltsville.org/

Mailing Address:
PO Box 14
Beltsville, MD 20704-0014

Rector: The Rev. Joseph Constant (2015)
Associate: The Rev. Dr. Olivia Hilton
Deacon: The Rev. Sandra Bramble

Sr. Warden: Elsie Kirton
Jr. Warden: Earl Barrow

Secretary: Robin Osborne
Treasurer: Hodge Herry

St. Luke's, Brighton — Parish #: 206, Region: MN

Parish Name: St. Luke's Church (Separate Congregation) (1873)
Church Name: St. Luke's Church

1001 Brighton Dam Rd
Brookeville, MD 20833

tel: (240) 389-5853
website: http://stlukesbrighton.org

Mailing Address:
PO Box 131
Brookeville, MD 20833-0131

Rector: The Rev. Victoria Clayton (2018)

Sr. Warden: Susan Canby
Jr. Warden: Michael Goodman

Secretary: Nancy Osgood
Treasurer: June Stoyer

St. Luke's, DC — Parish #: 118, Region: DC

Parish Name: St. Luke's Parish (1997)
(Separate Congregation (1879-1997))
Church Name: St. Luke's Church (1873)

1514 15th St NW
Washington, DC 20005-1922

tel: (202) 667-4394
fax: (202) 667-8043
website: http://stlukesdc.org

Rector: *vacant*

Sr. Warden: George Nicol
Jr. Warden: Deborah Jackson

Secretary: June Lendore
Treasurer: Paula Singleton

St. Luke's, Trinity Parish — Parish #: 214, Region: MC

Parish Name: Trinity Parish (1957)
Church Name: St. Luke's Church (1954)

6030 Grosvenor Ln
Bethesda, MD 20814-1852

tel: (301) 530-1800
fax: (301) 530-1802
website: http://www.stlukesbethesda.org

Rector: The Rev. Jessica Hitchcock (2012)

Sr. Warden: Deb Marks
Jr. Warden: Sarah Hutchins

Secretary: Amanda Freeman
Treasurer: Sandra Swab

St. Margaret's — Parish #: 122, Region: DC

Parish Name: St. Margaret's Parish (1897)
Church Name: St. Margaret's Church (1894)

1830 Connecticut Ave NW
Washington, DC 20009-5706

tel: (202) 232-2995
fax: (202) 265-7817
website: http://www.stmargaretsdc.org

Rector: The Rev. Richard Weinberg (2020)
Adjunct Priest: The Rev. Rachelle Sam
Adjunct Priest: The Rev. Caron Gwynn
Deacon: The Rev. Francisco de Jesus Serrano
Deacon: The Rev. Jen Mariano

Sr. Warden: Giselle Pole
Jr. Warden: Ana-Mita Betancourt

Secretary: *vacant*
Treasurer: Mary Mervenne

St. Mark's, DC — Parish #: 116, Region: DS

Parish Name: St. Mark's Parish (1869)
Church Name: St. Mark's Church (1867)

301 A St SE
Washington, DC 20003-3812

tel: (202) 543-0053
fax: (202) 546-3695
website: http://www.stmarks.net

Rector: The Rev. Michele Morgan (2017)
Assistant: The Rev. Caitlin Frazier
Associate: The Rev. Patricia Catalano
Deacon: The Rev. Thomas Sinclair

Sr. Warden: James Brooks
Jr. Warden: Martha Huizenga

Secretary: Randy Marks
Treasurer: Doug Ammon

St. Mark's, Fairland — Parish #: 220, Region: MC

Parish Name: St. Mark's Parish (1969)
Church Name: St. Mark's Church (1748)

12621 Old Columbia Pike
Silver Spring, MD 20904-1614

tel: (301) 622-5860
fax: (301) 622-5861
website: http://www.stmarks-silverspring.org

Rector: The Rev. Christopher Wilkins (2022)

Sr. Warden: Pamela Gibson
Jr. Warden: Jess Rowland

Secretary: Keira Vargas
Treasurer: Janis Smith

St. Mary Magdalene — Parish #: 212, Region: MC

Parish Name: Wheaton Parish (1955)
Church Name: Church of St. Mary Magdalene (1864)

3820 Aspen Hill Rd
Silver Spring, MD 20906-2904

tel: (301) 871-7660
fax: (301) 871-0001
website: http://www.stmarymagdalene-md.org

Priest-in-Charge: The Rev. Carolyne Adhola (2023)

Sr. Warden: Nora Wellington
Jr. Warden: Marion Marshall

Secretary: Johanne Saintime
Treasurer: Michele Glidden

St. Mary's — Parish #: 126, Region: DC

Parish Name: St. Mary's Parish (1927)
Church Name: St. Mary's Church (1867)

728 23rd St NW
Washington, DC 20037-2501

tel: (202) 333-3985
fax: (202) 338-4958
website: http://www.stmarysfoggybottom.org

Rector: *vacant*

Sr. Warden: Brandon Todd
Jr. Warden: *vacant*

Secretary: Sara Maddox
Treasurer: Wendy Sherman

St. Matthew's — Parish #: 310, Region: PN

Parish Name: St. Matthew's Parish (1811)
Church Name: St. Matthew's Church (1696)

5901 36th Ave
Hyattsville, MD 20782-2925

tel: (301) 559-8686
fax: (301) 559-8687
website: http://www.stmatthewshyattsville.org

Senior Priest: The Rev. Vidal Rivas (2008)
Deacon: The Rev. Sally Ethelston (2022)

Sr. Warden: Liliana Gonzalez
Jr. Warden: Edwin Alexander

Secretary: Edith Montoya
Treasurer: Porfirio Velazquez

St. Michael & All Angels — Parish #: 316, Region: PN

Parish Name: Adelphi Parish (1958)
Church Name: Church of St. Michael and All Angels (1952)

8501 New Hampshire Ave
Hyattsville, MD 20783-2411

tel/fax: (301) 434-4646
website: http://stmichaelsadelphi.org

Interim Rector: The Rev. Dr. Bill Lewis
Deacon: The Rev. Enid Cole

Sr. Warden: Claudette Clarke
Jr. Warden: Irvine Holder

Secretary: Claudette Clarke
Treasurer: Marcia Knight

St. Monica's — Parish #: 133

Parish Name: St. Monica's Parish (1980)
Church Name: St. Monica's Church (1899)

(Closed: December 31, 2007)
(Deconsecrated: June 10, 2009)

St. Monica and St. James — Parish #: 117, Region: DS

Parish Name: Parish of St. Monica (1980) and St. James (1873) (2008)
Church Name: St. James' Church (1884)

222 8th St NE
Washington, DC 20002-6106

tel: (202) 481-0454
fax: (202) 546-2116
website: https://www.stmonica-stjames.org/

Rector: Fr. David Kendrick (2024)

Sr. Warden: Elisa Shearer
Jr. Warden: Russ Mawn

Secretary: Ian Nelson
Treasurer: Bob Tomkinson

St. Nicholas' Parish — Parish #: 223, Region: MN

Parish Name: St. Nicholas' Parish (2003)
Church Name: St. Nicholas' Parish (2009)

15575 Germantown Rd
Germantown, MD 20874-3012

tel: (240) 631-2800
fax: (240) 631-0136
website: http://www.saintnicks.com

Rector: The Rev. Beth O'Callaghan (2017)

Sr. Warden: Bob McCartin
Jr. Warden: Geoffrey Fuller

Secretary: *vacant*
Treasurer: Liz Monaco

St. Patrick's — Parish #: 128, Region: DN

Parish Name: St. Patrick's Parish (1946)
Church Name: St. Patrick's Church (1985)

4700 Whitehaven Pkwy NW
Washington, DC 20007-1554

tel: (202) 342-2800
fax: (202) 342-2802
website: http://www.stpatrickschurchdc.org

Rector: The Rev. Andrew Ogletree (2023)
Assistant: The Rev. Dr. Lisa Barrowclough

Sr. Warden: Ellen Terpstra
Jr. Warden: Susan Mulvaney

Secretary: Donna Murphy
Treasurer: J.B. Meek

St. Paul's, Baden — Parish #: 302, Region: SM

Parish Name: St. Paul's Parish (1692)
Church Name: St. Paul's Church (1692)

13500 Baden Westwood Rd
Brandywine, MD 20613-8419

tel/fax: (301) 579-2643

302A. St. Mary's Chapel (1848)
Brandywine Rd (Rte 381) and Saint Mary's Church Rd
Aquasco, MD 20608

Rector: The Rev. Peter Antoci

Sr. Warden: Darrin Palmer
Jr. Warden: Kristy Hauk

Secretary: Darrin Palmer
Treasurer: Sheri Edelen

St. Paul's, K Street — Parish #: 113, Region: DC

Parish Name: St. Paul's Parish (1867)
Church Name: St. Paul's Church (1866)

2430 K St NW
Washington, DC 20037-1703

tel: (202) 337-2020
fax: (202) 337-7418
website: http://www.saintpaulskstreet.org

Rector: The Rev. Richard Wall (2015)
Deacon: The Rev. Ethan Bishop-Henchman

Sr. Warden: Katherine Britton
Jr. Warden: Edwin Graves

Secretary: Jesse Solis
Treasurer: James Spaulding

St. Paul's, Piney — Parish #: 406, Region: SM

Parish Name: Piney Parish (1968)
Church Name: St. Paul's Church (1823)

4535 Piney Church Rd
Waldorf, MD 20602-3262

tel: (301) 645-5000
fax: (301) 638-5894
website: https://stpaulswaldorf.org

Rector: The Rev. Dr. Maria Kane (2014)

Sr. Warden: Sewell Truitte
Jr. Warden: Deborah Brown

Secretary: *vacant*
Treasurer: Sewell Truitte

St. Paul's, Rock Creek — Parish #: 110, Region: DN

Parish Name: Rock Creek Parish (1856)
Church Name: St. Paul's Church (1712)

Rock Creek Church Rd & Webster St NW
Washington, DC 20011

tel: (202) 726-2080
fax: (202) 726-1084
website: *http://www.stpaulsrockcreek.org*

Mailing Address:
201 Allison St NW
Washington, DC 20011-7305

Rector: The Rev. Cynthia McKenna (2024)
Assistant: The Rev. Douglas A.G. Greenaway

Sr. Warden: Susannah Cernojevich
Jr. Warden: Brandon Gallas

Secretary: Sheila Roberts
Treasurer: Walter Roberts, Jr.

St. Peter's — Parish #: 202, Region: MN

Parish Name: St. Peter's Parish (1792)
Church Name: St. Peter's Church (1774)

20100 Fisher Ave
Poolesville, MD 20837

tel: (301) 349-2073
fax: (301) 349-2093
website: *http://www.stpeterspoolesville.org*

Mailing Address:
PO Box 387
Poolesville, MD 20837-0387

Rector: The Rev. Emily Lloyd (2019)
Deacon: The Rev. Sally Lermond

Sr. Warden: Liz Boren, Zach Boren
Jr. Warden: Alex Wiley, Dave Wiley

Secretary: Carol Baxter
Treasurer: Patricia Brown

St. Philip the Evangelist — Parish #: 134, Region: DS

Parish Name: St. Philip the Evangelist Parish (2002)
Church Name: St. Philip the Evangelist Church (1887)

2001 14th St SE
Washington, DC 20020-4817

tel: (202) 678-4300
fax: (202) 678-4577

St. Philip's, Baden — Parish #: 323, Region: SM

Parish Name: Baden Parish (2004)
Church Name: St. Philip's Church (1876)

13801 Baden Westwood Rd
Brandywine, MD 20613-8426

tel: (301) 888-1536
fax: (301) 888-1202
website: http://stphilipsbaden.edow.org

Rector: *vacant*

Sr. Warden: Wilmer Gross
Jr. Warden: *vacant*

Secretary: *vacant*
Treasurer: Vivian Rich

St. Philip's, Laurel — Parish #: 308, Region: PN

Parish Name: St. Philip's Parish (1848)
Church Name: St. Philip's Church (1845)

522 Main St
Laurel, MD 20707-4118

tel: (301) 776-5151
fax: (301) 776-6337
website: http://www.stphilipslaurel.org

Rector: The Rev. Robert Bunker

Sr. Warden: Amanda Clark
Jr. Warden: William Henson

Secretary: *vacant*
Treasurer: *vacant*

St. Stephen & the Incarnation — Parish #: 114, Region: DC

Parish Name: St. Stephen (1892) and the Incarnation (1868) Parish (1926)
Church Name: Church of St. Stephen and the Incarnation (1866)

1525 Newton St NW
Washington, DC 20010-3103

tel: (202) 232-0900
fax: (202) 797-0367
website: http://www.saintstephensdc.org

Rector: The Rev. Yoimel González Hernández (2024)

Sr. Warden: Ryan Knight
Jr. Warden: Atiba Pertilla

Secretary: Carlos Rios
Treasurer: Michael Brown

St. Thomas', DC — Parish #: 119, Region: DC

Parish Name: St. Thomas' Parish (1891)
Church Name: St. Thomas' Church

1517 18th St NW
Washington, DC 20036-1305

tel: (202) 808-3326
fax: (202) 332-6245
website: http://stthomasdc.org

Rector: The Rev. Lisa Saunders Ahuja

Sr. Warden: Elizabeth Terry
Jr. Warden: Dan Costello

Secretary: Joshua Gerras
Treasurer: David Insinga

St. Thomas', P.G. County — Parish #: 309, Region: SM

Parish Name: St. Thomas' Parish (1851)
Church Name: St. Thomas' Church (1733)

14300 Saint Thomas Church Rd
Upper Marlboro, MD 20772-8222

tel/fax: (301) 627-8469
website: http://stthomascroom.org

309A. Chapel of the Incarnation (1911)
14070 Brandywine Rd
Brandywine, MD 20613

(Do not send mail to this address.)

Rector: *vacant*

Sr. Warden: Jack Thompson
Jr. Warden: Stephen Kensinger

Secretary: Sandra Wiseman
Treasurer: Debbie Richards

St. Timothy's — Parish #: 131, Region: DS

Parish Name: St. Timothy's Parish (1956)
Church Name: St. Timothy's Church (1944)

3601 Alabama Ave SE
Washington, DC 20020-2425

tel: (202) 582-7740
fax: (202) 575-0765
website: http://www.sttimothysofdc.org/

Rector: The Rev. Todd Thomas (2021)

Sr. Warden: Sharon Wardlaw
Jr. Warden: Sydney Moore

Secretary: Melvin Yates
Treasurer: Merle Robertson

Transfiguration — Parish #: 219, Region: MC

Parish Name: Transfiguration Parish (1967)
Church Name: Church of the Transfiguration (1961)

13925 New Hampshire Ave
Silver Spring, MD 20904-6218

tel: (301) 384-6264
fax: (301) 384-4221
website: http://www.transfig.org

Rector: *vacant*

Sr. Warden: David Stoddard
Jr. Warden: Roger Petzold

Secretary: Gail Carter
Treasurer: Kathy Berry

Trinity, Newport & Hughesville — Parish #: 404, Region: SM

Parish Name: Trinity Parish (1744)
Church Name: Trinity Church (1692)

9560 Trinity Church Rd
Charlotte Hall, MD 20646-3648

tel: (301) 934-1424
fax: (301) 309-8756

404A. Old Fields Chapel
15837 Prince Frederick Rd
Hughesville, MD 20637

(Do not send mail to this address.)

Pastor-in-residence: Christopher Otten

Sr. Warden: Thomas H. Swann
Jr. Warden: William Snider

Secretary: Sally Halstead
Treasurer: Elizabeth Swann

Trinity, DC — Parish #: 120, Region: DN

Parish Name: Trinity Parish (1896)
Church Name: Trinity Church (1889)

7005 Piney Branch Rd NW
Washington, DC 20012-2417

tel: (202) 726-7036
fax: (202) 726-0061
website: http://www.trinitychurchdc.org

Rector: The Rev. Shayna J. Watson
Associate: The Rev. Dr. Shawn Strout
Deacon: The Rev. Alethea Long-Green

Sr. Warden: Jordan Jean
Jr. Warden: Quallyna Porte

Secretary: Joan Taylor Brown
Treasurer: Marilyn Anderson-Boayue

Trinity, St. Mary's — Parish #: 505, Region: SM

Parish Name: St. Mary's Parish (1851)
Church Name: Trinity Church (1638)

47444 Trinity Church Rd
Saint Marys City, MD 20686

tel: (301) 862-4597
fax: (301) 862-2507
website: http://www.trinitysmcmd.com

Mailing Address:
PO Box 207
Saint Marys City, MD 20686-0207

505A. St. Mary's Chapel (1883)
12960 Point Lookout Rd (MD Rte 5) (Do not send mail to this address.)
Ridge, MD 20680

Rector: The Rev. Charity Humm (2024)

Sr. Warden: Sarah Abbott
Jr. Warden: Tracey Johnson
Secretary: Robin Pajak
Treasurer: William Edgerton

Trinity, Upper Marlboro — Parish #: 304, Region: SM

Parish Name: Trinity Church (Separate Congregation) (1810)
Church Name: Trinity Church

14515 Church St
Upper Marlboro, MD 20772

tel: (301) 627-2636
fax: (301) 627-1066
website: http://trinityuppermarlboro.org

Mailing Address:
PO Box 187
Upper Marlboro, MD 20773-0187

Vicar: The Rev. Dr. Peter Antoci (2022)

Senior Warden: Beverly Wells
Jr. Warden: Theresa Gardner-Williams
Treasurer: Linda Pennoyer
Secretary: Deborah Johnson

Washington National Cathedral — Parish #: 101, Region: DN

Parish Name: The Cathedral Church of St. Peter and St. Paul (1895)
Church Name: Washington National Cathedral

Mount Saint Alban
Washington, DC 20016-5094

tel: (202) 537-6200
fax: (202) 364-6600
website: http://www.nationalcathedral.org

Bishop of Washington: The Rt. Rev. Mariann Edgar Budde (2011)
Dean: The Very Rev. Randolph M. Hollerith (2016)
Provost: The Rev. Canon Jan Naylor Cope (2010)
Vicar: The Rev. Dana C. Corsello (2017)
Canon for Worship: The Rev. Dr. Rosemarie L. Duncan (2016)
Canon Missioner: The Rev. Dr. Leonard L. Hamlin, Sr. (Baptist)
Canon for Music: Michael McCarthy
Canon Historian: Jon Meacham
Canon Theologian: The Rev. Dr. Kelly Brown-Douglas

Diocesan Chapels

Addison Chapel — Parish #: 155

(Formerly St. Matthew's Church, Addison Parish)

(Deconsecrated: March 13, 1991)

Chapel of the Annunciation — Parish #: 151

Chapel of the Annunciation (1914)
The Bishop's Chapel

Episcopal Church House
Mount Saint Alban
Washington, DC 20016-5094

tel: (202)537-6555

Epiphany Chapel — Parish #: 152

Epiphany Chapel (1924)

(Deconsecrated: February 9, 1994)

Chapel of the Episcopal Center for Children — Parish #: 153

Chapel of the Episcopal Center for Children (1930)

5901 Utah Ave NW
Washington, DC 20015-1616

tel: (202)363-1333
fax: (202)537-5044

Chapel of the Intercession — Parish #: 154

Chapel of the Intercession (1906)

Washington Hospital Center
1010 Irving St NW
Washington, DC 20010-2412

tel: (202)577-7138

Church–Related Institutions and Organizations

The Cathedral Church of Saint Peter and Saint Paul

Mount Saint Alban, Washington, DC 20016–5094
Tel: (202) 537–6200 — Fax: (202) 364–6600
Website: *http://www.cathedral.org*

The Protestant Episcopal Cathedral Foundation

Board of Trustees

Chair: The Rt. Rev. Mariann Edgar Budde, Bishop of Washington
Vice–Chair: The Very Rev. Randolph M. Hollerith, Dean
President: Christopher Calsyn
Interim Secretary: Bhavanna Boggs
Treasurer: Tyler Dorn

Members:

Brooke Coburn
Kelvin Coleman
The Hon. Christopher (Casey) Cooper
Brian Coulter
John Dalton
Tyler Dorn
Nancy Fletcher
Cindi Gibbs-Wilborn
The Rev. Martha Horne
Ellen Jakovic
Roy Kapani
Laurel Pyke Malson
James New
Richard Parrino
Laura Puryear
Elise Rabekoff
Canon Jason Robinson
Canon Elinor Scully
William Sonneborn
Talhia Tuck
Tae-Sik Yoon

Cathedral Chapter

Chair: Dr. Eric L. Motley
Vice–Chair: Julie Miller
Secretary: James R. Woody
Finance Committee Chair: Janet L. McGregor

Members:

The Right Rev. Mariann Edgar Budde
The Very Rev. Randolph Marshall Hollerith
The Rev. Mark S. Anschutz
Joseph Bracewell
Dory Clark
Amanda R. Delk
Robert Fleming
Neil C. Folger
Dr. Wayne A.I. Frederick
Brett Gibson
Dan Hewitt
Paul D. Horvath
Kenneth M. Jastrow, II
Mark Johnson
Doro Bush Koch
J. Bryne Murphy
Robert Shorb, Jr.
Jan C. Smith
Karen Sonneborn
John Thorne
Brian Vahaly
John K. Villa
Matha Webb
Hillary Carter West

Brotherhood of St. Andrew

website: http://www.brothersandrew.net

The Brotherhood of St Andrew was founded in 1883 and is the oldest evangelistic Lay ministry of the Episcopal church. This lay ministry for men and boys is dedicated to bringing men and boys to Christ through prayer, study and service. Our mission is to introduce our Men's Ministry to all parishes in the Episcopal Church and the Worldwide Anglican Communion.

St. Anna's Home

c/o Board Chair, Episcopal Church House

Mount Saint Alban, Washington, DC 20016-5094

St. Anna's Home Fund was formed for charitable and benevolent purposes "…to provide for elderly and handicapped persons on a non-profit basis housing facilities and services especially designed to meet their physical, social, and psychological needs, and to promote their health, security, happiness, usefulness, and longer life." They process grant requests that: (1) are primarily for the support of housing for the elderly; (2) result in enriched services to minorities: (3) provide seed money for new programs that attract permanent funding.

Claggett Center

3035 Buckeystown Pike, Adamstown, MD 21710

tel: (301) 874–5147 — website: https://www.claggettcenter.org

Since being founded in 1952, the Claggett Center has been a vital, life giving center for mission and ministry in the Episcopal Diocese of Maryland and beyond. Today, Claggett continues to be a place set apart to serve all people in spiritual renewal, growth, and learning through ministries of hospitality and programming.

Collington, A Kendal Affiliate

10450 Lottsford Rd, Mitchellville, MD 20721–2734

tel: (301) 560–3601 — toll–free: 1 (888) 257–9468 — fax: (301) 925–7357

website: http://www.collington.kendal.org

A continuing care retirement community founded in 1986 by seven diocesan congregations and the Diocese of Washington on 125 acres in central Prince George's County. Collington's facilities include cottages, apartments, and a health center that offers assisted living as well as full nursing care. Residents have the opportunity for up to three meals daily, a full range of supportive services and activities, walking trails, a fitness/wellness program, and transportation to and from nearby metro stops. The resident community, which welcomes people of all faiths, includes many Episcopalians who have contributed to the life and leadership of diocesan congregations, diocesan ministries, seminary education, and our national church.

Daughters of the King

website: http://www.doknational.com; http://www.dokproviii.org/

National President: Nancy Severin
Province III President: Michele Marini

The Daughters of the King is an order for laywomen who are communicants of the Episcopal Church, or churches in communion with it, or churches who are in the Historic Episcopate. Members undertake a Rule of Life, incorporating the Rule of Prayer and the Rule of Service. By reaffirmation of the promises made at Confirmation, a Daughter pledges herself to a life–long program of prayer, service and evangelism, dedicated to the spread of Christ's Kingdom and the strengthening of the spiritual life of her parish.

Episcopal Church Women

Episcopal Church House
Mount Saint Alban, Washington, DC 20016–5094
tel: (202) 537–6530 — fax: (202) 537–5784
website: http://www.ecw-edow.org e-mail: ecw@ecw-edow.org

President: Patricia Taitt
Management Team Vice-Chair: Gail Booth-Carter
Treasurer: Faye E. Vaughn-Cooke

The Episcopal Church Women (ECW) was first recognized as an independent group in 1985. ECW evolved from the Women's Auxiliary Missionary Society, whose first national Triennial meeting was held in 1874. Much of the early work involved fundraising in support of female missionaries, eventually leading to the formation of the United Thank Offering. The United Thank Offering (UTO) continues to be a significant mission supported by ECW to this day.

Rosemount Center

2000 Rosemount Ave NW, Washington, DC 20010–1045
Tel: (202) 265–9885 — Fax: (202) 265–2636
website: http://www.rosemountcenter.com

Rosemount Center is a dual language (Spanish/English) early childhood and family support center for pregnant women, infants, toddlers, and preschool children. Accredited by the National Association for the Education of Young Children (NAEYC), Rosemount is focused on serving poverty level, primarily Latino families in the District of Columbia.

Saint Mary's Court

725 24th St NW, Washington, DC 20037–2560
Tel: (202) 223–5712 — Fax: (202) 223–6191
website: http://www.stmaryscourt.org

email: stmaryscourtmgr@spm.net

A 140-unit apartment house for low to moderate–income elderly and qualified handicapped persons. HUD rent supplements. Evening meals required. On the premises are: programs for recreation, education, exercise and art; DC Office on Aging Elderly Nutrition Program site serving daytime noon meal; programs for health, legal and supportive services; regular worship services and spiritual forum hours.

Samaritan Ministry of Greater Washington (SMGW)

1516 Hamilton St NW, Washington, DC 20011–3858
Tel: (202) 722–2280 — Fax: (202) 722–2288
website: *http://www.SamaritanMinistry.org*
e-mail: *info@SamaritanMinistry.org*

Satellite Locations:

Northwest DC/Administrative Office
1516 Hamilton St NW
Washington, DC 20011
tel: (202) 722-2280 — fax: (202) 722-2288

Anacostia/Southeast DC Office
1345 U St SE
Washington, DC 20020
tel: (202) 889-7702 — fax: (202) 889-7705

Arlington/Northern Virginia Office
2207 Columbia Pike
Arlington, VA 22204
tel: (703) 271-0938 — fax: (703) 271-0941

Congressional Heights Office
3111 Martin Luther King Jr. Ave SE
Washington, DC 20032
tel: (202) 562-2636

Skyland Workforce Center
2509 Good Hope Rd SE
Washington, DC 20020
tel: (571) 616-0427

Executive Director: The Rev. David B. Wolf, Esq.

A partnership of more than 50 Washington, Maryland and Virginia churches and schools which offers free coaching and capacity-building assistance to people who are low income and/or homeless. Next Step program participants meet regularly with caseworkers to set "next steps" toward their larger life goals of economic self-sufficiency, and social and spiritual well-being. SMGW empowers participants to set goals that include finding jobs and homes, learning to read, acquiring skills, registering for benefits, etc. Additionally, SWGW has incorporated all of the programs formerly administered by ECRA for those affected by HIV/AIDS, including burial assistance, retreat programs and bereavement support groups. In 2016, SMGW acquired STRIVE DC, another non-profit with regular job readiness training , which SMGW now provides. A small paid staff facilitates the ministries of almost 300 volunteers each year. Partner Representatives form the Ministry's Parish Council, which elects the Board of Directors. We now have satellite sites at the Bishop John T. Walker School for Boys, the Skyline Work Force Center, and Church of Our Saviour, Silver Spring.

Seabury at Friendship Terrace

Seabury at Friendship Terrace
4201 Butterworth Pl NW, Washington, DC 20016
Tel: (202) 244–7400
website: https://www.friendshipterrace.org

Seabury at Friendship Terrace is a rental retirement community, established in 1970 and completely renovated in 2011, for people 62 years of age and older or handicapped. Fees include the apartment, utilities, and all evening meals and are reasonably priced for those with moderate incomes. Subsidies are available through HUD for 40 of the 180 units. There are a wide variety of activities available, some transportation services and volunteer opportunities. Friendship Terrace has a beauty salon, and many other services are available for residents. The community is conveniently located close to the metro, shopping, and St. Columba's Episcopal Church.

Seabury Resources for Aging

555 Water Street SW
Washington, DC 20024
Tel: (202) 289–5690
Website: *http://www.seaburyresources.org*

Seabury Resources for Aging is the coordinating resource on aging issues and services in the Diocese. Established in 1924, Seabury is a nonprofit provider of personalized, affordable housing options and services in the community which help older adults throughout the greater Washington, DC area live with independence and dignity. Seabury's 355 units of independent, assisted, and shared housing are located at Friendship Terrace in northwest DC, Springvale Terrace in downtown Silver Spring, and Home First Residences in northeast DC. Services to more than 15,000 customers in the community are available through Seabury Care Management , serving Montgomery and Prince George's Counties, all of DC, and Northern Virginia; Age-In-Place home and yard maintenance in DC Wards 4, 5 & 6, Seabury's Ward 5 and Ward 6 Aging Services and city-wide Senior Center for the Blind and Visually Impaired. For registered DC residents, 60 and older, Seabury's Connector service provides medical transportation, delivers meals to the homebound, and offers a transportation debit card. Seabury's Congregational Resources coordinates Diocesan-wide events and assists congregations with information and resources and the development of parish senior ministries. Seabury provides a print newsletter, Resource, and several electronic newsletters. More than 3,600 volunteers provide and/or enhance services annually.

Directory of Episcopal and Episcopal–Related Schools

Episcopal and Episcopal–related independent schools located within the geographical boundaries of the Diocese of Washington are listed below. For schools located in Northern Virginia and in the Diocese of Maryland, please call their diocesan offices at (703) 461–1776 and (410) 467–1399 respectively. For more information, write directly to the parish or to The National Association of Episcopal Schools, 815 2nd Ave, New York, NY 10017 for the "Directory of Episcopal Church Schools."

St. Albans School

Mount Saint Alban, Washington, DC 20016–5069
Tel: (202) 537–6435 — Fax: (202) 537–6434
Website: http://www.stalbansschool.org

The National Cathedral School for Girls

3612 Woodley Rd NW, Washington, DC 20016
Tel: (202) 537–6300 — Fax: (202) 537–5743
Website: http://www.ncs.cathedral.org

Beauvoir the National Cathedral Elementary School

3500 Woodley Rd NW, Washington, DC 20016–5031
Tel: (202) 537–6485 — Fax: (202) 537–6512
Website: http://www.beauvoirschool.org

All Saints Pre-School

3 Chevy Chase Cir
Chevy Chase, MD 20815–3408
tel: (301) 654-2488 ext. 233
fax: (301) 951-6465
website: http://www.allsaintschurchpreschool.net

Christ Episcopal School

22 W Jefferson St
Rockville, MD 20850
tel: (301) 424–6550
fax: (301) 424–3516
website: http://www.cesrockville.org

Grace Episcopal Day School

9411 Connecticut Ave
Kensington, MD 20895–3532
tel: (301) 949–5860
website: http://www.geds.org

Holy Trinity Episcopal Day School

Primary School
13106 Annapolis Rd
Bowie, MD 20720–3829
tel: (301) 262–5355
fax: (301) 262–9609

The Daisy Lane School & High School Prep
11902 Daisy Ln
Glenn Dale, MD 20769
tel: (301) 464-3215
fax: (301) 464-9725
website: https://www.htrinity.org

Rosemount Center

2000 Rosemount Ave NW
Washington, DC 20010–1045
tel: (202) 265–9885
website: *http://www.rosemountcenter.com*

St. Andrew's Episcopal School

8804 Postoak Rd
Potomac, MD 20854–3553
tel: (301) 983–5200
website: http://www.saes.org

St. Columba's Nursery School

4201 Albemarle St NW
Washington, DC 20016–2009
tel: (202) 742–1980
website: *https://stcolumbasnurseryschool.org*

St. James' Children's School

11815 Seven Locks Rd
Potomac, MD 20854–3340
tel: (301) 762–3246
fax: (301) 762–4076
website: *http://www.stjameschildrensschool.com*

St. John's Episcopal School

3437 Olney–Laytonsville Rd
Olney, MD 20832–1743
tel: (301) 774–6804
fax: (301) 774–2375
website: *http://www.stjes.com*

St. John's Preschool

3240 O St NW
Washington, DC 20037–2842
tel: (202) 338–2574
fax: (202) 338-2579
website: *http://www.stjohnsdc.org*

St. Matthew's Day School

5901 36th Ave
Hyattsville, MD 20782–2925
tel: (301) 559–1100
website: *http://www.stmatthewsdayschool.com*

St. Patrick's Episcopal Day School

Whitehaven Campus

4700 Whitehaven Pkwy NW
Washington, DC 20007–1586

tel: (202) 342–2805
fax: (202) 342–7001

MacArthur Campus

4590 MacArthur Blvd NW
Washington, DC 20007-4226

tel: (202) 650-5324
website: http://www.stpatsdc.org

St. Philip's Child Development Center

2001 14th St SE
Washington, DC 20020–4817

tel: (202) 678–1640
website: http://stphilipscdc.org

St. Timothy's Child Development Center

3601 Alabama Ave SE
Washington, DC 20020–2425

tel: (202) 584–5662
website: http://www.sttimothyscdc.org

Bishop John T. Walker School for Boys

1801 Mississippi Ave SE
Washington, DC 20020-6120

tel: (202) 678-1515
fax: (202) 591-3061
website: http://www.bishopwalkerschool.org

Washington Episcopal School

5600 Little Falls Pkwy
Bethesda, MD 20816–1519

tel: (301) 652–7878
fax: (301) 652–7255
website: http://www.w-e-s.org

Part II: Annual Convention Proceedings

Bishop Mariann's 2025 Convention Address

The Right Reverend Mariann Edgar Budde, D.Min., D.D.
Ninth Bishop of Washington

And remember, I am with you always, to the end of the age.
Matthew 28:20

Again, let me say that it is good to be with you. It is an honor and great responsibility to address you each year at our diocesan-wide gathering of leaders, and I welcome those joining us via live-stream. Thank you to all who took part in the Service Toward Repentance last evening. Together we looked back on some of the most painful truths of our past, and prayed for the courage to do our part to repair the breach created by past injustices and better understand how our present reality is still informed by them. We prayed for the grace and courage to nurture the seeds God has planted among us now for, in the words of our former presiding bishop Michael Curry, a more "loving, life-giving and liberating future."[1]

That spiritual practice looking back in order to better understand the present and prepare for the future is courageous and holy discernment, and I am persuaded that it is time, now, to engage that same practice when considering the entirety of diocesan-level endeavors.

This address, then, is part spiritual reflection with what I pray is a word of encouragement, followed by brief remarks on our experience of the last week, and then a proposal that we engage in a process of diocesan ministry evaluation, specifically of the strategic plan that we launched in 2020.

First, a word to encourage us all.

The theme we've chosen for this Convention is "Christ before us." The phrase is part of a Celtic hymn that assures us of Christ's presence everywhere.

The Christ hymn is a source of great comfort for me personally. I love the version by Anna Hernandez that we sang a few moments ago. I also love the version embedded in the hymn, "St Patrick's Breastplate," which I sometimes sing to myself while driving in the car. Would you join in singing with me now?

Christ be with me, Christ within me,
Christ behind me, Christ before me,
Christ beside me, Christ to win me,
Christ to comfort and restore me.

Christ beneath me, Christ above me,
Christ in quiet, Christ in danger,
Christ in hearts of all that love me,
Christ in mouth of friend and stranger.[2]

1 To Quote our former Presiding Bishop Michael Curry
2"St. Patrick's Breastplate," *The Hymnal*, 1982 (Church Hymnal Corporation), 370.

Now let's sing again, changing the word "me" to "us."

Christ be with us, Christ within us,
Christ behind us, Christ before us,
Christ beside, Christ to win us,
Christ to comfort and restore us,

Christ beneath us, Christ above us
Christ in quiet, Christ in danger,
Christ in hearts of all that love us,
Christ in mouth of friend and stranger.

Christ is our hope.

He is the source of our strength.

He will be with us, as he promised, to the end of the age.

Still, we know that Christ's presence doesn't spare us from the complexities, trials and suffering of being human. When the Apostle Paul wrote in his letter to the Romans that hardship, distress, persecution, famine, nakedness, peril, or sword could not separate us from the love of God in Christ Jesus (Romans 8:35), he was also warning us that we may very well experience all those things, and more.

Moreover, the fact that we are forgiven our sins in Christ doesn't mean that he can shield us from our self-destructive ways and the harms we cause one another. Yet in our sin and frailty, as well as through our gifts and strengths, Christ makes his presence known to us, and by grace, makes his presence know through us—not perfectly, for as Paul describes in another letter, we are like clay jars holding this great treasure, "so that it may clear for all the world that this extraordinary power belongs to God and does not come from us." (2 Corinthians 4:7)

We live in the promise that Christ is with us always, within, among, behind, and before. We live from his grace and strength, which on occasion allows us—indeed, calls us—to be his hands and feet; to speak his words of love and exhortation; to pray for, and to help realize his kingdom, the Beloved Community, on earth, as it is in heaven.

Okay, that was the spiritual pep talk. Now to the events of this week.

As they say in Minnesota, "It's been a quiet week…"

I've known since my election in 2011 that there is a public dimension to our ministry, and specifically, for mine, as your bishop. The diocesan profile, written in 2010 to introduce the diocese to potential candidates, reads: "The Bishop is the voice of the Episcopal Church in the Capital, on Capitol Hill, and in many national and international conversations." I am also aware how consuming and frankly, seductive public ministry can be—a distraction at times, from the essential work of serving our congregations and their people, serving Christ in ministry on the local level.

I am clear that my primary work as your bishop, and that of the diocesan staff, is to support and encourage you, and to do all that we can to equip our congregations as they strive to be vibrant communities of faith. We are also here to help find ways we can work together for the good of all.

Yet there are times when the public side of ministry takes center stage. Like this week.

However you and others may feel about the sermon I offered at the Prayer Service for the Nation on Tuesday and the response it evoked, please know that I did my best to stay within the parameters of my spiritual role. The theme of the service was a prayer for unity, and I wanted to explore the necessary foundations of unity through the lens of our baptismal covenant. I included a warning about the dangers of the culture of contempt that has become normalized in public discourse (if we're honest, we all participate in it, and some of us have been on the receiving end of it this week). And I held before us all the need for dignity, honesty and humility in public speech. Disagreements are to be expected, but we can disagree respectfully. In making a plea for mercy, I was speaking on behalf of those we know and love as members of our congregations, people in our families and among our friends, and so many others who have reason to be terrified now.

As you know, the reaction has been intense, directed not only at me, but also the diocesan and cathedral staff, and many of you, as the clergy and congregations of the diocese. Let me hasten to express gratitude to all of you, and my awareness of the cost of being on the receiving end of that energy. In the messages we're receiving, there hasn't been a lot of middle ground—and that is a symptom of who and where we are as a nation. Some of the responses have been of profound gratitude; others of deep disagreement and anger. I know that we are all doing our best to treat every respondent with dignity and to embody a way of following Jesus rooted in dignity, honesty, humility and compassion. This is our witness, not mine alone.

We must also be mindful of what's happening now. Some members of our community are in danger, and do not have the support afforded me. In particular, our immigrant siblings, those who are new to our communities and those who have been for years, are living with great uncertainty, including our clergy. Similarly our LGBTQ siblings are facing a resurgence of prejudice reflected in public speech and policy. Many people in our congregations have already or may soon lose their livelihoods. And sadly, this week has made clear that we need to establish a comprehensive security plan across the diocese. We will do it. On this, you have my word. In the meantime, take care of yourselves and one another, and keep your eyes on Jesus.

Dramatic as they are, these waves of intense public attention are generally short-lived. As they subside, we go back to our essential work. With that in mind, let's turn our attention there.

As planned, 2025 is the year we will undertake a comprehensive evaluation of the strategic plan that we launched in 2020, with a particular focus on the fruitfulness of strategic initiatives in our congregations and collective witness to the love of Christ.

As a quick reminder, the three overarching goals of the strategic plan are to:

Revitalize our churches to grow the Jesus Movement

Inspire every person to grow in faith & equip our leaders to lead well

Partner in ministries of equity & justice for greater impact in our communities

You can thank me later for not reviewing here every initiative of the past five years. But we will begin an evaluation process of the fruits of our investments: what have we learned? What has been helpful and what hasn't? Which initiatives need more time;

which ones do we stop or modify? What has changed in the past five years? What have we missed? We need to prayerfully ask what Christ is calling us toward now and how are we to walk faithfully as the wondrously complex diocese that we are, in faith that Christ is indeed before us, as well as behind, within and among us now.

Between now and the day-long working retreat for diocesan leadership bodies in mid-February, the senior staff and I will begin considering ways to go about the evaluation process and the objective, outside help we need to accomplish it.

Since we'll be talking quite a lot today about financial resources as we take up the resolutions on reparations, consider the proposed operating budget for this year, and hear the first report from the Committee on Congregational Stewardship and Diocesan Support, I'd like to talk briefly about the money that has supported many our strategic efforts. When we get to the financial resolution on reparations, I've asked our treasurer to tell us which are possible funds from which that money would come.

For now, I'd like to focus on the operating budget and specific strategic plan goals.

The Committee on Congregational Stewardship and Diocesan Support will address us later today and its written report can be found in the Convention booklet. A sentence of that report caught my eye: it says that the committee doesn't consider part of its purview to evaluate the size of our diocesan budget, but committee members believe that it is a worthy topic of discussion.

I agree. If we're going to talk about congregational support for diocesan leadership and ministry, we need both an understanding and consensus on what the size and scope of diocesan ministry should be. We also need clarity about how to invest other resources that have been entrusted to us. We also need to remember that we may desire, or even need, more than our resources will allow. That's the reality of congregational life and it's true for us as a diocese.

Looking at the operating budget, at first glance there seems to be a disconnect in the relationship between resources and expenditures, for since the beginning of Covid-19 pandemic, which coincided with the launch of the strategic plan, congregational support for the diocese has gone down. At the same time, diocesan spending has increased, which perhaps is a cause for concern. It certainly concerns me.

There are, however, a number of amazing things to remember.

Our first goal of the strategic plan was to craft and implement a church revitalization strategy.

Congregational Vitality

We will implement a church revitalization strategy that leads to healthy, thriving congregations throughout the diocese, reversing the trends of decline

Tending Our Soil

In support of this goal, we received a million dollar grant from the Lily Foundation, to fund a five-year revitalization initiative, known as Tending Our Soil. Participating congregations receive three years of focused resourcing and engagement. The Lily grant pays for two full-time equivalents on the diocesan staff, divided between the Canon for Congregational Vitaly, the Rev. Anne-Marie Jeffrey, the Rev. Emily Lebrecque,

Missioner for Church Revitalization, and Ms. Amanda Anderson, Executive Assistant to the Missioners.

This is an evaluative year for Tending Our Soil, and there is both good news and essential learning to share. Tending Our Soil congregations learn not only about themselves, but the ministry context in which they serve. Their focus is on seven key indicators of congregational vitality, and the leveraging impact of strategic focus on one or perhaps two of those indicators. Nearly all of the participants of the first graduating class told us that they feel better equipped to plan strategically and set forward moving goals, and that they are more prepared for faithful action in the face of change. Tending Our Soil isn't a quick fix, but a slow, steady process of moving toward greater congregational health.

Lily has invited us to apply for a follow-up grant, and the Tending Our Soil team is looking at ways to modify the resources we have gathered so that more of our congregations can benefit from them. Again, most of the resources to pay for Tending Our Soil do not come from congregational pledges, but the grant money we have applied for and received.

As part of the strategic goal for congregational vitality, we also set our sights on the audacious goal:

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

After extensive demographic study, consultation with existing congregations and a bit of experimentation, we made the decision to lay the foundations for a new expression of Episcopal worship, known as The Well, in Bowie, Maryland, where one of our congregations closed just prior to the pandemic and where we have a thriving Episcopal school that serves predominantly Black families in Northern Prince George's County.

The Well

We have hired the Rev. Rondesia Jarrett-Schell, who lives in Bowie with her family, as our church planter, and she has spent the last two years establishing a presence and building relationships, forming a team, and creating spaces for spiritual conversation and prayer. She is being mentored by those with deep experience in church planting, and we've all learned that there is a lot of foundational work to be done before launching a new worshipping community. Our hope is for The Well to go public sometime this year. It won't look like most of our congregations, for its focus is on the spiritual and relational needs of those who may never walk through an Episcopal church door. I daresay what we learn from The Well will inform our evangelism and congregational revitalization strategy across the diocese.

Where is the money coming from to support The Well? Not from your diocesan pledge, but rather what is known as the Closed Parish Fund, which stewards resources that have been returned to the diocese when congregations have closed. According to a policy established by Diocesan Council back in 2006, resources from the fund are primarily to be used for the planting of new congregations or expressions of Episcopal worship and community.

Close Parishes Fund: $3,055,358

The Well $130,000/Annually

As you can see, we have resources available through the Closed Parishes Fund, which can be used anywhere for new expressions of Episcopal ministry. But those funds require us to think outside our existing church walls. But it's possible, as one example, that we could draw upon those funds to relaunch a worship and ministry center in the Anacostia neighborhood of Washington, DC. Last year, the Vestry of St. Philip the Evangelist in Anacostia made the heart-wrenching decision to close, but we still have a Child Development Center that serves families in the neighborhood. That could be an exciting part of our discernment as to where God may be calling us to invest reparations resources, should we vote in favor of funding the reparations resolutions later today.

There are other possibilities for new ministry, limited only by our creativity, collaborative planning, and a genuine desire to engage those outside our existing congregations with expressions of spiritual community that speaks to them. That's not to say that we abandon our Episcopal identity. The Anglican tradition from which we come is highly adaptive to multiple cultural and generational expressions. The question for us is how curious, open, and creative can we be?

My point here is that there are resources available for such creativity. Funding for The Well that you see in the operating budget comes from the Closed Parishes Fund. What tremendous opportunities that Fund can help us explore, and we have a responsibility to steward it well.

Inspire every person to grow in faith & equip our leaders to lead well

A second goal of our strategic plan speaks to the need to invest in spiritual growth and leadership across the diocese.

The signature initiative of our goal has been to establish the School for Christian Faith and Leadership.

The School for Christian Faith and Leadership

The School develops both online and in-person resources for individuals and congregations. The Rev. Anna Olson serves as Director of the School.

To build and sustain such a resource is a big undertaking, and the School is evolving as we learn what is most helpful and needed. It's a work in progress. But, over the last year, the School has offered workshops on specific topics, such as A Path of Discipleship, Financial Stewardship, and Reimagining Building Use that have been well received. The School is facilitating shared learnings between congregations. The resource for small group exploration of the Christian faith, Being With, that we introduced at last year's Convention is now being used widely in the diocese through the work of the School, and there is also a highly adaptive, simple to use framework for creating a Path of Discipleship in a congregation of any size that focuses on three core aspects of the Christian faith: What we believe; What it means to belong in Christian community, and how we behave as followers of Jesus.

You should take a look at it. The Rev. Amanda Akes-Cardwell, Our Missioner for Faith Formation and Development, used that Path of Discipleship framework in an online offering for young adults in Advent that those who participated found very helpful.

Amanda and Anna are available to help set up similar offerings in and among any of our congregations.

The funding for Amanda's position is part of your diocesan pledge. The funding for Anna's position comes from a bequest recently given to the diocese, known as the Corten Fund, for the sole purpose of Education. Currently the Corten Fund is in the amount of $1,250,000. We are drawing from it to fund the school. The School is entering its fourth year, and this will be a season of evaluation.

The third overarching goal of the strategic plan is to:

Partner in ministries of equity & justice for greater impact in our communities

Here we created a new full-time position, the Missioner for Equity and Justice. Michelle Dibblee currently serves as Interim Missioner for Equity and Justice, and she has been instrumental in supporting our key justice initiatives through the Committee on Diocesan Reparations, Creation Care, and the Migrant Support Ministry. She serves in an interim capacity because in the last four years, the position had two turnovers, which we took as a sign that we needed to evaluate our expectations and efficacy. Michelle is helping us to do that.

One of the questions this year will be to clarify if we need a staff position for this work and if so, what the position's focus needs to be—and if it is high enough priority for the diocese to fund. We don't draw from specific trust funds for this position; it comes from our annual operating budget resources.

The incredible ministry of our diocesan deacons is also in service to the ministries of compassion and justice. In the last five years, the growth of diaconal ministry and the expressed desire of every to have a deacon has resulted in the creation of a full-time Archdeacon in order to help raise up, form, and support our deacons in their service in every region of our diocese, a position that held by Venerable and indefatigable Steve Seely.

Regional Deans

A final staffing addition as the result of the Strategic Plan was the establishment of Regional Deans. We have named clergy from each of the 8 regions and one for our Episcopal School chaplains to help strengthen the connective tissue between us and to support shared ministry throughout the diocese. All serve in a very part-time capacity, roughly ten hours per month. Together their stipends are the equivalent of a full-time diocesan missioner. Deans have been so helpful in increasing collegiality among the clergy, helping congregations come together for shared services and projects such as solar panel installation, and providing counsel for us. The Regional Dean initiative is entering its fifth year, a good time to assess its value to our clergy and congregations.

Time does not allow me to highlight the good work of all on your diocesan staff. To a person, they love you and find their joy in doing whatever they can to help you thrive. Yet we realize that there is often a sense of disconnect between our work and your lives and ministry. One of the most frequently asked questions, particularly around budget time, "What does the diocese do for us?" "Where does our money go?"

These are legitimate questions, and in 2025, we will do our best to evaluate the ministry of the diocesan staff through your eyes, to help us all discern how best to invest precious human and financial resources.

A few more notes about the budget.

Church House Operations

While the running of the diocesan office is not cheap, I'd like us to keep in mind that, as a diocese, we pay no rent for Church House itself, which belongs to Washington National Cathedral. You may not know that Church House was once the official residence of the bishop, but that changed years ago. The Cathedral is a gracious and generous landlord. We pay only for our expenses and upkeep. Everything else is gifted to us, and we owe the Cathedral our thanks. In addition, the Cathedral is among the top financial supporters of our ministry.

The Bishop's Compensation Package

One final note about additional resources coming into the operating budget, which is personal, and that is the compensation package for the bishop.

As you can see in the budget my position is highly compensated, relative to the rest of diocesan staff and the majority of clergy serving in this diocese, for which my family and I are grateful.

Two things that you may not know.

First, apart from cost of living increases that I have only accepted in two of the thirteen years I have served you as bishop, my compensation package is the same as what was offered to me when I first came. For the first ten years, I accepted no increase, nor in the tightest years since then, because I am so well compensated relative to others. There is provision for a cost of living increase this year.

Second, one quarter of the bishop's annual compensation, about $70,000/year, is paid for by the Protestant Episcopal Cathedral Foundation, which stewards the resources of Washington National Cathedral and its schools. That's because I work for the Foundation as Chair of the Board and of the Management Committee, which consists of the Dean, School Heads, and Senior Foundation Staff. It's a big part of my work, which is one reason that this particular bishop's position is as demanding as it is. I love working with the Foundation and have learned so much that has informed my overall leadership. I simply want you to know one reason why the bishop's position is compensated as it is.

The diocese no longer owns a home for the bishop, and so as for many clergy, part of my package is a housing allowance. When Paul and I moved to Washington, the diocese generously loaned us money for the down payment of our home. When we sell our home, we will pay back the amount given to us, along with any appreciation in value, that the diocese can then use for my successor.

As I mentioned at the beginning, I believe that this is the year for evaluating the fruitfulness of diocesan ministry. Obviously, such evaluation must include the work of the bishop—not to determine whether or not you like me, or agree with everything I say and do, but rather how well I fulfill the leadership needs of the diocese. It's all about

the fruitfulness of diocesan-level ministry in support of the Episcopal Church witness in our neighborhoods, towns, cities, and rural areas, and how diocesan resources can best support the mission of Christ through you. There are more years behind me as your bishop than ahead of me, and it's a good time to take stock. This assessment will be helpful for me now, but also for the future, when it's time to call for the election of your tenth bishop.

I think it's also time for the diocese to determine an agreed upon baseline of congregational support. Given our other resources and the financial pressures congregations face, it doesn't have to be overwhelmingly burdensome, but it should be equitable, and, most important, universally accepted. That would be a great gift to my successor, as would our best collective understanding of diocesan-level ministry and how to measure its fruitfulness.

Let me close this address as I began, with a word of assurance, that as we look toward the future, Christ is before us. That phrase has a double meaning. Firstly, it means that Christ is ahead of us, making a way, beckoning us to all. It also means that he is before us, in all things. That is to say, it's not our vision or what we want for or from our church. It's not our church—it's his. The church exists for the hope of the world. We are about his teachings, his compassion, his sacrificial love. Let our mantra be like that of John the Baptist, "He must increase, and we must decrease," so that whatever we say or do isn't about us. We are here to embody, as best we can, the living Christ within and among us. Yes, we are clay jars—imperfect vessels—so that it may be clear for all the world to see that this tremendous power belongs to God and does not come from us. Flawed clay jars that we are, we are God's beloved. And you are beloved to me. Serving Christ as your bishop is one of the great blessings of my life.

Will you sing with me one more time:

Christ be with us, Christ within us,
Christ behind us, Christ before us,
Christ beside, Christ to win us,
Christ to comfort and restore us,

Christ beneath us, Christ above us
Christ in quiet, Christ in danger,
Christ in hearts of all that love us,
Christ in mouth of friend and stranger.

Journal of the Proceedings of the 130th Annual Meeting of the Convention of the Diocese of Washington

The 130th Annual Convention of the Diocese of Washington (EDOW) was held at the Cathedral of St. Peter and St. Paul on January 25, 2025.

Call to Order

The president of the convention, the Right Reverend Mariann Edgar Budde, bishop of Washington, called the convention to order at 9:17 a.m.

Annoucement of the Presence of a Quorum

The president appointed Mr. Keith Roachford, St. George's, DC, as coordinator for the dispatch of business and Mr. John Van De Weert, Jr., St. Monica and St. James', DC, as parliamentarian.

Mr. Roachford reported that more than 50 clerical and 50 lay delegates having registered, a quorum was present. The president then declared the convention to be in session.

Adoption of the Consent Agenda

Mr. Roachford moved adoption of the Consent Agenda, which included the agenda, the appointment of officers, and other required appointments. There were no requests to remove items from the Consent Agenda. Consent was given by a majority via a show of hands.

Appointments

The Consent Agenda included the following appointments: Mr. Keith Roachford, secretary of the convention; Mr. John Van De Weert, Jr., chancellor; and Mr. Jonathan Nicholas, treasurer.

The Commission on Ministry (new members/reappointments only): the Rev. Dr. Laura Natta, Ms. Aileen Moodie

Disciplinary Board (new members/reappointments only): the Rev. Patricia Phaneuf Alexander, the Rev. Sarah Odderstol, Mr. Michael Armstrong

The Consent Agenda also included the following appointments not requiring consent: Ms. Susan Stonesifer, historiographer.

The Committee on the Constitution and Canons: the Rev. Sarah Duggin, the Rev. Carol Cole Flanagan, the Rev. Greg Syler, Mr. Tony Coe, Mr. Lee Davis, Ms. Elizabeth Lee, Mr. David Schnorrenberg

The Committee on Resolutions for the 2026 Convention: the Rev. Peter Antoci, the Rev. Martha Jenkins, the Rev. David Wacaster, Dr. Linda Freeman, Ms. Erika Gilmore, Ms. Marion Helfrich

Convention Managers: the Rev. Canon Anne-Marie Jeffery, the Rev. Dr. Robert Phillips, the Rev. Canon Andrew Walter, Ms. Emily Blecksmith, Mr. Allen Fitzpatrick, Ms. Mildred Reyes, Ms. Keely Thrall

Introduction of New Clergy in Ministries

The president presented new clergy and clergy in new ministries.

Clergy in New Ministries: the Rev. Michael P. Barham, Rector, St. Andrew's, College Park; the Rev. Dawn Booth, Deacon, St. Nicholas' Parish; the Rev. Winnie S. Cavanaugh, Associate Rector, Christ Church, Washington; the Rev. Joan M. Crittenden, Deacon, Resurrection Parish; the Rev. Aaron R. Dunn, Associate Rector, Grace Church, Silver Spring; the Rev. Diana F. Edwards, Deacon, Grace Church, Georgetown; the Rev. Dr. Karin J. Ekholm, Assistant to the Rector, Christ Church, Georgetown; the Rev. Miriam Felipe Perez, Deacon, St. Stephen and the Incarnation; the Rev. Caitlin Frazier, Assistant Rector, St. Mark's, DC; the Rev. Yoimel González Hernández, Rector, St. Stephen and the Incarnation; the Rev. Dr. Olivia P. L. Hilton, Associate Rector, St. John's, Zion Parish; the Rev. Charity A. Humm, Rector, Trinity, St. Mary's; the Rev. Mary A. Kelly, Deacon, St. Stephen and the Incarnation; the Rev. David Kendrick, Rector, St. Monica's and St. James'; the Rev. Robert Douglas Kirby, Associate Rector, Ascension and St. Agnes; the Rev. Cynthia McKenna, Rector, St. Paul's, Rock Creek; the Rev. Sarah Miller, Associate Rector, St. Alban's; the Rev. Sara Palmer, Rector, All Souls'; the Rev. Christopher S. Phillips, Rector, Redeemer; the Rev. James E. Quigley, Associate Rector, St. David's; the Rev. Dr. Jordan A. Rippy, Associate Rector, St. David's; the Rev. Cara M. Rockhill, Interim Rector, St. Augustine's; the Rev. Z. Mark Smith, Rector, St. Andrew's, Leonardtown; the Rev. Donna Stinchcomb, Deacon, St. Philip's, Laurel; the Rev. AnnChristine Verrone, Long Term Supply, St. Barnabas' Church of the Deaf; the Rev. Shayna J. Watson, Priest-in-Charge, Trinity, DC

Newly Ordained Deacons: The Rev. Aaron Dunn, The Rev. Caitlin Frazier, The Rev. Dawn Booth, The Rev. Diana Edwards, The Rev. Miriam Felipe, The Rev. Mary Alcuin Kelly, The Rev. Annemarie Quigley, The Rev. Donna Ann Stinchcomb.

Newly Ordained Priests: The Rev. Aaron Dunn, The Rev. Caitlin Frazier

Receipt of New Resolutions

No new resolutions were brought to the floor.

Report on Nominations

Mr. Roachford presented the report of nominees for elective office. No nominations were made from the floor.

It was moved and seconded that nominations be closed. The motion was approved by a unanimous vote.

Standing Committee Voting Results

Only one nominee was put forth for each region with an open position. The president proposed that the delegates deem the sole nominees elected by acclamation, and no objections were made. Therefore, all those nominated were elected:

North Montgomery: the Rev. Victoria Clayton, St. Luke's, Brighton

South Montgomery: the Rev. Adrienne Clamp, Redeemer

North DC: Mr. Matthew Klaus, Washington National Cathedral

North Prince George's County: Mr. Roy Peterson, St. George's, Glenn Dale

Bishop's Address

The Rt. Rev. Budde delivered the annual address to the convention. The text can be found in the section of this Journal titled "The Bishop's Convention Address."

Report of the Reparations Committee

The Rev. Glenna Huber, chair of the Reparations Committee's Policy Working Group, explained that the Reparations Committee was charged in 2023 to propose policies and provide tools for diocese learning on reparations for the diocese's history of participation in, and benefit from, anti-Black racism and the harms done against the Black community. The committee adopted the concept that reparations is a response to racialized economic injustice and defined "reparations" as follows:

Reparations is the spiritual and material process to remember, restore, reconcile, and make amends for historical and continuing wrongs against humanity that can never be singularly reducible to monetary terms, but must include a substantial investment and surrender of resources.

Anti-Black rhetoric is embedded in the fabric of America, including the church, the Rev. Huber noted, and even today the Bible continues to be used by some to dehumanize God's children. Among the documented harms, records show clearly that the antecedents of EDOW knowingly participated in and benefitted from the slave economy, and EDOW and its congregations willfully and beneficially participated in ongoing exploitation and marginalization of Black Americans and Black congregations. Harms include exclusion and invisibility of Black Americans, such as relegating Black congregants to balconies or to segregated congregations; omitting Black people from churches' stained glass iconography; and excluding Black people from church histories. Many churches have White-only leadership that excluded Black clergy and leadership from diocesan bodies and made decisions for Black communities and congregations without their input. The Rev. Huber emphasized that the lack of cultural equity has given the impression that only whiteness matters.

Ms. Erika Gilmore, assistant chair of the Reparations Committee's Policy Working Group, described documented financial harms. During enslavement, many congregations were supported by taxes on tobacco, mostly produced on slave plantations, and many rectors and vestrymen were enslavers. At least one congregation profited directly from the sale of enslaved people. After Emancipation, assets from Black congregations were often transferred to White congregations. Ms. Gilmore provided examples in which White churches in the diocese were enriched at the expense of Black churches, resulting in persistent inequity.

Today, for example, 76 percent of EDOW's predominantly White churches have a full-time pastor, compared with 40 percent of its predominantly Black churches. Only 21 percent of predominantly White churches have no clergy, compared with 55 percent of predominantly Black churches. The median salary for pastors is $77,000 at predominantly Black churches and $119,000 at predominantly White churches. Furthermore, while average giving per attendee is slightly higher among predominantly Black churches, the total investment assets at predominantly Black churches amounts

to $7 million—a fraction of the $87 million in assets held by the predominantly White churches. These data illustrate that Black congregations are understaffed and their clergy underpaid. Despite comparable giving, their White counterparts have assets worth far more. Lower resources correlate with lower attendance. Ms. Gilmore concluded that the financial harms contribute to cultural harm, exploitation, and marginalization of Black Americans and Black congregations. On the basis of research so far, the estimated cost of harms, including property and unpaid labor, amounts to $272 million.

Ms. Gigi Nelson, chair of the Reparations Committee's Education Working Group, explained that the committee has proposed three resolutions for the delegates' consideration that do not repair all the harms but are a good start. They are briefly summarized as follows:

- Acknowledge past and current wrongs in an effort to create an equitable culture.
- Establish an ongoing Reparations Committee.
- Allocate $5 million of diocesan money over 10 years to reparations.

Ms. Nelson summarized the most common questions raised about the proposed resolutions and the Reparations Committee's responses:

- ***The topic of reparations is large and complicated; how can the diocese untangle and address all the components?*** The first step is to simply jump in and start wrestling with the issues.
- ***What about Indigenous people and others who have been harmed?*** Clearly, the scope could be broadened, but the committee was charged with responding to historic and ongoing anti-Black bias in the diocese. If the convention adopts the proposal to establish an ongoing Reparations Committee, it could expand and deepen the conversation over time.
- ***Who will decide how the money is allocated, and how will accountability be achieved?*** If EDOW establishes an ongoing Reparations Committee, that group would discuss how to disperse funds in collaboration with the Diocesan Council, the Finance Committee, the bishop, and EDOW staff. The Reparations Committee would report regularly to the convention. Success would be demonstrated when the disparities between Black and White congregations are eradicated. The ultimate measure of success would be the recognition of EDOW as a church of equity.

Mr. Nicholas briefly explained that although the diocese has ample assets, much of that money is restricted, meaning it is designated for specific purposes, and a substantial portion is held in trust by the dioceses and is not available for expenses. If the resolution for funding is adopted, rather than setting aside $5 million upfront, the diocese will determine how current funds can be used selectively to respond to specific recommendations for reparations. For example, an educational effort could draw on the education fund, and a compensation proposal could be paid with clergy funds. This approach allows EDOW to maintain financial stability.

Resolution: Acknowledgement and Equity (Adopted)

Submitted by the Rev. Gayle Fisher-Stewart (ret.); Ms. Erika Gilmore, St. George's, DC; Ms. Embry Howell, All Souls', DC; the Rev. Glenna Huber, Church of the Epiphany; the Rev. Peter Jarrett-Schell, Calvary; Ms. Caroline Klam, Church of the

Epiphany; the Rev. Michele Morgan, St. Mark's, Capitol Hill; Ms. Gigi Nelson, Church of the Atonement; Ms. Cathy O'Donnell, St. John's, Norwood; Ms. Andrea Pringle, St. Luke's, Bethesda; Ms. Gail Russell, Christ Church, Clinton; Ms. Susan Schulken, Grace Episcopal, DC; Mr. Anton Vanterpool, St. Alban's, DC; the Rev. David Wacaster, Grace Church, Georgetown; the Rev. Richard Weinburg, St. Margaret's, DC; the Rev. Creamilda Shirley Wulck-Nortley Yoda, Christ Episcopal Church, Clinton

Whereas this Diocese of Washington has earnestly started engaging in the conversation of reparations over the past fifty years; and

Whereas, on January 24th, 2025, The Right Reverend Mariann Edgar Budde, Bishop of Washington stood before the congregants in the Washington National Cathedral, and offered a magnanimous gesture, publicly repenting on behalf of the Diocese of Washington. This humbled and most sincere act of repentance was expressed against the intentional, and unexamined harms perpetuated against the Black congregations of the Diocese, as well as the Black community at large over decades of the Diocese's existence.

Resolved, that this Diocese joins the Bishop in admitting to past harms to the Black congregations, Black worshipers, as well as the Black community at large and that we will work to correct and repair the damage; and be it further

Resolved, that all congregations are to create and exhibit, with God's help, a culture of equity across the Diocese where no one group is to be treated as more valued or relevant than others. Congregations are encouraged to examine their liturgy, hymnody, iconography, and Christian education curricula to expand parishioners' understanding of the universality of the Body of Christ. Congregations will also examine and commit to transforming diocesan governance practices in order to promote a culture of equity; and be it further

Resolved, that all voting delegates of Convention be encouraged to take anti-racism training such as "Sacred Ground", "Internalized Oppression", or other similar programming; and be it further

Resolved, that Congregations are encouraged to study and accurately record their racialized histories, taking steps where needed to right the wrongs. Altered histories that omit actions or contributions involving non-white parishioners shall be corrected. The Diocese commits to providing support for these resources; and be it further

Resolved, that Congregations are encouraged to share their histories with groups such as Congregational History Partners, the Reparations Committee, and the Bishop's office.

Explanation

Since the establishment of the Diocese of Washington in 1895, there has been a culture of intentional exclusion. In more recent years, it has involved more inclusion, but that term itself still establishes a baseline of one culture "allowing" others to move within established culture circles. We seek to be a culture of Equity where no one culture dominates. By starting to live in that life, we can truly grow in God's Love.

Introduction

Ms. Gilmore said the resolution acknowledges that the diocese enacted harms against children of Christ for being Black and has allowed those harms to continue. While some steps have been taken to induce equity, much remains to be done to fully embrace and

cultivate equity. The resolution seeks to have the diocese and its parishes be honest about their histories, and document them accordingly, to educate ourselves on the truth and share that truth with each other in open, honest engagement, and to encourage each other to grow more in Christianity by making amends where needed. The resolution offers initial actions to solidify steps toward atonement, restore agency, and work toward a true culture of equity—not an environment of "inclusion," which suggests a primary body allowing others to enter the fold. The resolution asks for a culture of equity in which no one group is at the lead. When EDOW is recognized as a diocese of equity and a model for others, that will be the true measure of success of the work toward reparations.

Discussion

No discussion ensued. The resolution was approved as written by a majority via a show of hands.

Resolution: Creation of a Reparations Committee for Reparations in the Episcopal Diocese of Washington (Adopted as Amended)

Submitted by the Rev. Gayle Fisher-Stewart (ret.); Ms. Erika Gilmore, St. George's, DC; Ms. Embry Howell, All Souls', DC; the Rev. Glenna Huber, Church of the Epiphany; the Rev. Peter Jarrett-Schell, Calvary; Ms. Caroline Klam, Church of the Epiphany; the Rev. Michele Morgan, St. Mark's, Capitol Hill; Ms. Gigi Nelson, Church of the Atonement; Ms. Cathy O'Donnell, St. John's, Norwood; Ms. Andrea Pringle, St. Luke's, Bethesda; Ms. Gail Russell, Christ Church, Clinton; Ms. Susan Schulken, Grace Episcopal, DC; Mr. Anton Vanterpool, St. Alban's, DC; the Rev. David Wacaster, Grace Church, Georgetown; the Rev. Richard Weinburg, St. Margaret's, DC; the Rev. Creamilda Shirley Wulck-Nortley Yoda, Christ Episcopal Church, Clinton

Resolved, that a Reparations Committee (hereinafter referred to as "the Committee"), be appointed by the Bishop Diocesan, is hereby established to address and recommend reparative measures for historical and ongoing injustices inflicted on affected clergy, congregations and communities.

Resolved, that the Committee:

a. shall help investigate and assess the impact of racialized injustices, including the identification of affected communities and congregations, and the scope of harm.

b. shall develop a comprehensive reparations plan, including financial, social, educational, and policy measures.

c. shall review the implementation of approved reparative measures and provide ongoing evaluation and recommendations for improvement.

Resolved, that the Committee shall engage with affected individuals, communities, experts, and stakeholders to ensure that its work is informed, inclusive, and transparent.

Resolved, that:

a. The Committee Composition shall consist of no less than five, and no more than eight members, appointed by the Diocesan Bishop to include individuals with expertise *that includes but is not limited to* ~~in~~ writing, history, law, economics, social justice, and

community advocacy. The Committee membership shall be majority African-American in composition.

b. All members shall be individuals with a demonstrable history of commitment to racial justice (including participation in organizations and initiatives working toward racial equity).

c. In making appointments to the Committee, the Bishop shall endeavor to reflect the geographical, lay/clerical and other significant diversities of the Diocese.

d. The Committee may seek the support of a historian and/or program manager, to be compensated using resources from the reparations fund. Those who serve as support shall not have a vote on the Committee. The historian would have the capacity to accompany congregations as they examine their history through a lens of race. This person may be supported through a reparations fund.

e. The Committee shall have a chair elected by its members. The chair would have an advisory role that supports the historian and/or program manager.

Resolved, that adequate funding and resources shall be allocated to the Committee to carry out its mandate effectively, including research, and consultations.

Resolved, that:

a. The Committee appointments would be made by May 1, 2025.

b. The Committee will function for a minimum of ten years, with the possibility of an extension depending on progress and needs. Committee members will serve three-year terms and may be reappointed after taking a one-year break.

c. The Committee shall submit an annual report to diocesan convention detailing its findings, recommendations, and progress on reparative measures.

d. The Committee shall maintain transparency in its decision-making processes, providing regular updates to Diocesan Council, the Bishop and the Diocese. The Committee, in consultation with the Bishop and Diocesan staff, shall establish mechanisms for accountability, including review processes and avenues for input and feedback.

Explanation

Research conducted to date has shown that sustained, dedicated involvement from a committed group of individuals is critical to ensuring that diocesan efforts to address both historical and ongoing anti-Black bias are effective and impactful. This group would serve to maintain momentum and ensure that actions are intentional, accountable, and measurable over time.

Additionally, the research suggests that many congregations within the diocese are willing to engage in the important work of examining their parish histories through a racialized lens—if the necessary resources are made available. Congregations would benefit from support in this process, such as access to historians or a specialized committee, to provide expertise and guidance. This support can also help maintain accountability and ensure that the process is thorough and meaningful.

It is also essential to establish a dedicated group responsible for overseeing the allocation of financial resources. Given that monetary disbursements are a key part of reparations efforts, this committee must be closely aligned with diocesan structure, policies, and procedures. At the same time, the group must be impartial to ensure that funds are directed to, reach those individuals, congregations, and communities most impacted by anti-Black racism.

Introduction

The Rev. Huber said the proposed resolution supports the other resolutions of the Reparations Committee. The new committee would report regularly to the Diocesan Council and convention. The current Reparations Committee believes that a long-term committee would maintain consistency, provide expertise to congregations seeking to uncover their racialized history, and make recommendations on how to disperse reparations funds. Clearly, the work requires a long-term approach, and some communities lack the expertise, time, and resources to comb through their archives to understand how they were active participants in anti-Black bias. The new committee would play a part in understanding the history, naming the harms, and determining how to disperse funds in collaboration with the Diocesan Council and the bishop.

Discussion

Mr. Nathan Paxton, St. Monica's and St. James', proposed to amend the resolution to allow for the appointment of members with additional relevant expertise.

Paxton Amendment to the Resolution on Creation of a Reparations Committee for Reparations in the Episcopal Diocese of Washington (Adopted)

The Committee Composition shall consist of no less than five, and no more than eight members, appointed by the Diocesan Bishop to include individuals with expertise that includes but is not limited to in writing, history, law, economics, social justice, and community advocacy.

Discussion of Paxton Amendment

No discussion ensued. The amendment was passed by a majority via a show of hands.

Discussion of Resolution as Amended

The resolution was passed by a majority via a show of hands.

Resolution Funding Reparations In The Episcopal Diocese Washington (Adopted)

Submitted by the Rev. Gayle Fisher-Stewart (ret.); Ms. Erika Gilmore, St. George's, DC; Ms. Embry Howell, All Souls', DC; the Rev. Glenna Huber, Church of the Epiphany; the Rev. Peter Jarrett-Schell, Calvary; Ms. Caroline Klam, Church of the Epiphany; the Rev. Michele Morgan, St. Mark's, Capitol Hill; Ms. Gigi Nelson, Church of the Atonement; Ms. Cathy O'Donnell, St. John's, Norwood; Ms. Andrea Pringle, St. Luke's, Bethesda; Ms. Gail Russell, Christ Church, Clinton; Ms. Susan Schulken, Grace Episcopal, DC; Mr. Anton Vanterpool, St. Alban's, DC; the Rev. David Wacaster, Grace Church, Georgetown; the Rev. Richard Weinburg, St. Margaret's, DC; the Rev. Creamilda Shirley Wulck-Nortley Yoda, Christ Episcopal Church, Clinton

Resolved, that the Diocese commits to budget no less $5 million total, dispersed during budget cycles 2026-2035, to be used in making initial financial reparations for its history of participation in anti-Black racism that has undermined the Black community in this region.

Resolved, that Congregations of the Diocese are invited, and encouraged, to contribute additional funds toward this initiative.

Resolved, that these funds shall be used for initiatives and programs that specifically aim to remedy racialized inequity suffered by Black congregations and members of EDOW, by and the Black community at large in this region.

Resolved, that the continuing Reparations Committee shall determine appropriate allocations of these funds.

Resolved, that the Finance Committee and the Treasurer shall advise Council and The Reparations Committee regarding the appropriate and efficient source of these funds.

Resolved, that Disbursement of these funds in full, or in part, shall not be considered completion of the Diocesan Reparations process.

Explanation

In line with the Diocesan operating definition of reparations, that "*reparations is the spiritual process to remember, restore, reconcile and make amends for historical and continuing wrongs against humanity that can never be singularly reducible to monetary terms, but must include a substantial investment and surrender of resources*," the committee determined that some, substantial allocations of funds for reparations was necessary.

Dramatic wealth disparities between the predominantly Black and the predominantly white congregations of the Diocese, which exist despite similar giving levels among members, have undermined the ability of Black congregations to attract and retain clergy, to compensate those clergy equitably, and to fund other ministry initiatives and programs. Inequities in clergy compensation levels also result in Black clergy being forced to retire on significantly lower income, when compared to their white colleagues.

Similarly, the enormous wealth disparities between the Black and white communities in this region undermine the well-being, safety and political agency of the Black community at large. These inequities demand financial remedy.

The goal of $5 million was determined as a reasonable starting point for this effort. When considering investment and real estate assets, the aggregate wealth inequality between predominantly white and predominantly Black congregations appears to be at least $272 million. However, $5 million falls both within the scope of what the Diocese can likely achieve at this time, and within the immediate needs and initiatives the Committee on Black Ministries has identified.

The restoration of agency and power is an important element of the work of reparations. Therefore the specific uses of reparations funds will be left to the discretion of the ongoing Reparations Committee, but might include the following:

- Providing grants to predominantly Black Churches of the Diocese, with the aim of narrowing inequities in congregational operating funds for program ministries, staffing, and building maintenance/improvement

- Creating scholarships for Black seminarians who commit to serve in the Diocese
- Supplementing the pensions of retired Black clergy from this Diocese, whose pensions have been impacted by racially inequitable practices in hiring and compensation
- Establishing a Reparations Trust fund to support reparations initiatives to the Black community at large of this region.

Staffing a Reparations Director position to manage the disbursement and use of these funds Staffing a Reparation Historian's position to assist congregations with researching and sharing their histories of involvement in, and/or injury from, anti-Black racism, or other initiatives.

Introduction

The Rev. Peter Jarrett-Schell, Calvary, said that the diocese has already taken two important steps: confession and repentance. The third essential step is to return what was taken unjustly. Financial commitment is essential to restoration. Without it, "regret" and "love" are just words. The Reparations Committee looked closely at what was owed, to the extent possible, and determined that more than $270 million would be needed to reach equity. Therefore, the proposed $5 million is a modest step. The Reparations Committee worked with the treasurer to identify what is possible with existing assets in a sustainable way, and the treasurer believes this approach is feasible. No individual church is solely responsible for the harms. All in the diocese benefited, and all will address the issue together. The resolution places no hard boundaries on disbursement nor a laborious system of oversight. The Rev. Jarrett-Schell called on congregants to trust the new committee and trust that Black leaders are responsible, competent, and know what is good for their communities. He said the diocese cannot move forward toward reparations without taking the difficult step of relinquishing the habit of control and oversight.

Discussion

Ms. Paula Mays of the Washington National Cathedral noted that before St. Monica's closed and merged with St. James', St. Monica's had valuable commercial property potentially worth millions of dollars. Ms. Mays stated that when the church closed, the diocese took over the assets and placed them in the Phillips Trust.[1] She asked whether funds taken from Black churches could be used to support reparations. Doing so would not only be a great use of the funds but would also be a kind of healing to the former members of St. Monica's. The Rt. Rev. Budde noted the suggestion and said that discussion is ongoing around the history of the relationship between St. Monica's and St. James'.

The Rev. Sari Ateek, rector of St. John's, Norwood, spoke in favor of the resolution. He reminded the convention that the allotment of $5 million is just the starting point for a long-term approach. The amount represents what feels possible at this moment. He encouraged EDOW and its congregations to keep the conversation open about justice and reparations and consider ways to use resources in the future to continue on the journey toward justice. The Rev. Jarrett-Schell added that the resolution specifies

1 In 2009, the property belonging to St. Monica's was sold for $1.2 million. About half of the proceeds went to the Closed Parish Fund, and the rest was dispersed to the newly formed St. Monica's and St. James'.

that the $5 million disbursement does not constitute the completion of the diocese's reparations efforts.

The resolution was approved by a majority via a show of hands.

Treasurer's Report

Mr. Jonathan Nicholas, treasurer, recognized the leadership of the various diocesan committees with which he works to provide lay participation and oversight. He said the diocese received a clean audit for fiscal year 2023. The diocese ended 2024 with a balanced budget.

In terms of revenue, congregational giving is expected to reach the target for the year. The 2024 budget reflects an ongoing commitment to gradually reduce the amount of money withdrawn from the Soper Fund for annual operating expenses in an effort to ensure the fund's continued growth. The bishop's annual appeal went well, and high interest rates mean that the diocese earned income on its cash holdings. In 2024, the diocese spent less than anticipated from its Closed Parish Fund.

Nonoperating revenue represents the returns on the diocese's unrestricted assets, which account for about 15 percent of all assets in the past year. Because the diocese can spend that money as it deems appropriate, the returns are included in the budget as revenue. In 2024, the diocese sold some assets and lost about $18,000, while the value of some unrealized assets (that is, assets not sold) increased over the year.

Mr. Nicholas presented a snapshot of the diocese's financial position on October 31, 2024. It shows assets higher than the previous year, resulting from fluctuations in the market. For better transparency, the snapshot distinguishes the assets of the diocese from those of the Bishop John T. Walker School, which is a ministry of the diocese and is not independent. The snapshot showed $36 million in funds invested by parishes—funds that the diocese holds on behalf of parishes but cannot access. The snapshot also shows a total of more than $2 million loaned by EDOW to the Bishop Walker School over several years and that Mr. Nicholas believes is unlikely to be repaid by the school. It also shows more than $26 million in beneficial interests in perpetual trusts, which the diocese does not control. Subtracting liabilities, the diocese has net assets of about $92 million.

Of the total net assets, about $14 million is unrestricted. Approximately $25 million is temporarily restricted, meaning the diocese can spend the money only in compliance with the donor's requirements. The remaining $53 million is permanently restricted, meaning the diocese can only spend the returns generated by the principal. Mr. Nicholas pointed out that even the use of unrestricted funds is governed by guidelines created by the Diocesan Council, although the council can revise those policies. He presented figures from the 2023 audit showing the exact amounts of unrestricted and restricted net assets. Mr. Nicholas said that funds for reparations could be drawn from restricted funds if the purpose is consistent with the donor's intent.

The Soper Fund grew a lot in 2024, but Mr. Nicholas did not anticipate as much growth in future years. The net increase over the previous year reflects the lower amount drawn from the fund in 2024 compared with 2023. Mr. Nicholas reminded the participants of the deadlines for parochial reports and parish audits.

Recognition of the Rev. Dr. Robert Phillips

The Rt. Rev. Budde recognized the Rev. Dr. Robert Phillips, canon for leadership development and congregational care, who is retiring at the end of January 2025. The Rt. Rev. Budde noted that the Rev. Dr. Phillips guides aspiring leaders seeking ordination. He is often the first person to show up for a congregation in need during times of transition, grief, conflict, and adventure, bringing his faith, wisdom, and deep compassion to bear. The Rt. Rev. Budde offered some gifts of remembrance on behalf of the diocese. She also presented a certificate officially installing the Rev. Dr. Phillips as canon emeritus of EDOW, noting his exceptional service throughout his tenure.

The Rev. Dr. Phillips expressed gratitude to the Rt. Rev. Paula Clark (formerly EDOW canon to the ordinary and now bishop of the Episcopal Diocese of Chicago) for encouraging him to pursue this journey, to his beloved husband Lorenzo Scott, and to his colleagues and all the congregants for their support. The Rt. Rev. Budde offered a blessing for the Rev. Dr. Phillips and his husband as they pursue new adventures.

Tending Our Soil: Next Vital Steps

In a video presentation, the Rev. Anne Marie Jeffery and the Rev. Emily Labrecque described work starting around Next Vital Steps, the next iteration of the Tending Our Soil initiative. It will adapt the components of Tending Our Soil into a more adaptable, scalable format that congregations can use to discern their next steps toward revitalization. Watch the Tending Our Soil: Next Vital Steps video.

Presentation and Adoption of the 2025 Diocesan Budget

Mr. Joe Alcock, chair of the Finance Committee, presented the proposed budget for 2025. He illustrated how the budget has changed since 2018. Congregational giving and the Soper Fund are the two largest drivers of revenue, but the diocese has expanded sources of revenue since 2018. For example, the grant from the Lilly Endowment increased from $450,000 in 2018 to $845,000 in 2025. Income from the Soper Fund has been significantly higher in recent years, compared with 2018, but the diocese is also progressively reducing the percentage that it draws from that fund to ensure its sustainability. Expenses have increased over time as well. Notably, the costs of salaries and benefits have increased as the diocese hired more staff in alignment with its strategic planning. Congregational giving declined substantially in 2020, coinciding with the COVID-19 pandemic; although it has risen every year since, it has yet to reach pre-pandemic levels. In response to lower giving, the diocese discontinued congregational grants, which contributes to lower projected operating expenses in 2025 compared with 2024.

Congregational giving is projected to increase to $2.27 million for 2025. The percentage of the amount of the Soper Fund allotted for the annual budget is 4.5 percent for 2025 (down from 4.6 percent in 2024), anticipated at $1.61 million. Money from the Closed Parish Fund can be used to support new church planting; in 2025, nearly $130,000 from this fund will go toward church planting in Bowie. Funding from the Lilly Endowment Grant, a five-year grant to support the Tending Our Soil initiative, plus contributions from parishes participating in the initiative, are projected to account for $133,000 in

2025. The Corten Education Fund will provide about $174,000 to support the School for Christian Faith and Leadership.

The diocese receives $90,000 in other revenue, mostly from the Protestant Episcopal Church Foundation, the organization that coordinates the operation of the four institutions located on the National Cathedral property. This organization provides income to the diocese to compensate for the bishop's time spent on administrative and foundation duties. No General Convention is scheduled for 2025, so no funds are allocated for it. Additional revenue comes from the bishop's annual appeal, interest and dividend income, and grants and reserve funds. Total revenue for 2025 is projected to be about $4.7 million.

The diocese cut several expenses in the 2025 budget in the category of Church Revitalization. With the conclusion of the strategic planning effort, the diocese will no longer pay for strategic advisor consultants. The dean of the Latino Ministry left; the budget will be adjusted if a new dean is appointed this year. Lilly Endowment expenditures are expected to be lower in 2025 because the first cohort of the Tending Our Soil program recently completed its three-year program.

Under the category of national and international ministries, the diocesan contribution to the Episcopal Church remains at 15 percent of operating revenue, which represents an increase of about $7,000 for 2025. Salaries and benefits are projected to increase by about $75,000 in 2025. All diocesan staff received a 2.5-percent salary increase, as recommended. Notably, the salary of the Bowie church planter appears lower in 2025 because that individual is also serving the Holy Trinity Episcopal School, which is providing some of her compensation. Mr. Alcock noted that the line items in the General Administration category have been revised to more accurately illustrate projected costs. He hoped that the 2025 budget demonstrates that the diocese puts its money to good use.

Mr. Alcock moved adoption of the budget as presented.

Discussion

The budget was approved by a majority via a show of hands.

Report Of The Committee On Congregational Stewardship And Diocesan Support

The Rev. Jessica Hitchcock, rector at St. Luke's, Bethesda, reminded the convention that the Committee on Congregational Stewardship and Diocesan Support was created in December 2023 by the Diocesan Council to facilitate dialogue about how congregations want to support the diocese. The committee has looked at diocesan expenses that might be considered "canonically required" and determined that the cost of overseeing the diocese amounts to about $2.6 million—roughly equal to congregational giving. Although tithing has been discussed, the average giving rate is 3.7 percent, and the range varies widely.

A survey, to which 74 congregations responded, showed that more than half of respondents were aware of diocese activities. Frequent reasons for lower congregational giving were tight budgets, expenses (such as building repairs), and loss of a source of income. Half of respondents were comfortable with the current amount of giving. The

reasons often given for supporting the diocese were the importance of caring for people in need, helping other congregations weather a storm, and supporting the bishop's ministry. Two thirds of respondents said they were comfortable with how the diocese uses its money, but that leaves a significant minority that is not.

The committee learned from assessments conducted by other Episcopal dioceses that EDOW ranks third from the bottom in funding from congregations. About 70 percent of dioceses mandate contributions, and, in most cases, when a congregation fails to meet its obligation, the congregation is offered assistance—even when sanctions are a possibility.

In addition to gathering data, members of the committee have gathered insights. For example, the Rev. Hitchcock said that simply using the phrase "our diocese" rather than "the diocese" reminds people that they are working together with others and all are affected.

Among the questions the committee plans to tackle are whether the diocese should establish a giving standard and what should be done if that standard is not met. The Rev. Hitchcock emphasized that the committee will not answer those questions but rather will frame the discussion for in-depth consideration at the 2026 convention. There has never been deep deliberation, discussion, and voting around the current system. It is hoped that this effort will lead to consensus about a workable approach and increase communication and collaboration, strengthening the ties that bind the diocese and its congregations. The most important step will be making an intentional, prayerful decision together.

The Rev. Hitchcock encouraged delegates to take part in the committee's listening sessions and bring their ideas and opinions. The committee is particularly interested in thoughts on two broad questions:

- What can be done to help congregations feel more connected to the diocese?
- If a standard of giving is created, on what income should it be based?

Report Of The Committee On The Constitution And Canons

Mr. Tony Coe, chair of the Committee on the Constitution and Canons, brought forth a proposed amendment to the Constitution and Canons for a vote. Following the 2024 convention, the committee requested suggestions for improving meetings and received many comments on the process around resolutions. A proposal to amend the Rules of Order of the Convention to improve the resolutions process was referred to the Committee on the Constitution and Canons and the Committee on Resolutions for review. The proposed amendments to the Rules of Order seek to promote a more organized, streamlined process and to improve communication among participants around resolutions. Mr. Coe pointed out that the convention brings together hundreds of voting members for one day each year, and the legislative process is by nature time-consuming and inefficient. The goal of the proposed amendments is to improve efficiency without stifling expression or obstructing the will of the majority. Therefore, each proposed change includes a waiver process that would allow the convention to move forward with a majority or supermajority vote, based on existing rules and precedents.

Mr. Coe outlined the proposed amendments to the Rules of Order:

- The president of the convention has the authority to recognize speakers and structure debate in an orderly manner. The convention may adopt a time limit on debate and may extend those time limits.
- For floor nominations, biographical information may be submitted a week before the annual convention. The secretary has flexibility in setting the deadline and will distribute biographical information about nominees.
- The resolutions process will be updated to reflect the current use of electronic distribution.
- Each resolution shall have a primary sponsor and a minimum of four additional clerical and four additional lay sponsors from at least four different parishes. Every resolution will have an open hearing in advance of the convention that includes a minimum of 20 convention members.
- Filing deadlines and formats for first-degree amendments will be updated. The text of first-degree amendments will be provided to the sponsor of the resolution with the aim of reaching consensus before debate on the floor and minimizing time spent on noncontroversial technical changes, such as spelling and grammar.

Mr. Coe moved adoption of the amendments to the Rules of Order, to take effect January 26, 2025.

Amendments to the Rules of Order of the Convention (Adopted)

The Rules of Order of the Convention are amended—

(1) in section 203—

(A) in subsection (b), by adding after the first sentence "The President may recognize speakers and take other actions to structure the debate on any matter before the Convention in an orderly manner."; and

(B) by adding at the end the following:

"(e) LIMITATION ON DEBATE ON A PARTICULAR QUESTION.—The Convention may adopt in the agenda for a session a time limit for the debate on a particular matter. At the expiration of the time limit, any speaker currently recognized may complete their time in accordance with subsection (d). Immediately following such speaker's time, the President shall call for a vote on the matter without further debate, beginning with any amendments introduced to the Convention on the matter and concluding with the matter itself as it may have been amended.";

(2) in section 208 (a), by striking paragraph (1) and inserting the following:

"(1) ELECTIONS OTHER THAN A BISHOP.—

"(A) IN GENERAL.—Nominations for elections (other than an election of a bishop) shall be made in accordance with section 402 of the Canons.

"(B) FLOOR NOMINATIONS.—

"(i) IN GENERAL.—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.

"(ii) BIOGRAPHICAL INFORMATION.— Any participant of the Convention may submit biographical information on any candidate whom such participant intends to nominate from the floor, or by other prescribed method. That information shall be submitted to the Secretary not later than 7 days before the applicable meeting of the Convention, or such other deadline as may be established by the Secretary, and in a format that may be established by the Secretary."; and

(3) in section 211—

(A) by striking subsection (f) and inserting the following:

"(f) POSTING OF RESOLUTIONS AND REPORTS.— Not later than 30 days before the day of the meeting of the Convention at which the resolution is to be considered by the Convention, the Secretary shall post on the Diocesan website—

"(1) any resolution submitted before the 60-day period described under subsection

(c);

"(2) any report of the Committee on Resolutions relating to that resolution; and

"(3) any other explanatory materials relating to that resolution the Secretary determines useful."; and

(B) by adding at the end the following:

"(j) SPONSOR AND HEARING REQUIREMENTS.—

"(1) COMPLIANCE.— A resolution that is not in compliance with this subsection may not be considered at a meeting of the Convention, unless—

"(A) the sponsor or individual submitting the resolution shows cause as to the reasons that the resolution could not be submitted in compliance with this subsection; 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) SPONSORS.— At the time of the submission of a resolution, the resolution shall have a single primary sponsor and not fewer than 4 additional sponsors who are clerical members of the Convention and not fewer than 4 additional sponsors who are lay members of the Convention. The sponsors shall include lay members or clerical members from at least 4 different parishes. Additional sponsors may be added to the resolution at any time.

"(3) HEARINGS.— There shall be a hearing organized by the President on the resolution at which not fewer than 20 members of the Convention are in attendance that occurs before the applicable meeting of the Convention. Hearings may be conducted as remote electronic meetings.

"(k) AMENDMENTS.—

"(1) FILING REQUIREMENT.— All first degree amendments to any resolution shall be filed with the Secretary not later than 12:00 noon on the third day before the day of the meeting of the Convention at which the resolution is to be considered by the Convention. A first degree amendment shall be in the form of a complete substitute for the resolution, accompanied by text showing proposed changes and an explanation of the amendment.

"(2) CONSIDERATION OF LATE AMENDMENTS.— A first degree amendment that is not filed with the Secretary in accordance with paragraph (1) may be considered by the Convention if a motion to consider the amendment is approved by not fewer than 67 percent of all members of the Convention who are present and voting as a single body.

"(l) NOTICE OF AMENDMENT.—

"(1) NOTICE AND INQUIRY.— Before filing an amendment to a resolution, the sponsor of the amendment shall—

"(A) provide the text of the amendment to the primary sponsor of the resolution; and

"(B) inquire whether or not the primary sponsor of the resolution is amenable to modifying the resolution to adopt the amendment or any part of the amendment.

"(2) CONTACT INFORMATION.— The primary sponsor of a resolution shall provide the Secretary with an email address at the time of submitting the resolution for carrying out paragraph (1).

"(3) COMPLIANCE.— It will not be in order for the Convention to consider any amendment that is not in compliance with this subsection before any amendment that is in compliance with this subsection.".

APPENDIX

This appendix shows the strikes and inserts to the text of the Rules of Order of the Convention made by the proposed amendment. New proposed text is in italics. Text proposed to be stricken is in line type.

Rules of Order of the Convention

TITLE I— GENERAL PROVISIONS

SEC. 101. DEFINITIONS.

In these Rules of Order of the Convention:

(1) CONSTITUTION AND CANONS 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.

(3) ROBERT'S RULES OF ORDER.—The term "Robert's Rules of Order" means the most recent edition of Robert's Rules of Order.

(4) 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.

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

(f) 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. *The President may recognize speakers and take other actions to structure the debate on any matter before the Convention in an orderly manner.*

(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.

(e) *LIMITATION ON DEBATE ON A PARTICULAR QUESTION.— The Convention may adopt in the agenda for a session a time limit for the debate on a particular matter. At the expiration of the time limit, any speaker currently recognized may complete their time in accordance with subsection (d). Immediately following such speaker's time, the President shall call for a vote on the matter without further debate, beginning with any amendments introduced to the Convention on the matter and concluding with the matter itself as it may have been amended.*

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) ELECTIONS OTHER THAN A BISHOP.—

(A) IN GENERAL.—Nominations for elections (other than an election of a bishop) shall be made in accordance with section 402 of the Canons.

(*B) FLOOR NOMINATIONS.—*

(i) IN GENERAL.—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.

(*ii) BIOGRAPHICAL INFORMATION.— Any participant of the Convention may submit biographical information on any candidate whom such participant intends to nominate from the floor, or by other prescribed method. That information shall be submitted to the Secretary not later than 7 days before the applicable meeting of the Convention, or such other deadline as may be established by the Secretary, and in a format that may be established by the Secretary.*

(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.~~

(f) POSTING OF RESOLUTIONS AND REPORTS.— Not later than 30 days before the day of the meeting of the Convention at which the resolution is to be considered by the Convention, the Secretary shall post on the Diocesan website—

(1) any resolution submitted before the 60-day period described under subsection (c);

(2) any report of the Committee on Resolutions relating to that resolution; and

(3) any other explanatory materials relating to that resolution the Secretary determines useful.

(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.

(j) SPONSOR AND HEARING REQUIREMENTS.—

(1) COMPLIANCE.— A resolution that is not in compliance with this subsection may not be considered at a meeting of the Convention, unless—

(A) the sponsor or individual submitting the resolution shows cause as to the reasons that the resolution could not be submitted in compliance with this subsection; 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) SPONSORS.— At the time of the submission of a resolution, the resolution shall have a single primary sponsor and not fewer than 4 additional sponsors who are clerical members of the Convention and not fewer than 4 additional sponsors who are lay members of the Convention. The sponsors shall include lay members or clerical members from at least 4 different parishes. Additional sponsors may be added to the resolution at any time.

(3) HEARINGS.— There shall be a hearing organized by the President on the resolution at which not fewer than 20 members of the Convention are in attendance that occurs before the applicable meeting of the Convention. Hearings may be conducted as remote electronic meetings.

(k) AMENDMENTS.—

(1) FILING REQUIREMENT.— All first degree amendments to any resolution shall be filed with the Secretary not later than 12:00 noon on the third day before the day of the meeting of the Convention at which the resolution is to be considered by the Convention. A first degree amendment shall be in the form of a complete substitute for the resolution, accompanied by text showing proposed changes and an explanation of the amendment.

(2) CONSIDERATION OF LATE AMENDMENTS.— A first degree amendment that is not filed with the Secretary in accordance with paragraph (1) may be considered by the Convention if a motion to consider the amendment is approved by not fewer than 67 percent of all members of the Convention who are present and voting as a single body.

(l) NOTICE OF AMENDMENT.—

(1) NOTICE AND INQUIRY.— Before filing an amendment to a resolution, the sponsor of the amendment shall—

(A) provide the text of the amendment to the primary sponsor of the resolution; and

(B) inquire whether or not the primary sponsor of the resolution is amenable to modifying the resolution to adopt the amendment or any part of the amendment.

(2) CONTACT INFORMATION.— The primary sponsor of a resolution shall provide the Secretary with an email address at the time of submitting the resolution for carrying out paragraph (1).

(3) COMPLIANCE.— It will not be in order for the Convention to consider any amendment that is not in compliance with this subsection before any amendment that is in compliance with this subsection.

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.

Discussion

Mr. Charles Hendricks, St. Bartholomew's, asked for clarification on the deadlines for resolutions to be finalized before the convention meets. It is not clear when it would be appropriate to offer an amendment. Mr. Coe responded that the legislative process is not always clear-cut, and deadlines will change no matter when a target date is set, but having a deadline helps move the process forward. Mr. Van De Weert noted that the timeline for preparing resolutions and holding preliminary hearings will be different for next year's convention. In addition, the requirement to consult on amendments is designed to be part of the process before a resolution reaches the floor. Mr. Hendricks said that if deadlines are imposed, they should clearly indicate when the resolution text is available for amending. Mr. Coe said that the committee would look into the issue.

Mr. Nathan Paxton, St. Monica's and St. James', asked for clarification about the number of delegates required to approve an amendment. Mr. Van De Weert explained that a two-thirds majority would be needed to allow an amendment to be presented and a simple majority to approve the amendment, which is similar to the current approach for late resolutions. Mr. Paxton asked whether the convention would see the text of the proposed amendment before voting on whether to consider it, and Mr. Van De Weert said that would likely be the approach. Mr. Coe added that second-degree amendments remain an option.

Ms. Robin Peuser, St. Luke's, Brighton, asked for clarification of the date on which the amendment would take effect, if passed. Mr. Coe said the original report included a mistake that has been corrected, and the amendment would take effect January 26, 2025. The Rt. Rev. Budde explained that the intention of the proposed changes is to minimize the time taken during the convention to fix minutiae, which delegates requested.

The resolution was approved by a majority via a show of hands.

Corporate Status of Maryland Parishes

Mr. Coe explained that in 2024, diocesan staff initiated an effort to address a long-standing problem related to the corporate status of 51 parishes in Maryland. Because those incorporated parishes were governed by the Maryland Vestry Act of 1798, they faced challenges completing routine corporate functions such as opening bank accounts and applying for grants. Maryland state agencies had difficulty interpreting the uncodified statute, and businesses were often uncertain about the corporate status of the parishes.

The chancellor drafted a bill repealing the remaining provisions of the Vestry Act and making the parishes subject to the state's laws applying to religious corporations. Delegate Todd Morgan and Senator Jack Bailey shepherded the bill through the Maryland General Assembly, and the bill passed. The diocese is now assisting the incorporated parishes in making the transition to religious corporations. The Committee on the Constitution and Canons provided analysis and recommendations to the diocese on the issues around the transition and will examine the need for changes in the Constitution and Canons to comport with the new law.

Report Of The Committee On Resolutions

Mr. Roachford presented the report. Two resolutions were submitted.

Resolution: Urging The Diocese And Parishes To Participate In Energy-Usage Study (Adopted As Amended)

Submitted by the Diocese of Washington Creation Care Committee; Mr. Abbott McCartney, St. John's, Lafayette Square; the Rev. Mary Sebold, Deacon, St. Dunstan's; the Rev. Melissa Sites, Rector, St. Christopher's; the Rev. Donna Stinchcomb, Deacon, St. Phillip's, Laurel; the Rev. Robert W. Fisher, Rector, St. John's, Lafayette Square; the Rev. Dr. Christopher I. Wilkins, Rector, St. Mark's, Fairland; the Rev. Ledlie Laughlin, Rector, St. Columba's; the Rev. Beth O'Callaghan, Rector, St. Nicholas'; the Rev. Patricia Phaneuf Alexander, Rector, St. Dunstan's; and the Rev. Meredith T. Heffner, Rector, St. James', Potomac

Resolved, that the One Hundred Thirtieth Convention of the Diocese of Washington acknowledges that The Episcopal Church General Conventions for nearly 20 years have recognized that human-caused climate change is real and poses an immediate and serious global threat to all God's creation, a condition that is contrary to our Christian commitment to care for all God's creation, and those General Conventions have further recognized the need to reduce and ultimately eliminate our carbon footprint in response to the climate crises; and be it further

Resolved, that this Convention acknowledges that the 2022 and 2024 General Conventions encouraged dioceses and their parishes to pursue their own goal to become carbon neutral by 2030 and that the 2022 General Convention expressly identified increasing energy efficiency in buildings as one clear step for dioceses and parishes to undertake to become carbon neutral by 2030; and be it further

Resolved, that this Convention recognizes that the Diocese of Washington and its parishes own and manage buildings and have a responsibility, consistent with our

Christian commitment to care for all God's creation, to ensure that those buildings are part of the solution to our climate crisis; and be it further

Resolved, that this Convention urges the Diocese and its parishes to participate in a no-cost, Diocese-wide, benchmarking study of energy usage that will provide the Diocese and its parishes with personalized energy-usage profiles and energy-upgrade recommendations for each participating facility, leading to reduced energy usage and increased cost savings; and be it further

Resolved, that this Convention urge the Diocese and its parishes to participate in this energy-usage study by entering 2024 monthly utility bills for electricity and heating fuel for each participating facility by July 1, 2025, into a web-based study program, known as the "Better Building Efficiency Targeting Tool," offered at no cost by the U.S. Department of Energy, or a suitable alternative tool; and be it further

Resolved, that this Convention recognizes that the energy-usage study's full benefit to the Diocese and to its parishes depends upon the broadest possible participation among parishes throughout the Diocese; and be it further

Resolved, that knowing that not every parish may have the resources to collect and enter the energy-usage data, the Diocese of Washington Creation Care Committee be available to assist the Diocese and its parishes to collect and enter the monthly data into the Better Building Efficiency Targeting Tool, or a suitable alternative tool, and that the Creation Care Committee further be available to assist the Diocese and its parishes to interpret the personalized energy-usage profiles and to help identify possible energy-saving measures for each facility derived from the profiles.

Explanation

This Resolution seeks to move the Diocese and its parishes to address the pressing environmental need to reduce our collective consumption of fossil fuels. The Resolution urges the Diocese and its parishes to take the first meaningful step by participating in a Diocese-wide benchmarking study that measures each church facility's energy usage and offers energy-upgrade recommendations. Once armed with this information, the Diocese and its parishes will be better able to plan how best to reduce their energy usage and to increase their cost savings.

The Episcopal Church has long recognized the threat posed by human-generated climate change and advocated for lowering carbon emissions. The 2006 General Convention, recognizing the Christian commitment to care for all God's creation, urged "moral transformation" to move toward "environmentally sustainable economic practices." See D055 (2006). The 2006 and 2009 General Conventions expressly pushed for reductions in fossil fuel consumption. See B002 (2006); D005 (2006); D031 (2009). The 2022 General Convention encouraged Episcopal institutions to set 2030 as their own goal to be carbon neutral. See A087 (2022). The 2024 Convention renewed that commitment to carbon neutrality by 2030. See D050 (2024).

The Diocese of Washington Creation Care Committee has found a useful, no-cost, web-based tool for measuring facility energy consumption known as the "Better Building Efficiency Targeting Tool" (https://better.lbl.gov), offered by the U.S. Department of

Energy. Participation only requires entering monthly utility bill data into the web-based tool.

This Better Building Efficiency Targeting Tool would then furnish each participating facility with a personalized profile of its energy usage together with personalized energy-upgrade recommendations for the facility. This personalized information would enable parishes to compare the relative energy efficiency for each facility and to develop their own individual plan for energy conservation and cost savings based upon the energy-upgrade recommendation.

Knowing that not every parish may have the resources to collect and enter the energy-usage data, the Diocese of Washington Creation Care Committee, working with Interfaith Power and Light (DC, MD, NoVA) ("IPL-DMV"), will be available to assist the Diocese and parishes to enter the energy-usage data into this web-based program and will be further available to assist to interpret the results and to develop energy savings steps for the future. IPL-DMV is a non-profit organization that works with hundreds of congregations of all faiths across D.C., Maryland, and Northern Virginia to transition to clean energy, to learn to go green, to speak out for environmental justice, and to respond to climate change.

The Resolution notes that there is greater accuracy in the study results as the number of parishes participating increases. Thus, the Resolution urges as many parishes as practical to join the study and to enter the 12 months of utility bills into the web-based tool.

This Resolution does not impose any cost upon the Diocese or participating parishes beyond the cost of collecting and entering monthly utility bills into the web-based study tool.

Introduction

Mr. Abbott McCartney, St. John's, Lafayette Square, invited parishes to take steps to increase their energy efficiency, reduce energy bills, and save the planet. The past two conventions supported resolutions urging the diocese to strive toward carbon neutrality, and this resolution offers one step to do so. Conducting an energy usage study involves collecting 12 months' worth of bills and inputting them into the recommended online software, which generates results and recommendations. The Creation Care Committee can work with parishes to collect data, input the data, and interpret the results. Mr. McCartney said the committee and the School for Christian Faith and Leadership are cohosting a webinar on conducting an energy usage study in February.

Discussion

Ms. Christine Bloecker, St. George's, Glenn Dale, noted that the recommended tool is provided by the U.S. Department of Energy. Given the aggressive efforts by the new administration to overturn work conducted during the previous administration, Ms. Bloecker raised the concern that the recommended tool could be eliminated. Therefore, she proposed an amendment that would add the phrase "or a suitable alternative tool" in the two places in which the Better Building Efficiency Targeting Tool is specified.

Bloecker Amendment to the Resolution Urging the Diocese and Parishes to Participate in Energy-Usage Study (Adopted)

Resolved, that this Convention urge the Diocese and its parishes to participate in this energy-usage study by entering 2024 monthly utility bills for electricity and heating fuel for each participating facility by July 1, 2025, into a web-based study program, known as the "Better Building Efficiency Targeting Tool," offered at no cost by the U.S. Department of Energy, *or a suitable alternative tool;* and be it further …

Resolved, that knowing that not every parish may have the resources to collect and enter the energy-usage data, the Diocese of Washington Creation Care Committee be available to assist the Diocese and its parishes to collect and enter the monthly data into the Better Building Efficiency Targeting Tool, *or a suitable alternative tool,* and that the Creation Care Committee further be available to assist the Diocese and its parishes to interpret the personalized energy-usage profiles and to help identify possible energy-saving measures for each facility derived from the profiles.

Discussion of Bloecker Amendment

The amendment was approved by a majority via a show of hands.

Discussion of Resolution as Amended

The Rev. Melissa Sites, co-chair of the Creation Care Committee, spoke in favor of the amendment. She said the resolution offers an easy first step for parishes to get valuable information on saving energy, and it is a move toward a carbon-neutral future for the diocese.

The resolution as amended was approved by a majority via a show of hands.

Resolution: Affordable Healthcare For Social Justice (Adopted)

Submitted by Mr. Mark MacCarthy, St. Dunstan's Episcopal Church, Bethesda

Resolved, that the One Hundred Thirtieth Convention of the Diocese of Washington acknowledges that The Episcopal Church General Conventions have encouraged national policy makers to address the issue of affordable healthcare for all; and be it further

Resolved, that this Convention recognizes that the 2009 General Convention urged Congress to pass legislation guaranteeing adequate healthcare and insurance for every citizen, and the 2022 General Convention encouraged Congress to address healthcare bias by passing legislation to address implicit bias and unconscious bias; address data challenges; address Social Determinants Of Health; and invest in healthcare professional diversity, and be it further

Resolved, that in accordance with these prior resolutions of the General Conventions the Diocese of Washington endorse full funding for government measures to provide for access to affordable, high quality health care for all and especially for those who face economic and social challenges and cannot afford insurance; and be it further

Resolved, that this Convention urges the Diocese and its parishes to inform themselves about local healthcare needs of the underserved and to support full funding for local government programs that provide health care to underserved populations within the Diocese, for instance, through hosting community forums in partnership with local clinics and government officials.

Explanation

As Christians we believe that all are equal in the eyes of God and therefore are all equally deserving of dignity and respect. All should enjoy the right to access essential goods and services, such as healthcare. But there are significant disparities in access to healthcare, even within the Washington Diocese. For example, residents in Bethesda, Chevy Chase, and Potomac have greater length of life compared to those living in Montgomery Village, Silver Spring, and Poolesville. Another example: those without health insurance in Montgomery County vary by race and ethnicity from the highest at 19.2 percent of Hispanic residents to just 2.0 percent of non-Hispanic white residents. Adequately funded local measures are needed to address these inequities. The resolution urges the Diocese and its parishes to inform themselves about local healthcare needs of the underserved, for instance, through healthcare forums in partnership with local clinics and government officials and to support local measures to provide for affordable healthcare. The 2009 General Convention urged Congress to pass legislation in 2009 guaranteeing adequate healthcare and insurance for every citizen. (D088). The 2022 General Convention encouraged Congress to address healthcare bias by passing legislation to address implicit bias and unconscious bias; address data challenges; address Social Determinants Of Health; and invest in healthcare professional diversity. (D002) This resolution's builds on these earlier resolutions and adds a focus on local funding and action. As Justin Welby, former Archbishop of Canterbury, says: "A good society in Christian terms does not leave people behind, alone or abandoned, and does not consider them to be mere instruments within an economic system."

Introduction

Mr. Mark McCarthy, St. Dunstan's, Bethesda, pointed out that the resolution builds on an earlier resolution passed by the General Convention but increases the focus on local funding and action. In June 2024, St. Dunstan's held a forum on social justice that included the Montgomery County executive, leadership of county facilities, and representatives of local safety net clinics for underserved populations. That forum illustrated the extent of the need for local government programs to address health inequity. The resolution urges other parishes to take action and to support local government programs.

Discussion

Ms. Julie Clements, St. Alban's, spoke in favor of the resolution. She noted that all the efforts underway over recent years to get more people in the United States access to health care will be severely threatened in the coming years. Individuals can make an impact at the local level through their community organizations, including churches. Already, concerns are rising about cuts to the subsidies for premiums for health insurance offered through government exchange programs and about significant changes in funding to pay for health care.

The resolution was approved by a majority via a show of hands.

Setting Of The Date And Place Of The 2025 Convention

Mr. Roachford moved that the 131st Annual Meeting of the Convention of the Diocese of Washington be held on Friday, January 30, and Saturday, January 31, 2026, at the

Washington National Cathedral. The motion was approved by a majority via a show of hands.

Adjournment

The president thanked diocesan staff and volunteers, offered a blessing, and declared the 130th Annual Meeting of the Convention of the Diocese of Washington to be adjourned at 1:57 p.m.

*****

The foregoing text constitutes the official *Journal of Proceedings at the 130th Convention of the Diocese of Washington,* held at the Cathedral Church of St. Peter and St. Paul on January 25, 2025.

Mariann Edgar Budde, President
Keith Roachford, Secretary
Dana Trevas, Rapporteur

The Bishop's Official List of Clergy Entitled to Seat and Votes at the 130th Convention

Those whose names are preceded by an asterisk did not register and therefore were presumed to have been absent.

Mariann Edgar Budde
*Paul Abernathy
Peter Ackerman
Yaa Addison
Amanda Akes-Cardwell
Sarah Akes-Cardwell
Mary Alcuin Kelly
Patricia Alexander
*Charles Amuzie
*James Anderson
*David Andrews
Peter Antoci
*Stephen Arbogast
*Stephen Arpee
*Susan Astarita
Sari Ateek
Jessica Ault
*Elizabeth Bagioni
Kim Baker
*Harvey Bale
*John Ball
Michael Barham
Lisa Barrowclough
*Cynthia Baskin
Antonio Baxter
Joan Beilstein
*William Billow
Ethan Bishop-Henchman
*Norma Blackwell
*Susan Blue
*Eva Bogino
*Isaac Bonney
*Martha Bonwitt
Dawb Booth
*Errol Booth
Sandra Bramble
Rosa Briones
*Marc Britt
*Anna Broadbent-Evelyn
*Donna Brown
*Elly Brown
Enrique Brown
*Kenneth Brown
*Virginia Brown-Nolan
Mariann Budde
Robert Bunker
B.J. Buracker
*Cassandra Burton
*Linda Calkins
*Elizabeth Carl
*Elizabeth Carmody
Laura Carpenter
*Timothy Carr
*Lara Case Halsey
Patricia Catalano
*Robert Catchings
*Phillip Cato
Eva Maria Cavaleri
Winnie Cavanaugh
Leslie Chadwick
*John Chane
*Randolph Charles
Hope Christensen
Adrienne Clamp
*Joseph Clark
*Martha Clark
Tiffany Clark
*William Clarkson
Victoria Clayton
*Enid Cole
Timothy Cole
Joseph Constant
Jan Cope
*Kathleen Corbett-Welch
Dana Corsello
Joan Crittenden
*Carole Crumley
Joshua Daniel
*John Daniels
*Daniel Darko
*Stephen Davenport
*Donald Henry Davis

*Prince Decker
*John Denham
Anne Derse
Elizabeth Dixon
*William Doggett
*James Donald
*William Donathan
Cynthia Dopp
*Kelly Douglas
Noreen Dubay
Sarah Duggin
Rosemarie Duncan
Aaron Dunn
*Frank Dunn
*Nancy Early
*Beth Echols
*Deirdre Eckian
Diana Edwards
Laura Edwards
*Tilden Edwards
Karin Ekholm
Martha Eldredge
*Clinton Esonu
Sally Ethelston
Miriam Felipe
*Mitchell Felton
*Sarah Fischer
Robert Fisher
Gayle Fisher-Stewart
*Carol Flanagan
*Susan Flanders
*Carol Flett
Tracey Forfa
*Arthur Fouts
Robyn Franklin-Vaughn
Caitlin Frazier
Susan Fritz
Javier García-Ocampo
Virginia Gerbasi
Catharine Gibson
*Jule Gill
*Robert Gillespie
*Anne Gilson
*Sarabeth Goodwin
John Graham
*Douglas Greenaway
*Anne Grieb
*Emily Griffin
David Griswold
*Diana Gustafson
Emily Guthrie
Caron Gwynn
Jacques Hadler
Michele Hagans
*Elizabeth Hague
*Jane Hague
*William Hague
*Christopher Halliday
*Preston Hannibal
*Harry Harper
*Lawrence Harris
*Vincent Harris
*Claude Harrison
*Frank Harron
Kristen Hawley
*Stephen Hayward
Meredith Heffner
Katherine Heichler
*Barbara Henry
Yoimel Hernández
Janice Hicks
*Nancy Hildebrand
Olivia Hilton
Jessica Hitchcock
*Geoffrey Hoare
*Charles Hoffacker
*Lucy Hogan
Randolph Hollerith
*James Holmes
Glenna Huber
Nathan Huddleston
*Kimberly Hudson-Delmore
Charity Humm
*Marian Humphrey
*Mary Humphrey
Brooks Hundley
*Margaret Ingalls
*Hannah Irving
James Isaacs
Peter Jarrett-Schell
Rondesia Jarrett-Schell
Anne-Marie Jeffery

Marilyn Jenkins
Martha Jenkins
*Bruce Jenneker
*Constance Jenson
Harold Johnson
*Karen Johnson
*Theodore Johnson
Allan Johnson-Taylor
*John Jones
*Nancy Lee Jose
Maria Kane
*Ted Karpf
Linda Kaufman
John Kellogg
David Kendrick
*Timothy Kennedy
*Stuart Kenworthy
Patrick Keyser
Shell Kimble
*Robert Kirby
Deborah Kirk
*Travers Koerner
*Matthew Kozlowski
*Lesley Krauland
*Richard Kukowski
*Sarah Lamming
Ledlie Laughlin
*John Lawrence
*Christian Lehrer
*Luis Leon
Sally Lermond
William Lewis
*Leonard Lipscomb
Emily Lloyd
Alethea Long-Green
*Joseph Lund
*Patricia Lyons
*Jeffrey MacKnight
Linda Mahler
*Hershey Mallette Stephens
*Timothy Malone
Catherine Manhardt
Lucretia Mann
*Stephen Marcoux
Jeanie Martinez-Jantz
*Mary McCarty
*John McDuffie
Sheila McJilton
Cynthia McKenna
*Kathryn McMahon
*Margaret McNaughton
Henry McQueen
Mark Michael
*Mary Miller Flowers
*Ann Moczydlowski
*Amanda Molina-Moore
Michele Morgan
*Jerome Moriyama
Melanie Mullen
Terri Murphy
Jonathan Musser
*Stephanie Nagley
Melana Nelson-Amaker
*Mitzi Noble
Elizabeth O'Callaghan
Sarah Odderstol
Andrew Ogletree
Anna Olson
James Pahl
*Ebele Onuigbo Onuigbo
*Harrison Owen
*Alison Palmer
Sara Palmer
*Ciritta Park
Albert Pearson
*Nan Peete
Dominique Peridans
*August Peters
Julie Petersmeyer
*John Peterson
*Francis Peyton
Christopher Phillips
Robert Phillips
*Samuel Pinzon
Kristen Pitts
*Savannah Ponder
*David Potter
*Betty Powell
*Kathleen Price
*James Quigley
Annemarie Quigley
Connie Reinhardt

*Sarah Reynolds
Vidal Rivas
Cara Rockhill
*Joel Rogge
*Loran Rose
Rachelle Sam
*Deirdre Sandoe
Lisa Saunders Ahuja
Mary Sebold
Steven Seely
Francisco Serrano
*William Shand
*Jason Shank
Ricardo Sheppard
*Sarah Shirley
Thomas Sinclair
Melissa Sites
Sarah Slater
Z. Mark Smith
*Martin Smith
*Leslie St. Louis
Randolph Stephenson
Nancy Stockbridge
*John Stonesifer
*Shawn Strout
*Harriette Sturges
Gregory Syler
*Jo Tartt
*Roberta Taylor
Sarah Taylor Miller
Todd Thomas
*Elena Thompson
Susan Thon
Sara Thorne
*Claudia Tielking
*Helen Trainor
*Joseph Trigg
*Mpho Tutu van Furth
Adelyn Tyler-Williams
*William Underhill
Jose Valle
*Samuel Van Culin
Adela Vasquez
*Sue von Rautenkranz
David Wacaster
*Francis Wade
*William Wagnon
*Samuel Walker
Susan Walker
Richard Wall
*Martha Wallace
Andrew Walter
Richard Weinberg
*Louis Wheeler
Christopher Wilkins
*Randall Wilkinson
Shivaun Wilkinson
*Wesley Williams
David Wolf
*Christopher Worthley
*Eugene Wright
Stuart Wright
*Charles Wynder
Creamilda Yoda
Amy Yount
*Paul Zahl
Lisa Zaina
*Albert Ziobro

Clergy Entitled to Seat and Voice but no Vote

*Eleanor Abarno
Carolyne Adhola
*Thomas Bauer
Ann Broomell
*Morsal Collier
*David Crosby
*Kevin Cross
*Frederick Erickson
*Katherine Ferguson
*Pierre Gabaud
*Victoria Heard
*Melissa Hollerith
Martha Johns
*Linda Kapurch
*Stacy Kelly
*William Krengel
*Nicole Lambelet
*Lloyd Lewis

*Edward Little
*Margaret Lloyd
*James Mathes
*Allison Michael
*Richard Miles
*William Morris
*Bertram Nagarajah
Laura Natta
*Altagracia Perez-Bullard
*J. Pham
Jordan Rippy
*Anne Ritchie
*V. Robinson
*Leslie Steffensen
AnnChristine Verrone
*Joy Carrol Wallis
*Elliott Waters
Shayna Watson
*Anne Weatherholt
*Prince Williams
*Carl Wright
*Jean Ann Wright

The Secretary's List of Lay Delegates Entitled to Seat and Votes at the 130th Convention

All Faith, Charlotte Hall
- Jennifer Winters

All Saints', Chevy Chase
- *Shireen David
- Eric Fedowitz
- Edward Neufville
- *Gary Wieder

All Saints', Oakley
- Gerry Hughes
- Alternate seated: Mick Blackistone

All Souls'
- Joe Neal

Ascension and St. Agnes
- Susan Hawfield

Ascension, Gaithersburg
- Arturo Rodriguez
- Mary Rouse

Ascension, Sligo Parish
- Fred Paul
- *Jacki Smith

Atonement
- Georgia Little
- Alternate seated: Robert Smith
- Paul S. Trotter

Calvary Church
- Timothy Grandy

Christ Church, Chaptico
- Paul Nelson
- Lynne Redmond

Christ Church, Clinton
- Gail Russell

Christ Church, Durham
- Jinger Azuree

Christ Church, Georgetown
- Scott Campbell
- Bill Courtney
- Isabel Kunsman
- Molly Peacock
- Charles Thorley

Christ Church, Kensington
- Raymond Barry
- Kathy McKay

Christ Church, Port Tobacco
- Danielle Webber

Christ Church, Rockville
- Christine Carrico
- George Wolohojian

Christ Church, Washington
- Elizabeth Clelan
- Greg Lebel
- Lynne Mallonee Schlimm

Christ Church, Wayside
- Kristin Poe Moody

Epiphany, DC
- *Rasheen Carbin
- Bea Dermer

Epiphany, Forestville
- Erline Vaughan
- Alternate seated: Maurice Fox

Good Shepherd
- Rosemary Addy

Grace Church, Georgetown
- James Hamilton

Grace Church, Silver Spring
- Gail Epps Rowe
- Cheryl Peterson
- Alternate seated: Matt Lloyd
- Anne Sheldon
- Lanita Whitehurst

Holy Comforter
- Harriette Williams

Holy Communion
- Pam Spencer

Our Saviour, Brookland
- *Karen McCrary

Our Saviour, Hillandale
- Elizabeth Adegboyedga-Panox
- Araceli Ma

Redeemer
- *Steve France
- John Harbeson

Resurrection
- Eric Delk
- Robyn Mathe

St. Alban's
Julie Clements Smith
Stephanie Curcuru
Andrea Fraser-Reid

St. Andrew's, College Park
Birgit Meade
Nathan Rich

St. Andrew's, Leonardtown
Susan Bennett
Dee McRae

St. Anne's
Mark Ludwig
Steve Potisk

St. Augustine's
Keith Henry

St. Barnabas' Church of the Deaf
Elizabeth Spiers
Alternate seated: Edward Knight

St. Barnabas', Leeland
Allison Newsam

St. Barnabas', Temple Hills
Patty Renwick

St. Bartholomew's
Charles Hendricks

St. Christopher's
William Agunloye
*Samuel Okere

St. Columba's
Anne Davenport
Elizabeth Haile
Charlotte Jackson
Kristin McNavage
Stacy Notaras Murphy

St. David's
Daniel Bentley
Cathy Ball

St. Dunstan's
Mark MacCarthy

St. Francis
Erica McNeilly
Patrick McNeilly

St. George's, DC
Anica Allen

St. George's, Glenn Dale
Christine Bloecker
Cynthia Griffith

St. James', Indian Head
*Steve Zdradzinski

St. James', Potomac
Laurence Canete
Sarah Hnatov

St. John's, Broad Creek
Marie Tucker

St. John's, Georgetown
*John Wise

St. John's, Lafayette Square
Anthony Anikeeff
John Derrick
Abbott McCartney
Matthew Taylor

St. John's, Mt. Rainier
Avril George
Paul Ruffins

St. John's, Norwood Parish
Mark Edwards
Alternate seated: Monique Robinson
Andrea Guy-McFarland
Marion Helfrich

St. John's, Olney
Barry Gough
Alan Soukup

St. John's, Zion Parish
Dawn Cave

St. Luke's, Brighton
Robin Peuser

St. Luke's, DC
*Bennie Mundy
Diane Quinn

St. Luke's, Trinity Parish
James Mills
Andrea Pringle

St. Margaret's
Jessica Church
Helen Templin

St. Mark's, DC
Jan Lipcomb
JR Randall
Tom Getman
Alternate seated: Jason Campbell

St. Mark's, Fairland
Kristianne Taweel

St. Mary Magdalene
Nora Wellington

St. Mary's
LaVerne Naughton

St. Matthew's
James Cassedy
Silviano Celestino
German Fernandez
Edith Montoya
Audrey Pabs-Garnon

St. Michael & All Angels
*Debbie Gibbs

St. Monica and St. James
Nathan Paxton

St. Nicholas' Parish
David Maglott

St. Patrick's
Maurice White

St. Paul's, Baden
Donna Groves

St. Paul's, K Street
Nathan Brown
Elijah Mills
Anne Windle

St. Paul's, Piney
Michael Fritz
Janet Sargent

St. Paul's, Rock Creek
Chandra Lewis

St. Peter's
Melissa Keshishian
Kileen Turner-Wiley

St. Philip's, Baden
Kathy Davis

St. Philip's, Laurel
Libby Lamancusa
Trei Massie

St. Stephen & the Incarnation
Ryan Knight
Elsa Rebolorio

St. Thomas', DC
Jason Forman

St. Thomas', P.G. County
Sharon Voros
Alternate seated: Gary Hogue

St. Timothy's
Barbara VanDyke
Alternate seated: Dorothy Robinson

Transfiguration
Craig Carter
Alternate seated: Mary Ellen Flynn

Trinity Parish, Newport & Hughesville
Elizabeth Graves

Trinity, DC
Thomas Campbell
Barbara Howard

Trinity, St. Mary's
Caroline Braun

Trinity, Upper Marlboro
Linda Pennoyer

Washington National Cathedral
Rich Alsterberg
Matt Klaus
Paula Mays

Lay Members, *Ex Officio*, with Vote

Joe Alcock, Chair, Finance Committee
Patricia Taitt, President, ECW
Jonathan Nicholas, Treasurer of the Convention
Keith Roachford, Secretary of Convention
John Van De Weert, Jr., Chancellor of the Diocese

Lay Members, *Ex Officio*, with Seat and Voice but not Vote

Catherine Able Thomas, Diocesan Council
Rich Alsterberg, Diocesan Council
Linda Baily, Diocesan Council
Paul Brewster, Diocesan Council
Nathan Brown, Deputy to General Convention
Tony Coe, Chair of Committee on the Constitution and Canons
Eric Delk, Diocesan Council
D'O Dillard, Head Teller
Gordon Donnelly, Diocesan Council
Erika Gilmore, Co-Chair of Reparations Committee
Iona Harrison, Standing Committee
Matt Klaus, Standing Committee
Bayo Laniyonu, Diocesan Council
Greg Lebel, Standing Committee
Beth Lee, Election Cerification
Michael Mangiapane, Diocesan Council
Gigi Nelson, Co-Chair of Reparations Committee
Mary Neznek, Deputy to General Convention
Kay Pierson, Standing Committee
Matt Taylor, Deputy to General Convention
Will Thomas, Diocesan Council
Emma Tucker, Diocesan Council
Anton Vanterpool, Deputy to General Convention

Reports Submitted by Title

Report of the Standing Committee
February 1, 2025 - January 31, 2025

Committee Members, January 2024 through December 2024: The Rev. Dr. Maria Kane (President, '25), The Rev. John Graham ('25), The Rev. Meredith Heffner ('26), Ms. Iona Harrison ('26), The Rev. Marilyn Jenkins ('26), Mr. Matt Klaus ('25), Gregory Lebel (Secretary, '26); Ms. Kay Pierson ('25)

Approval for Testimonials for Ordination to the Vocational Diaconate (March 2024)

Dawn Booth
Diana Edwards
Mary Alcuin Kelly
Miriam Felipe Perez
Annemarie Quigley
Donna Stinchcomb

Approval of Testimonials for Ordination to the Priesthood (May 2024)

Aaron Dunn
Caitlin Frazier

Approval for Candidacy for Ordination to the Transitional Diaconate (July & August 2024)

Eric Bailey
Antonio Baxter
Tiffany Clark
Tracey Forfa
Mark Randall James

Approval of Testimonials for Ordination to the Priesthood (November 2024)

Antonio Baxter

Approval of Testimonials for Ordination to the Transitional Deaconate (November 2024)

Eric Bailey
Tiffany Clark
Tracey Forfa
Mark Randall James

Consent to Hold an Election for Bishop Suffragan

The Diocese of West Texas

Consents to Election and Ordination of Bishops

The Rev. Angela Maria Cortiñas—West Texas
The Rev. Kara Wagner Sherer—Rochester
The Rev. Phil N. LaBelle—Olympia
The Rev. Amy Dafler Meaux—West Missouri
The Rev. Dorothy Sanders-Well—Mississippi
The Rev. Julia E. Whitworth— Massachusetts

Actions Concerning Real Property

March 2024: Approved requests from Church of the Holy Comforter to refinance its $1.1 million mortgage with the caveat that approval would need to be reassessed in the event that there is an appreciable increase in mortgage interest rates occur between the Standing Committee's recommendation and the completion of the loan paperwork.

April 2024: Approved St. Thomas Dupont Circle's request to sign a 7-year lease with the Gay Men's Chorus of DC.

June 2024: Approved St. Nicholas, Germantown's request to to sell a plot of land adjacent to the church for a minimum of 500,000, the proceeds of which will go to pay its mortgage.

July 2024: Approved request from St. George's DC to refinance their $500,000 mortgage.

August 2024: Approved request from St. John's Norwood to sell 118,000 square feet of density rites at a minimum price of 10% less than the current process set by Montgomery County. The proceeds will go to the establishment of an endowment fund dedicated to future building repairs.

September 2024: Approved request from St. Paul's Waldorf to apply for a $150,000 line-of-credit for HVAC and roof in advance of receipt of capital campaign pledges.

December 2024: Approved request from Good Shepherd Silver Spring's to lease space to Evergreen School.

Report of the Finance Committee
February 2024 – January 2025

The Finance Committee is a regular standing committee of the Diocesan Council. It consists of nine members appointed by the Bishop with the consent of the Council, plus the Bishop and the Treasurer as ex officio members. Canon Andrew Walter works directly with the Committee but has no vote on the Committee. The Committee normally meets monthly, with special meetings called as needed.

Pursuant to Canon 28, the Committee oversees preparation of the Diocesan budget and monitors its implementation. The Committee works closely with Diocesan staff throughout the budget cycle and reports to the Council on budget performance. In addition, the Committee reviews parish requests for approval of encumbrance or sale of parish property. The Committee reviews such requests in consultation with the requesting parish and makes recommendations to the Standing Committee, which has final authority, along with the Bishop, to approve or deny the requests. The Committee also has responsibility to review any parish requests for a loan from the Diocese.

The Committee also reviews and advises on other significant financial matters affecting parishes. Committee members work with individual parishes facing budgeting, cash management, property development, and financial control issues, as requested.

The Chair of the Finance Committee is an ex-officio non-voting member of the Diocesan Council and an ex-officio member of the Diocesan Convention.

During the reporting period, the Finance Committee completed the following actions:

Recommendations to the Diocesan Council:

Holy Comforter, DC: Recommended approval of the parish's request for a diocesan guarantee of the parish's refinanced mortgage and placement of $250,000 on deposit with the lender as required.

Diocesan Budget: Reviewed the draft 2025 Diocesan Budget and recommended Council approval.

St. George's, DC: Recommended approval of the parish's request for a diocesan guarantee of the parish's refinanced mortgage.

Recommendations to the Standing Committee:

Good Shepherd, Silver Spring: Recommended approval of the parish's request to lease space to the Evergreen School for an initial term of 20 years.

Holy Comforter, DC: Recommended approval of the parish's request to refinance its mortgage

St. John's Norwood: Recommended approval of the parish's request to sell some of its density rights.

St. George's, DC: Recommended approval of the parish's request to refinance its mortgage

St. Paul's Waldorf: Recommended approval of the parish's request to open a line of credit related to their successful capital campaign.

Report of the Diocesan Council
February 2024 – December 2025

Section 2708 of the Canons of the Diocese of Washington provides that the Diocesan Council is the executive committee of the Convention for business purposes when the Convention is not in session. The Council is responsible for the coordination, development, and implementation of the ministry and mission of the Diocese.

February: Council welcomed new members. Bishop Mariann and Moderator Kristen Hawley spoke about the culture of Diocesan Council, and Moderator Hawley introduced Council's norms and goals for 2024. Council approved to accept the Bishop Walker School's FY24-25 Budget. Council voted to form a Canon 54 subcommittee to review learnings from the Canon 54 process.

March: Council discussed norms and goals for the year. Council authorized the renewal of a loan guarantee for Holy Comforter, DC. Bishop Mariann spoke with the Council about the organization of diocesan staff, and the process of annual performance reviews for staff. Canon Andrew Walter informed Council members that they would be asked to complete and sign a Conflict of Interest form.

April: Council received a report on the parish revitalization initiatives throughout the diocese. Canon Anne-Marie and Missioner Emily Labrecque spoke about Tending Our Soil. Rhodesia Jarrett-Schell, the diocesan Church Planter in Bowie, MD spoke about the Well, the new worshipping community being formed in Bowie. Canon Andrew Walter updated the Council on congregational pledging for 2024.

May: Council broke into small groups to discuss the bishop's annual review, particularly focusing on the specific functions of the bishop's role. Anna Olson, Director of the School for Christian Faith and Leadership, updated the Council on the work of the School, including the resources and learning opportunities available to parishes. Bishop Mariann reported on the next steps for hiring an Interim Missioner of Equity and

Justice, in response to current Missioner Rudy Logan's giving notice. Canon Andrew Walter shared the financial statements as of the end of March and spoke about the operating results.

June: Council received an update on the work of the Reparations Committee from Co-Chairs Erika Gilmore and Glenna Huber. The Committee is working toward finalizing a report and resolutions to be presented later in the year. Bishop Mariann reported on the tragic death of a Bishop Walker School graduate from 2013. The bishop also spoke about plans for hiring a new Canon for Leadership Development and Congregational Care, following the announcement of Canon Robert Phillip's plans to retire in February. Canon Andrew Walter reported on congregational giving for the year.

July: No meeting held.

August: Council authorized the renewal of a loan guarantee for St. George's DC. Bishop Mariann reported on her sabbatical, and the status of St. Philip's Anacostia, where the Vestry has voted to close the parish.

September: Council approved the recommendations for 2025 compensation and benefits submitted by the Human Resources Committee. Council welcomed Stephanie Byrd, the new President of the Episcopal Church Women. Council received a report on the work of the Reparations Committee. Bishop Mariann reported on the next steps for St. Philip's Anacostia as well as all of the new Rectors who have begun serving in the diocese. Canon Andrew Walter presented the financial statements, including operating results, as of the end of July, and spoke about the process of developing a budget for 2025.

October: Missioner Amanda Akes-Cardwell spoke with Council about Youth Ministry and learnings from the outside study commissioned by the Youth Ministry Visioning Committee. Bishop Mariann spoke about ongoing work related to St. Philip's Anacostia and the Reparations Committee. Canon Andrew Walter presented the first draft of the 2025 operating budget and discussed possible funding sources for making financial reparations as being considered by the Reparations Committee.

November: Council received a report, including recommendations, from the Canon 54 subcommittee. Canon Anne-Marie Jeffery reported on diocesan-wide efforts at congregational collaboration, highlighting conversations taking place in east Montgomery County and Southern MD. Canon Andrew Walter presented the September financial statements and an updated draft of the 2025 operating budget. Jessica Hitchcock, Chair of the Committee on Congregational Stewardship and Diocesan Support, asked Council members to complete a survey prior to the December Council meeting.

December: Council discussed and approved the annual operating budget for Trinity Episcopal Mission in Upper Marlboro. Council received an update from the Committee on Congregational Stewardship and Diocesan Support, and answered questions for the Committee to help guide their upcoming work. Bishop Mariann reported on plans for Diocesan Convention coming in January, including educational opportunities on reparations that will be offered ahead of Convention, and the bishop encouraged all Council members to attend the Service Toward Repentance to take place on the Friday night before Convention. Canon Andrew Walter presented October financial statements and an updated draft of the 2025 budget.

January: Moderator Kristen Hawley led Council through a review of Council's goals of 2024. Bishop Mariann reported on the upcoming staff realignment with the impending retirement of Canon Robert Phillips. The bishop also spoke about the staff work preparing for the reparations resolutions to be presented at Diocesan Convention and conversations on strategizing how to respond to the incoming administration's policy on immigrants/deportations. Council approved the 2025 budget for presentation at Diocesan Convention. Council bid farewell to those members whose terms were ending.

Annual Reports of the Commissions, Committees, and Task Forces of the Diocese of Washington

130th Convention, January 26, 2025

Report of the Historiographer

During 2024 the Archives worked with many parishes as they were investigating their racial history, in partnership with the Congregational History Partners of the Reparations Task Force.

The 50th anniversary of the "irregular" ordinations of women at St. Stephen's and the Incarnation was also the subject of many questions from writers and scholars. The history of Latino and Hispanic ministries in the Diocese was also researched, among many other topics.

Parishes reached out with questions on how to set up an archive and manage their records. The Historiographer consulted with many churches on records retention, as well as preserving fragile record books. Questions about baptisms, confirmations, and genealogy were answered with records at hand or referred to the appropriate parish. The processing of many boxes of files and correspondence continues. The Diocesan social media pages featured interesting photos and facts provided by the Archives. During a prolonged leave of absence of the Head Archivist, the Historiographer managed the volunteer staff for the Cathedral and Diocesan Archives. She also continued her duties as Secretary to the Board of the Historical Society of the Episcopal Church, as well as the Virginia Theological Seminary African American Episcopal Historical Collection. As a member of the former, she co-taught a five week online course on Archives Basics for Churches.

The Historiographer wishes to express her thanks to Head Archivist Emily Welsh, as well as to the following persons who served as volunteers in the Archives during the past year: Elody Crimi, Marc Fetterman, John Gruehl, Janet Owen, Rex Tomb, and Linda Wirth. New volunteers are always welcome to apply to join the continuing preservation of Diocesan materials in the Archives. The Diocesan Archives are open by appointment. on the fourth floor of the Cathedral Administration building. Phone (202) 537-5550. Email: *diocesanarchives@gmail.com* -Susan Stonesifer, Historiographer

Report of the Human Resources Committee

The Committee on Human Resources monitors issues related to clergy and lay employees in the Diocese, and when appropriate, recommend changes inprocedures, human resources policies, or insurance plans to Diocesan Council. In 2024 the committee consisted of Jennifer Luna, Chairperson (Parish Administrator, Christ Church Kensington), The Rev. Maria Kane (Rector, St. Paul's Waldorf), Nadirah Majied (Office Manager, St. Paul's Rock Creek), and The Rev. Patricia Alexander (Rector, St. Dunstan's), and Anne Leveque (Church of the Ascension, Silver Spring).

In September 2024 the committee met to review offerings for health insurance plans for 2025 as well as considering COLA adjustments for the coming year. Based on review of plan enrollment across the Diocese, the committee recommended no changes to the health plan offerings. There was extensive discussion about whether to continue

offering high-option plans in the Diocese due to significant premium increases for both the Anthem PPO 100 (12.57%) and Kaiser High Option (12.52%). Other plans experienced only approximately 3% increases. This was a result of Resolution A101 passed at the 2024 Convention, which urged CPG to make plans self-sufficient and self-funding to the greatest extent possible, and to assure plans were comparable to those offered by other denominations. In order to achieve the first goal (self-funded & self-sufficient) CPG raised premiums as the costs in those plans with richer benefits were not previously covered by the premiums. After discussion, the committee agreed that because of the high number of participants within EDOW in these higher option plans, particularly the Anthem PPO 100 plan, we would not discontinue offering them at this time. It would be up to each parish or organization within the Diocese to determine if they would cover those higher premiums or pass them along to enrolled employees.

In October 2024, after considering CPI Data and other projections of compensation increases in the DC area, the Committee recommended that Diocesan Council approve a.2.5% Cost-of-Living Adjustment for 2025, designed to keep employees from losing ground financially to inflation and to assist with recruiting and retaining quality employees. The committee also recommended that the Council affirm the committee's recommendation that parish leaders consider additional salary increases or one-time bonuses if possible, particularly to recognize tenure, experience, or for exceptional performance.

Report of the Investment Committee

The Investment Committee was established in 1950 to provide professional supervision of the investment funds belonging to parishes, separate congregations, missions, and the Diocese which are invested in the Diocesan Investment Fund; there are currently 54 participants including the Diocese. As of December 31, 2024, the Fund was valued at $54,002,751, an increase of $7,441,292 versus the prior year.

The Ruth Gregory Soper Fund came under the management of the Diocese in 2013 and was valued at $40,347,753 as of December 31, 2024, an increase of $4,629,261 versus the prior year. Mercer Investments LLC currently serves as the investment manager for both the Diocesan Investment Fund and the Ruth Gregory Soper Fund. Prior to Mercer's March 2024 acquisition of Vanguard Investment Advisory Services (VIAS), the Funds were managed by Vanguard. Following appropriate due diligence, the Investment Committee was satisfied with this change of ownership, particularly given the fact that the investment team overseeing the Funds remained in place following the completion of the acquisition.

The Committee also reviews those Trusts of which the Diocese is a beneficiary to ascertain that those trusts are being invested appropriately to maximize return, while minimizing risk to ensure that the Diocesan objectives of income and reasonable growth are met. Hence, the Investment Committee monitors the W. Seton Belt Charitable Trust, of which St. Barnabas Parish is a co-beneficiary, and the W. Seton Belt Retired Clergy Fund, both of which PNC Bank is the investment manager and trustee. The Charitable Trust was valued at $48,580,570 as of December 31, 2024, an increase of $3,160,023 versus the prior year. The Retired Clergy Fund was valued at $3,879,465 as of December 31, 2024, an increase of $362,071 versus the prior year.

Members of the Committee are Episcopalians who are members of the investment and financial community and possess the expertise and experience to guide the investment process and oversee the performance of the Diocesan investments. The Committee believes that the professional supervision it offers is to the benefit of all Diocesan parishes, separate congregations, and missions in the investing of their funds, and the Committee encourages participation in this Fund.

The investment objective of both the Diocesan Investment Fund and The Ruth Gregory Soper Fund is to maximize long-term total return (*i.e.*, income plus appreciation) consistent with prudent risk parameters and employing a balanced portfolio approach. The importance of asset allocation and diversification is recognized as an effective tool in the management of investment risk. As a result, the Committee has explored in depth the benefits of investing in multiple asset classes (U.S. equities that include large, mid, and small-cap companies, international equities, real estate equities, and fixed income). The Committee has adopted an asset allocation strategy of investing in multiple asset classes that are expected to perform differently under varying market conditions, with those asset classes to be periodically rebalanced. The goal of this approach is to reduce risk and enhance returns over time by taking advantage of the varying correlations among different asset classes. Typically, the broad asset allocation consists of roughly 60-75% equities (stocks) and the balance in fixed income securities (bonds). The Investment Committee receives, and reviews reports from Mercer Investments for the Diocesan Investment Fund and the Ruth Gregory Soper Fund and meets with the managers on a regular basis. The Committee also receives reports from PNC for the W. Seton Belt Charitable and Retired Clergy Trusts and meets periodically with its managers as well.

The Committee's Statements of Investment Policy for both the Diocesan Investment Fund and The Ruth Gregory Soper Fund summarize the principles, policies and procedures, including socially responsible screens for individual investments, under which those funds are managed. Those Guidelines are available on the Diocesan website. The Committee also establishes asset allocation guidelines for these funds which are reviewed and updated periodically. Quarterly reports from the investment manager on these funds, including investment performance, are posted on the Diocesan Website.

Over the course of the year, the Committee welcomed two new members, Melanie Folstad and David Shepard. Melanie is a Managing Director and Financial Advisor at RBC Wealth Management and has over 25 years of experience in the financial services industry. She holds a bachelor's degree from the University of Maryland and an MBA from George Washington University. She is also pursuing a Master's degree in religious studies at the Howard University School of Divinity and is a parishioner at St. John's Norwood. David is a Financial Advisor at Raymond James. Prior to joining Raymond James, David spent almost two decades as a fundraiser and educator at the Bishop John T. Walker School for Boys and the St. Albans School. David also serves on several committees at Christ Church, Georgetown.

After four decades of extraordinary service as a member of the Diocesan Investment Committee, two decades of which she provided thoughtful leadership as its Chair, Ellen Martin passed the title to Nicholas Haffenreffer, who has served on the Committee for more than a decade. Ellen's truly remarkable commitment to the Diocese is evidenced

by the fact that she continues to serve on the Investment Committee. We are grateful for her faithful stewardship.

We conclude this report with the sad news of the passing of Tony Gould in January 2025. Tony served on the Investment Committee for many years, retiring from the Committee in 2022. Tony's deep knowledge of real estate was critical to the 2013 sale of the Locust Hill and Willowbrook properties that were assets of the W. Seton Belt Trust. Tony's real estate expertise was invaluable in bringing the sale to fruition. The conversion of these properties to liquid, income-producing assets benefit the Diocese and co-beneficiary St. Barnabas Parish. We are grateful for his life, his friendship, and his steadfast service to our Diocese.

Report of The Committee on Diocesan Reparations

I. Background

Since 2019, members of congregations in the Diocese of Washington have met to consider what it would mean for the Diocese of Washington to undertake reparations for Diocesan participation in, and benefit from, anti-Black racism. The group's efforts were formalized in 2023, by act of Convention, into a Reparations Committee of the Diocese. This committee was divided into two working groups. One group dedicated to education and another focused-on policy. Diocesan Council approved funds to support this initiative and commissioned the working groups as a task force of the Diocese

II. Activities of the Diocesan Reparations Committee

Previous reports to the Council have outlined the activities that have been undertaken. For example:

- In 2022, the initial Reparations Committee commissioned a survey and qualitative analysis of institutional reparations initiatives around the country over the last ten years, to discern best practices in this work.
- In 2022 the Committee conducted a survey of Episcopal congregations in the Episcopal Diocese of Washington (EDOW).
- The Committee developed a series of adult education sessions for congregations as well as a day-long symposium for congregational leaders.
- At the 2023 Diocesan Convention, the resolution asked for the policy and education working groups to be charged with developing reparations policies for consideration at the Diocesan Convention in 2025. The charge included providing educational resources and completing research.
- The Education Working Group conducted an inventory of current parochial racial ministries across the Diocese, including educational programs, worship, equity policies, and advocacy work. 85% of congregations responded.
- The working groups came together, in collaboration with EDOW communications staff, to develop a communications plan. This included use of the EDOW web site, a place in the EDOW newsletter, as well as a dedicated email address and social media posts. These will continue as an effort to educate and better engage the EDOW community prior to the 2025 convention.

- In February 2024, the working groups came together for a retreat at the Bishop Claggett Center and worked on drafting reparations policies. Work on the draft policies continued through the spring and summer of 2024.
- The working groups supported public events concerning reparations at several parishes (Grace Episcopal, St, Mark's Capitol Hill, St. Luke's, and St. Columba's).
- Members of the working groups made themselves available to congregations to discuss the need, and theological support for reparations.
- The Committee held an event attended by the Rt. Rev. Mariann Budde. The event, "Healing Histories: A Reparations Dialogue" was held on Saturday, September 28th, 2024, at St. Luke's Episcopal Church, Washington DC. All Black identifying parishioners of the Diocese were invited.
- The Education Working Group continues to encourage each EDOW parish to examine its history through the lens of race and racism. It is impossible to truly understand the need for reparations without a thorough knowledge of the history of each EDOW parish.
- Franklin Robinson completed his research project titled, "Historical Involvement with the Enslaved and Free Black Population in the Eight Root Parishes of the Diocese of Washington, 1692-1864," detailing the participation of these Diocesan antecedents in the institution of chattel slavery. The document was distributed diocesan wide through the newsletter and can be found on the Diocesan website.
- Policy co-chairs attended the fall regional meetings to present an overview of the work undertaken by the committees and offer a preview of the resolutions to be considered.
- EDOW updated and revamped the reparations content on the website. The Committee working in conjunction with Diocesan staff created educational components to individuals and congregations to learn more on their own.
- In January 2025 in person and online opportunities were scheduled to allow for more conversation about the proposed resolutions.
- The Education Working group, in consultation with EDOW, has planned a Diocesan wide liturgy. The "Service Towards Repentance" liturgy will be offered on January 24th, the evening prior to Diocesan Convention. This service will acknowledge the historical and present harms identified by the working groups and the Task Force on Black Ministries.

III. Reparations Policies Issues

In the report to the Diocesan Convention in early 2024, the committee listed several issues that must be addressed in developing the draft reparations policies that are presented in this report. The following is the list of those questions and the decisions concerning each of them:

A. What time period should be taken into consideration?

From the time of the formation of the Diocese of Washington early in the 20th century, up to the present day.

B. Should the policies include parishes that are now in the Diocese of Washington, but were previously in the Diocese of Maryland?

Yes.

C. Who was harmed?

Black members of EDOW parishes, Black priests in the Diocese, and EDOW historically and majority Black parishes.

D. What types of harms should be considered in identifying who was harmed?

Harms such as reduced education, employment, income, assets, and health status, as well as property loss.

E. Who is responsible for the harms?

Actions of the Diocese and its parishes.

F. What types of reparations should be considered?

Financial reparations; public statements of lament, apology, and repentance; and other projects that increase awareness of harms that have been done.

G. Who will provide the funds for financial reparations?

The Diocese of Washington.

H. What should the size of financial reparations be?

$5 million. The initial outlay would be used to support Black seminarians who commit to the diocese, establish a trust fund, to staff a position, and supplement the pensions of Black clergy from this diocese. The overall goal would be to reduce economic disparities experienced because of anti-black racism that the Episcopal Church in the Diocese of Washington is responsible for.

I. What should be the method and source of control for disbursing funds or other forms of reparations, and who is responsible for ensuring that funds are used appropriately?

Diocesan staff dedicated to the effort, in conjunction with the specially appointed advisory committee.

J. Who will receive reparations?

Per the submitted resolutions, recipients could include predominantly Black churches (via grants for initiatives), supplements to pensions of Black clergy, or a reparations Trust Fund for the community. These may not be the totality of disbursements but represent ways to immediately address historic harms.

K. What is the time frame for the EDOW reparations process?

For this part of the process the committee recommends 10 years.

Committee on Congregational Stewardship & Diocesan Support

I. Introduction

The Committee on Congregational Stewardship & Diocesan Support has been facilitating a dialog among congregations and others about how to support our Diocese

financially, with a goal of recommending to Diocesan Council one or more resolutions and/or other actions for consideration at the 2026 Diocesan Convention.

At this point we have more questions than answers. It seems clear, however, that (1) the current system is not working if the hope is that congregational contributions (plus other income) comfortably fund the Diocesan budget and (2) any solution will include greater understanding and buy-in from congregations about the work of our Diocese so congregations begin to regard funding our Diocese's work as they regard funding their people and buildings.

We will facilitate discussion in the coming year, focusing on:

- Should we have a workable giving standard and, if so, on what measure(s) should it be based?
- If so, should we establish an accountability mechanism, such as incentives or sanctions, to encourage congregations to meet the standard?

II. Process

In December 2023, Diocesan Council established the Committee to

(1) review the history of congregational giving to the mission and ministry of our Diocese and (2) through engagement with leaders from around our Diocese, recommend concrete steps to arrive at a consensus around appropriate levels of congregational giving to support our Diocese's work.

The Committee consists of Jessica Hitchcock (Rector, St Luke's Bethesda), Chair, and members Mary Frances Bruce (Treasurer, St. George's Glenn Dale), Caron Gwynn (Supply Priest, Church of The Holy Communion), Kate Heichler (Rector, Christ Church La Plata/Wayside & Regional Dean, Southern MD), Timothy Cole (Rector, Christ Church, Georgetown), Katherine Krile (Vestry member, St. John's Norwood, Chevy Chase), Randy Marks (Vestry Clerk, St Mark's, DC), Thom Sinclair (Deacon, St Mark's, DC), Robert E. Smith (Vestry member & Lead Usher, Episcopal Church of the Atonement), Margaret Stamper (former Vestryperson, Resurrection Parish), and Francisco Valle (Rector, Church of Our Saviour, Hillandale).

The Committee has met nine times since April 2024. We have gathered information about the history of financial support to our Diocese, the views of congregation leaders, how other dioceses handle assessments, and Diocesan finances.

III. Key Findings So Far

A. Financial Considerations

The 2024 Diocesan Budget is approximately $4.8 million.

- Our main income sources are congregational giving ($2.25 million) and Soper Trust income (about $1.6 million).
- Our Bishop providing Canonically-required services costs about $2.6 million (almost covering the congregational giving), while supporting congregations in need costs about $222,000 and supporting The Episcopal Church and Anglican Communion costs about $540,000.

EDOW Canons Section 5103, Annual Financial Commitment To The Diocese, says:

(a) IN GENERAL.— The vestry of each parish shall make an annual financial commitment to support the mission and ministry of the Diocese.

(b) TITHE.— The normative standard of the annual financial commitment of a parish under subsection (a) shall be a tithe of the annual operating income of that parish.

Overall, congregations gave 3.6% of total income to our Diocese in 2023. Only four congregations met this "normative standard" by giving more than 10% of their income:

- 35 congregations gave less than 3% of income.
- 31 congregations gave 3-6% of income.
- 18 congregations gave more than 6% of income.

Congregation Size (excludes Cathedral)	2023 EDOW Giving % of Income	2023 Outreach spend % of Income
All	3.6%	16.4%
Small (Under 500K income)	4.8%	10.8%
Medium (500K - 900K income)	3.8%	21.9%
Large (over 900K income)	3.3%	16.5%

B. Survey Results

Based on 234 responses, from approximately 74 congregations, we found:

- Over half of responders had good knowledge about our Diocese and/or had participated in Diocesan activities.
- They believed our Diocese's purpose is to support congregations (especially congregational revitalization), provide spiritual leadership, and support Bishop Mariann's canonical role.
- Although congregations try to give generously, many respondents said that the Diocesian pledge is one of the first expenses cut when confronted by a tight budget or other major financial need.
- Over half of responders were satisfied with their congregation's level of giving to our Diocese.
- Responders identified support to persons in need, supporting struggling congregations, and Bishop Mariann's ministry as factors that would be considered in decisions about their congregation's Diocesan giving.
- Most responders favor giving based on a percentage of income, with some favoring a sliding scale to address resource disparities.
- Over two-thirds of responders seem to be comfortable with how our Diocese is spending its resources. A significant minority of congregations, however, may be limiting their financial support because they disapprove of some Diocesan activities.

C. Information from Other Dioceses

Based on data from approximately half of U.S. dioceses, we found:

- Unlike our Diocese's voluntary system, 70% of reporting dioceses, and 55% of Province III dioceses, mandate contributions from their congregations. Like our Diocese, most U.S. dioceses base their giving requests on NOI (or variations thereof); however, some Province III dioceses base their requests on Pledge and Plate, with some adjustments.
- Revenue from congregations as a percentage of diocesan budgets ranges from 18%-100%, with an average of 70%, far higher than our 47%, which is the third lowest of reporting dioceses. (Province III proportions range from 45%-85% of diocesan budgets, with an average of 62%.)
- We do not see a strong correlation between the percentage of diocesan income covered by congregational assessments and whether assessments are mandatory or voluntary.
- Like our Diocese, 60% of reporting U.S. dioceses (33% in Province III) have fixed percentages of NOI requests; 40% (67% in Province III) have sliding scales based on NOI.
- Few dioceses (17% for reporting dioceses) have "consequences" for churches that fail to give the assessment percentage; however, many of these dioceses offer assistance to those churches, rather than imposing consequences.

IV. Analysis

Over the next year, will focus our Diocese's dialog on:

Inspiration:

- How can we make congregations more aware of the work of our Diocese and inspire them to prioritize Diocesan support as they prioritize staff salaries and building upkeep?
- How might we address division over our Diocese's direction that leads some congregations to limit their support?
- How might a theology of giving influence congregational support of our Diocese?

Standard:

- Do we need a workable giving standard based on financial vitality and EDOW needs? We say "workable" because few congregations are complying with the requested tithe.
- Should the ask of each congregation be based on income, pledging members, other, or a combination?
- Should we adopt a sliding scale in which wealthy congregations pay more than less well off congregations?
- We note that we are not:

    1. Considering the size of our DIocese's budget, although we believe that is a worthy topic of discussion.

    2. Seeking to change the amount congregations provide to our Diocese.

Accountability:

- Do we need an accountability mechanism to induce Parishes to meet the giving standard or can the current system work with greater education, a giving standard, and/or other changes?
- If we need an accountability mechanism, should it be mandatory, *i.e.*, should it include consequences for not meeting the standard? Or can it work with consultations between EDOW and Parish leaders? (Some of our sister dioceses have a process that focuses on dialog rather than sanctions.)

V. Process

To move forward over the next year, we envision:

- Continuing to seek information on other dioceses' practices, especially what explains them, including availability of investment income (like we receive via the Soper Trust).
- Convening listening sessions for the following groups:
    1. Clergy by Region.
    2. Wardens and Delegates by Region.
    3. Possibly one or more Zoom town halls open to all interested.
- Engaging Council as follows:
    1. Submitting next spring/early summer tentative conclusions and recommendations to obtain Council's wisdom and direction.
    2. Submitting next fall a draft final report with one or more proposed resolutions.
    3. Finalizing the draft report to reflect Council's views and any proposed resolution(s) that it chooses to submit.
- Facilitating discussion at the 2025 Regional Assemblies regarding our final report and any resolutions that Council submits.
- Reporting at the 2026 Diocesan Convention and presenting any resolution(s) that Council submits.

Part III: Official Acts, Budget, and Statistical Reports

The Bishop's Official Acts, 2024

Necrology

The Rev. Harry T. Harper, February 25, 2024
The Rev. Dr. Theodore W. Johnson, December 16, 2024
The Rev. Earl A. Neil, March 11, 2024
The Rev. Nancy Noall, March 12, 2024
The Rev. Harrison Owen, March 16, 2024
The Rev. Nilda Lucca de Anaya, April 30, 2024
The Rev. Carla Thompson, August 29, 2024

Postulants Admitted (Diaconate)

None.

Postulants Admitted (Priesthood)

Eric Bailey, 2/7/2024
Erin Bowers, 2/7/2024
Antonio Baxter, 2/7/2024
Laura Carpenter, 2/7/24
Cami Caudill, 2/7/2024
Tiffany Clark, 2/7/2024
Chris Farrar, 2/7/2024
Tracey Forfa, 2/7/2024
Mark James, 2/7/2024
Mildred Reyes, 2/7/2024

Candidates for Holy Orders Admitted (Diaconate)

Done.

Candidates for Holy Orders Admitted (Priesthood)

Eric Bailey, 7/24/2024
Antonio Baxter, 7/24/2024
Tiffany Clark, 7/24/2024
Tracey Forfa, 7/24/2024
Mark James, 7/24/2024

Deacons Ordained (Diaconate)

Dawn Booth, 10/26/2024
Diana Edwards, 10/26/2024
Miriam Felipe, 10/26/2024
Mary Alcuin Kelly, 10/26/2024
Annemarie Quigley, 10/26/2024
Donna Stinchcomb, 10/26/2024

Deacons Ordained (Priesthood)

Mary C. Frazier, 1/13/2024
Aaron Dunn, 1/13/2024

Priests Ordained

Mary C. Frazier, 7/18/2024
Aaron Dunn, 7/18/2024

Clergy Received

William Joseph Buracker, II	01/04/2024	Diocese of Central Florida
Sarah Elizabeth Palmer	02/01/2024	Virginia
Stuart Wright	2/16/2024	Maryland

James L. Pahl, Jr.	2/19/2024	North Carolina
Christopher Phillips	3/15/2024	Chicago
Z. Mark Smith	3/25/2024	New Jersey
Sarah W. Smith	4/14/2024	Virginia
Cara Rockhill	8/1/2024	Massachusetts
Sarah Holland Taylor Miller	8/1/2024	Virginia
Cynthia McKenna	8/5/2024	Virginia
David Kendrick	10/1/2024	West Missouri
Michael Barham	9/1/2024	California
Jason Shank	9/23/2024	Northwestern Pennsylvania
Charity Humm	11/1/2024	Diocese of Maryland
Karin Ekholm	11/15/2024	Diocese of Maryland

Clergy Transferred

Andrew Barnett	3/18/24	Diocese of Atlanta
Diane FitzGerald Clark	5/3/24	Church of England
Emily Blair Stribling	5/24/24	Diocese of Maine
Shawn Evelyn	6/14/24	Diocese of Minnesota
Edward Thornley	7/1/24	Diocese of Massachusetts
Ebele P O Onuigbo	9/1/24	Diocese of Texas
Catherine Ann Ballinger	9/15/24	Diocese of Albany
John Daniels	10/15/24	Diocese of Pennsylvania
Sarah Reynolds	12/3/24	Diocese of Tennessee

Notices of Accord

None

Renunciations of the Ministry

None

Restorations to the Ministry

None

Suspensions from the Ministry

None

Release and Removal from the Ministry

None

Institutions of Clergy

James L. Pahl	3/9/2024	All Saints', Chevy Chase
Sara Palmer	5/18/2024	All Souls'
Z. Mark Smith	6/9/2024	St. Andrew's, Leonardtown
Christopher Phillips	9/7/2024	Redeemer
Yoimel González Hernández	9/15/2024	St. Stephen & the Incarnation
Cynthia McKenna	11/9/2024	St. Paul's, Rock Creek
David Kendrick	12/14/2024	St. Monica & St. James

Institutions of Canons

None

Non-Resident Clergy Licensed to Officiate

Eleanor J. Abarno	Metropolitan Washington DC Synod, ELCA
Carolyne A. Adhola	Diocese of Bondo
Thomas W. Bauer	Diocese of Maryland
Ann Broomell	Diocese of Connecticut
Morsal O. Collier	ELCA Synod SE Michigan
David M. Crosby	Diocese of Virginia
Kevin M. Cross	Diocese of Easton
Frederick D. Erickson	Diocese of Los Angeles
Katherine Ferguson	Diocese of Virginia
Pierre S. Gabaud	Diocese of Southeast Florida
Daniel Gross	Diocese of Easton
Victoria RT Heard	Diocese of Dallas
Melissa K.Z. Hollerith	Diocese of Virginia
Martha D. Johns	Diocese of Los Angeles
Linda M. Kapurch	Diocese of Maryland
Stacy Kelly	Diocese of Virginia
William Erich Krengel	Diocese of Connecticut
Nicole Lambelet	Diocese of Atlanta
Lloyd A. Lewis	Diocese of Long Island
Edward S. Little	Diocese of Northern Indiana
Margaret E. Lloyd	Diocese of Massachusetts
James R. Mathes	Diocese of San Diego
Allison Z. Michael	ELCA
Richard A.K. Miles	Diocese of North Carolina
William H. Morris	Diocese of London
Bertram Nagarajah	Diocese of El Camino Real
Altagracia Perez-Bullard	Diocese of New York
J. Peter Pham	Diocese of Chicago
Jordan A. Rippy	Diocese of Alabama
Anne G. Ritchie	Diocese of Virginia
V. Gene Robinson	Diocese of New Hampshire
Jason Shank	Diocese of Northwest Pennsylvania
Leslie N. Steffensen	Diocese of Virginia
Sarah Taylor Miller	Diocese of Texas
Joy Carrol Wallis	Diocese of Southwark (England)
Elliott M. Waters	Diocese of Pennsylvania
Martha J. Watson	Diocese of Nevada
Anne O. Weatherholt	Diocese of Maryland
Prince L.A. Williams	Diocese of Freetown, Sierra Leone
Carl W. Wright	Diocese of Maryland
Jean Ann F. Wright	Diocese of Atlanta

Reports Received from Non-Parochial and Retired Priests

Paul Abernathy
Amanda Akes-Cardwell
James Anderson
Stephen Arbogast
Lisa Barrowclough
William Billow
Eva Bogino
Errol Booth
Elly Brown
Enrique R. Brown
Linda Calkins
Leslie Chadwick
John Chane
Martha Clark
Kathleen Corbett-Welch
Carole Crumley
Daniel Darko
Kortright Davis
James Donald
Larry Donathan
Frank Dunn
Beth Echols
Deirdre Eckian
Sarah Fischer
Gayle Fisher-Stewart
Carol Flett
Arthur Fouts
Anne Gilson
John Graham
Anne Katherine Grieb
Caron Gwynn
Jacques B. Hadler
Michele Hagans
Jane Hague
William Hague
Preston Hannibal
Vincent Harris
Robert Harrison
Victoria Heard
Charles Hoffacker
Lucy Hogan
James Holmes
Marian Humphrey
Margaret Ingalls
Hannah Jocelyn Irving
Martha Jenkins
Karen Johnson
John Jones
Ted Karpf
Travers Koerner
Richard Kukowski
Sarah Lamming
John Lawrence
Luis Leon
Joseph Lund
Jeffrey MacKnight
Molly McCarty
John McDuffie
Margaret McNaughton
Mary Miller Flowers
Ann Moczydlowski
Amy Molina-Moore
Mitzi Noble
Anna Olson
Ciritta Park
Nan Peete
Robert Phillips
Kristen Pitts
Annemarie Quigley
Rachelle Sam
Steve Seely
William Shand
Martin Smith
Leslie St. Louis
Randolph Robert Stephenson
John Stonesifer
Shawn Strout
Elena Thompson
Susan Thon
Claudia Tielking
Helen Trainor
Joseph Trigg
Samuel Van Culin
Linda Sue von Rautenkranz
Francis Wade
Susan Walker
Elliott Waters
Randall Wilkinson
David B. Wolf
Stuart Wright
Amy Yount
Paul Zahl
Lisa Zaina

Consent Given for the Election of a Bishop

Dorothy Sanders Wells, Diocese of Mississippi, 2/13/2024
Kara Wagner Sherer, Diocese of Rochester, 2/28/2024
Phil N. Labelle, Diocese of Olympia, 5/18/2024
Julia E Whitworth, Diocese of Massachusetts, 5/21/2024
Angela Maria Cortiñas Diocese of West Texas, 11/01/2024
Amy Dafler Meaux, Diocese of West Missouri, 11/11/2024

Consent Given for the Resignation of a Bishop

None

Confirmations and Visitations, 2024

Confirmations listed are those for which paperwork is on file with the diocesan office.

Bishop Mariann Edgar Budde's Confirmations and Visitations

Date	Place	Number Confirmed	Number Received	Number Reaffirmed
01/07/2024	Trinity Parish, Newport		11	
01/14/2024	Trinity, Upper Marlboro			
01/21/2024	All Faith, Charlotte Hall			
02/04/2024	St. Christopher's			
02/11/2024	Christ Church, Rockville	4	10	0
02/25/2024	Grace Church, Georgetown			
03/10/2024	St. John's, Zion Parish	12	1	1
03/24/2024	Epiphany, DC			
03/31/2024	Washington National Cathedral			
04/14/2024	St. John's, Lafayette Square	2		
04/21/2024	Christ Church, DC			
04/28/2024	Resurrection Parish	0	7	0
05/05/2024	*Trinity, St. Mary's for*			
	Trinity, St. Mary's	2	2	0
	Christ Church, Port Tobacco	5	0	0
05/11/2024	*Washington National Cathedral for*			
	St. Patrick's	16	0	0
	St. John's, Olney	4	0	0
	St. Mark's, Fairland	1	0	0
	St. George's, Glenn Dale	3	0	0
	St. Thomas, PG County	2	0	0
	St. Nicholas' Parish	0	6	0
	St. Augustine's	1	0	0
05/12/2024	St. John's, Mt. Rainier			
05/19/2024	Acension, Sligo			
06/02/2024	St. Luke's, Trinity Parish			
06/09/2024	Christ Church, Durham	1	0	0
06/30/2024	St. Nicholas' Parish			
09/08/2024	Christ Church, Chaptico	8	2	0
09/15/2024	St. Bartholomew's	0	2	0
09/29/2024	Transfiguration	5	2	0
10/06/2024	Our Saviour, Hillandale	8	0	3
10/20/2024	St. Paul's, Piney			
10/27/2024	Ascension, Gaithersburg			
11/10/2024	Redeemer			
11/16/2024	*Washington National Cathedral for*			
	Trinity, DC	2	0	0
	St. Stephen and the Incarnation	1	0	0
	Grace Church, Georgetown	1	0	0
	St. Margaret's	5	1	1

Date	Place	Number Confirmed	Number Received	Number Reaffirmed
	St. Matthew's/San Mateo	12	7	2
	Grace Church, Silver Spring	2	1	0
11/17/2024	St. Columba's	17	8	0
11/24/2024	St. Anne's	2	4	0
12/08/2024	St. Andrew's, College Park	3	5	1
12/15/2024	St. Patrick's			

Bishop Mark Bourlakas's Confirmations

Date	Place	Number Confirmed	Number Received	Number Reaffirmed
5/11/2024	*Washington National Cathedral for*			
	Christ Church, Geogetown	31	0	0
	Trinity, DC	1	0	0
	St. James', Potomac	2	0	0
	St. David's	3	1	0
	Grace Church, Silver Spring	2	0	0

Bishop Ann Ritonia's Confirmations and Visitations

Date	Place	Number Confirmed	Number Received	Number Reaffirmed
11/16/2024	*Washington National Cathedral for*			
	Christ Church, Rockville	0	7	1
	St. Philip's, Laurel	7	0	0
	St Christopher's	1	0	0
	All Souls'	2	0	0
	St. John's, Lafayette Square	2	2	2
	St. Mark's, DC	3	3	0
	St. John's, Mt. Rainier	4	0	0
	All Saints Igbo Anglican Church	7	0	0

Bishop James J. "Bud" Shand's Confirmations

Date	Place	Number Confirmed	Number Received	Number Reaffirmed
5/11/2024	*Washington National Cathedral for*			
	St. Christopher's	10	0	0
	Washington National Cathedral	4	8	2
	St. Margaret's	1	0	0
	Christ Church, DC	2	0	0
	St. Mary Magdalene	2	0	0

Licensed Lay Ministries

This is a list of all licenses issued in 2024 for various lay ministries. Congregations that have been omitted had no licenses issued in 2024. The code after each name indicates the following categories:

EM — Eucharistic Minister
EV — Eucharistic Visitor
C — Catechist
WL — Worship Leader
PL — Pastoral Leader
P — Preacher

All Saints', Chevy Chase

Adol Owen-Williams: EM
Carolyn Buckingham: EM
Daniel Buckingham: EM
David Bickel: EM
David Reeve: EM, WL
Judy Kelly: EM
Luther Gray: EM
Mark Pape: EM
Paul Bradley: EM
Paula Gibson: EM
Shireen David: EM
Stuart Gerson: EM
Thomas Nicholson: EM

All Souls'

Heidi Rasciner: EM
Lisa Watson: EM
Mark Hoffman: EM
Michael McGee: EM
Ryan Burwinkel: EM

Ascension, Sligo Parish

Alice Kunce: EM
Anne LeVeque: C, EM, EV, P, WL
Annie Brown: EV, P
Catherine Feissner: EM, EV
Cathy Eliot: EM
Christine Hunt: EM
Deborah Percell: EM, EV
Fred Paul: EM
Garrett Keeler: EM
Kenn Derby: EM
Luz Guiab: EM
Morna Holden: EM
Robert Cosby: EV, WL
Steve Fromyer: EM, EV
Warren Buckingham: EM, EV, P, WL

Christ Church, Georgetown

Tiffany Clark: EM, P, WL

Christ Church, Kensington

Aime Keith: EM
Anne Meyers: EM
Bradley Christmas: EM
Christopher Ours: EV
Eddie Sloane: WL
Elizabeth Quinn: EV
Jane Aylor: EM
John Ward: EM, EV
Katharine Shuler: EM
Lee Puricelli: WL
Leslie Everheart: EV
Martha Hervey: EM
Nora Buckley: EM, EV, WL
Pamela Prindle: EM, EV, WL
Peter Bartram: EM
Sarah Pozniak: EV
Sharon Bartram: EM
Theodore Seale: EM

Christ Church, Rockville

Edwin Acevedo: EM
George Wolohojian: EM
Matthew Salter: EM, EV
Nancy Small: EM
Scott Simpson: EM

Good Shepherd

Anna Gilcher: EM
Patricia Mitchell: EM

Grace Church, Silver Spring

Aileen Moodie: EM, EV
Cherisse Robles: EM
Cheryl Peterson: EM, EV
Chris Francica: EM
Gail Epps Rowe: EM
Kathryn Allen: EV
Kecia Brown: EM, EV
Laura Collard: EM, EV
Linda Baily: EM
Marsha Obusek: EV
Matthew Peterson: EM
Paul Purnell: EV
Rachel Hardwick: EM
Stephanie Gray: EM, EV
Stephen Dean: EM
Steven Miller: EV
Victoria Kurtz: EM
Waafas Ofosu-Amaah: EM, EV
Zaida Jocson: EM

St. Andrew's Episcopal School

Ana Naab: EM
Dale Kynoch: EM
Jody Wildrick: EM
Megan Hurney: EM
Robert Kosasky: P, WL

St. Columba's

Austin MacDougall: EM
Betsy Finch: EM
Carol Clausen: EM
Carole Suárez: EM
Catherine Anderson: EM
Cindy Anderson: EM
Duane Arenales: EM
Elizabeth Haile: EM
Elizabeth Oster: EM
Elizabeth Taylor: EM
Elsa Skaggs: EM
Gail Ashford: EM
Gardell Gefke: EM
Inga Blust: EM, EV, PL
Jan Schaffer: EM
Jeff Stensland: EM
John Guenther: EM, WL
John Harrison: EM
John Nolan: EM
Joy Boyle: EM
Joyce Nolan: EM
Julie Tippens: EM
Kay Tatum: EM
Lane Heard: EM
Lawrence Camp: EM
Linda Allison: EM
Lindsay Monte: EM
Nan North: EM
Nancy Monahan: EM
Patricia Jensen: EM
Peggy Hamrick: EM
Peter Clamp: EM
Peter Coe: EM
Renee Schoof: EM
Ryan McNavage: EM
Sara Glenn: EM
Susan Laing: EM
Susan O'Keefe: EM
Susan Taylor: EM
William Jensen: EM

St. David's
Grace Kreher: EM

St. James', Indian Head
Thomas Gray: EM, EV, PL, WL

St. John's,Georgetown
Kurt Ellison: EM, WL

St. John's, Norwood
Alan Snyder: EM
Clara Lovett: EM
Denyse Corrado: EM
Gary Dean: EM
Julia Andrews: EM
Karen Smith: EM
Kate Tapley: EM
Margaret Hilton: EM
Margaret Uhar: EM
Maura Lynch: EM
Michael Stratmoen: EM
Nicole Brogan: EM
Rebecca Berman: EM
Rebecca Kennedy: EM
Robert Hartmann: EM
Rose Fonseca: EM
Susan Symons: EM

St. John's, Olney
Alan Soukup: EM
Becca Roberson: EM
Bree Bruemmer: EM
Stephen Simpson: EM

St. Luke's, Brighton
Caroline Hussman: WL
Douglas Farquhar: EM, WL
June Stoyer: EM
Karen Dugard: WL
Michael Goodman: EM
Nancy Osgood: EM

St. Mark's, Fairland
Colleen Sampson: EM
Olivia Lee: EV
Uloma Nwauche-Unonu: EM

St. Michael's & All Angels
Gloria Portsmouth: EM, EV
Matilda Bruno-Gaston: EM, EV
Samuel Cole: EM, EV

St. Nicholas' Parish
Barbara Miles: EM
Charlotte Rogers: EM
Jennifer Schwartz: EM
Lynette Telford: EM

St. Paul's, K Street
Edward Britton: EM
Elijah Mills: EM
Elliot Chiu: EM
Jack Raffetto: EM
Jonathan Scolare: EM
Kahn Branch: EM
Katherine Britton: EM, EV
Matthew Leddicotte: EM
Michael Sims: EM
Scott Spaulding: EM
Steven Chaplecka: EM

St. Thomas', DC
Scott Yeomans: EM

St. Thomas', PG County

Deanne Chevannes Adams: EM, WL
Franklin Robinson: EM, EV, WL
Gary Hogue: EM, EV, PL, WL
Gayla Bergren: C
Iona Harrison: EM
Jack Thompson: EM
Jayla Taqui: EM
Nigel Latimore: EM
Robert Guard: EM
Ronald McPherson: EM
Sharon Voros: C, EM, WL
Stephen Kensinger: EM, WL
Thomasina Rogers: EM, WL

St. Timothy's

Christopher Thomas: EM
Fred McNeil: EM
Frederick Thomas: EM
Gretel James: EM, EV
Jacqueline Bowie: EM, EV
Karen Blockett: EM
Richlyn Emanuel: EM
Shirley Emanuel: EM, EV
Tanya Clark-Copeland: EM, EV
Virgil McDonald: EM
Wendy Butler-Richardson: EM

Transfiguration

Betty Boulin: EM, EV, WL
David Stoddard: C, EM, EV, PL, WL
Gail Carter: EM
Gordon Linton: EV
Jean Boulin: EM, EV, WL
John Cardinale: EM, EV
Karen Facen: C, EM
Karen Stoddard: EM, EV
Katherine Berry: C, EM, EV, PL, WL
Ladipo Grey-Coker: EM
Marilyn Steele: EV
Marvin Arthur: EM
Rik Renich: EM, EV
Ruth Moore: EV
Tom Stevens: EM

Trinity, Upper Marlboro

Beverly Wells: EM
Dee Johnson: EM

Washington National Cathedral

Kevin Eckstrom: EM

2024 Financial Commitments

	Giving Pledged	Giving Received
Region: North Montgomery County		
Ascension, Gaithersburg	30,000	29,507.16
St. Anne's	10,000	5,000
St. Barnabas' Church of the Deaf	5,035	5,035
St. Bartholomew's	10,752	10,752
St. John's, Olney	6,000	6,000
St. Luke's, Brighton	7,200	7,200
St. Nicholas' Parish	0	0
St. Peter's	10,000	10,000
Total: North Montgomery County	78,987	73,494.16
Region: Central Montgomery County		
Christ Church, Kensington	36,000	36,000
Christ Church, Rockville	40,000	40,000
Good Shepherd	3,000	3,000
Our Saviour, Hillandale	6,000	5,000
St. Francis	55,000	55,000
St. James', Potomac	53,000	53,000
St. Luke's, Trinity Parish	50,000	50,000
St. Mark's, Fairland	5,000	5,000
St. Mary Magdalene	10,000	10,000
Transfiguration	7,500	7,500
Total: Central Montgomery County	265,500	264,500
Region: South Montgomery County		
All Saints', Chevy Chase	87,231	87,231
Ascension, Sligo Parish	27,520	27,519.97
Grace Church, Silver Spring	105,000	105,000
Redeemer	26,000	26,000
St. Dunstan's	40,000	40,000
St. John's, Norwood Parish	55,000	55,000
Total: South Montgomery County	340,751	340,750.97
Region: North District of Columbia		
All Souls'	17,500	17,500
Holy Comforter	3,750	3,750
St. Alban's	124,000	124,000
St. Columba's	167,009	83,898
St. David's	41,447	41,447
St. Patrick's	41,000	41,000
St. Paul's, Rock Creek	75,000	75,000
Trinity, DC	16,000	0
Washington National Cathedral	100,000	100,000
Total: North District of Columbia	585,706	486,595

	Giving Pledged	Giving Received
Region: Central District of Columbia		
Ascension and St. Agnes	40,000	40,000
Christ Church, Georgetown	100,000	100,000
Epiphany, DC	39,500	39,500
Grace Church, Georgetown	10,000	10,000
Our Saviour, Brookland	6,000	6,000
St. George's, DC	13,000	13,000
St. John's, Georgetown	6,000	6,000
St. John's, Lafayette Square	135,000	135,000
St. Luke's, DC	7,200	7,200
St. Margaret's	30,000	30,000
St. Mary's	0	0
St. Paul's, K Street	40,000	40,000
St. Stephen & the Incarnation	6,630	6,630
St. Thomas', DC	14,333	14,333
Total: Central District of Columbia	447,663	447,663
Region: South District of Columbia		
Atonement	5,000	1,000
Calvary Church	6,830	3,415
Christ Church, Washington	95,374	95,374
Holy Communion	3,750	1,500
St. Augustine's	7,200	7,200
St. Mark's, DC	38,000	38,000
St. Monica's and St. James'	14,000	14,000
St. Philip the Evangelist	3,600	1,200
St. Timothy's	35,311	35,311
Total: South District of Columbia	209,065	197,000
Region: North Prince George's County		
Epiphany, Forestville	0	0
St. Andrew's, College Park	20,000	20,000
St. Christopher's	17,000	17,000
St. George's, Glenn Dale	36,640	36,640
St. John's, Mt. Rainier	4,800	5,000
St. John's, Zion Parish	16,000	16,000
St. Matthew's	7,500	7,500
St. Michael & All Angels	5,880	5,880
St. Philip's, Laurel	10,000	10,000
Total: North Prince George's County	117,820	118,020

	Giving Pledged	Giving Received
Region: Southern Maryland		
All Faith, Charlotte Hall	2,500	2,500
All Saints', Oakley	2,400	2,400
Ascension & St. George's Churches	22,000	22,000
Christ Church, Chaptico	10,500	10,500
Christ Church, Clinton	3,000	2,750
Christ Church, Durham	12,000	12,000
Christ Church, Port Tobacco	13,930	13,930
Christ Church, Wayside	11,425	12,300
St. Andrew's, Leonardtown	11,500	11,500
St. Barnabas', Leeland	56,388	56,387.76
St. Barnabas', Temple Hills	3,500	3,500
St. James', Indian Head	7,200	7,200
St. John's, Broad Creek	0	0
St. Paul's, Baden	4,100	4,100
St. Paul's, Piney	33,122	33,121.80
St. Philip's, Baden	0	0
St. Thomas', P.G. County	10,000	8,333.34
Trinity Parish, Newport & Hughesville	0	0
Trinity, St. Mary's	25,000	25,000
Trinity, Upper Marlboro	3,100	2,841.63
Total: Southern Maryland	231,665	230,364.53
Total: Diocese of Washington	2,303,538	2,211,746

	Giving Pledged	Giving Received
Region: Southern Maryland		
All Faith, Charlotte Hall	0	0
All Saints', Oakley	3,000	3,000
Christ Church, Chaptico	11,000	11,000
Christ Church, Clinton	3,000	3,000
Christ Church, Durham	12,000	12,000
Christ Church, Port Tobacco	17,000	12,750
Christ Church, Wayside	12,700	11,825
Resurrection	20,000	20,000
St. Andrew's, Leonardtown	11,500	11,500
St. Barnabas', Leeland	50,680	48,686
St. Barnabas', Temple Hills	3,500	3,500
St. James', Indian Head	7,800	7,800
St. John's, Broad Creek	9,431	9,431
St. Paul's, Baden	4,500	4,500
St. Paul's, Piney	32,118	32,118
St. Philip's, Baden	4,410	4,410
St. Thomas', P.G. County	9,000	9,000
Tinity Parish, Newport & Hughesville	3,500	3,500
Trinity, St. Mary's	25,000	25,000
Trinity, Upper Marlboro	3,200	3,200
Total: Southern Maryland	243,339	236,220
Total: Diocese of Washington	2,288,831	2,164,243.13

2024 Vs 2025 Operating Budget

	2024 Budget	2025 Budget	Variance 2024 vs. 2025
Revenue			
Congregational Giving	2,250,000	2,275,000	25,000
Soper Income (Operating)	1,627,576	1,615,255	(12,321)
Closed Parish Fund Draw (Council Approved)	168,382	127,250	(41,132)
Lilly Endowment Grant Funding (Including Parish Participation Fees)	157,200	133,600	(23,600)
Corten Education Fund	155,000	174,400	19,400
Bishop's Annual Appeal	150,000	150,000	0
Interest & Dividend Income	160,000	160,000	0
Other Income	90,000	90,000	0
TEC Grant for Bowie Church Plant	10,000	10,000	0
General Convention/Lambeth Support from Reserves	32,000	0	(32,000)
Total Revenue	***4,800,158***	***4,735,505***	***(64,653)***
Expense			
Diocesan Ministries			
Church Revitalization			
Strategic Advisors	15,000	0	(15,000)
Bowie Church Plant Program Costs	24,000	24,000	0
Committee on Black Church Ministries Program Costs	10,000	10,000	0
Latino Ministies Support & Program Costs	73,476	50,000	(23,476)
Lilly Endowment Grant Expenditures	135,697	90,982	(44,715)

	2024 Budget	2025 Budget	Variance 2024 vs. 2025
Aid to Congregations in Transition: Transitions/ Strategic Opportunites	65,000	65,000	0
Total Church Revitalization	***323,173***	***239,982***	***(83,191)***
Faith and Leadership			
Campus/Young Adult Ministries	50,000	50,000	0
School for Christian Faith & Leadership	32,500	32,500	0
Youth Ministry	7,500	7,500	0
Clergy Discernment & Development	20,000	20,000	0
Seminarian Support	18,250	18,250	0
Ordination Process Expense	30,000	30,000	0
Vocational Deacons	17,750	17,750	0
Diocesan Confirmation	20,000	20,000	0
Total Faith and Leadership	***196,000***	***196,000***	***0***
Equity and Justice			
Reparations Committee Program Costs	36,000	36,000	0
Program Support	22,500	22,500	0
Total Equity and Justice	***58,500***	***58,500***	***0***
Total Diocesan Ministries	***577,673***	***494,482***	***(83,191)***
National & International Ministries			
TEC	529,327	536,450	7,124
Provincial Synod	13,372	11,820	(1,552)

	2024 Budget	2025 Budget	Variance 2024 vs. 2025
Total National & International Ministries	***542,699***	***548,270***	***5,572***
Salaries & Benefits			
Bishop	291,017	298,292	7,275
Canon to the Ordinary	181,228	185,759	4,531
Canon for Vitality	138,611	142,076	3,465
Canon for Leadership Development	138,611	142,076	3,465
Director SCFL	110,086	120,272	10,186
Director HR	106,277	121,375	15,098
Communications Director	107,510	110,198	2,688
Missioner Faith Formation	106,941	110,569	3,628
Missioner Equity & Justice	91,846	75,440	(16,406)
Missioner Revitalization	96,934	99,357	2,423
Missioner Latino/Hispanic Ministries	96,776	99,195	2,419
Bowie Church Planter	100,000	84,800	(15,200)
Archdeacon	95,680	98,072	2,392
Executive Assistant to the Bishop	81,498	81,898	400
Executive Assistant to the Canons	81,458	83,495	2,037
Executive Assistant to the Missioners	81,553	83,592	2,039
Covention and Data Manager	78,780	80,750	1,970
Financial Analyst	74,599	76,464	1,865

	2024 Budget	2025 Budget	Variance 2024 vs. 2025
Regional Deans Stipend	110,000	112,750	2,750
Vault Assoc. Accounting	125,026	136,710	11,684
Receptionist (p/t)	26,153	26,281	128
IT Services (p/t)	60,000	61,500	1,500
Total Salaries	***2,380,584***	***2,430,921***	***50,337***
Total Benefit for all staff	***605,307***	***629,432***	***24,125***
Total Salary & Benefits	***2,985,891***	***3,060,353***	***74,462***
General Administration			
IT Services	30,000	33,000	3,000
Bank Fees	30,000	45,000	15,000
Audit	72,000	68,000	(4,000)
Investment Expense	7,500	13,000	5,500
Parking	31,500	17,800	(13,700)
Telecom	48,000	45,000	(3,000)
Building Maintenance	20,500	15,000	(5,500)
Lease & Maintenance of Peripherals	15,000	16,500	1500
Equipment	5,000	3,000	(2,000)
Depreciation	30,000	30,000	0
Property Taxes	30,000	30,000	0
Insurance	75,000	75,000	0

	2024 Budget	2025 Budget	Variance 2024 vs. 2025
Postage & Mailing	7,500	5,000	(2,500)
Office Supplies	20,000	15,000	(5,000)
Archival	6,000	20,000	14,000
Legal Services	20,000	12,500	(7,500)
Cloud Based Service & Software	55,000	50,000	(5,000)
Staff Development & Travel	25,000	30,000	5,000
Catering for Meetings & Church House Functions	20,000	27,500	7,500
Staff Sabbatical Expense/Reserve	5,000	5,000	0
Miscellaneous/Reserve	0	0	0
Total General Administration	***553,000***	***553,000***	***3,300***
Governance			
General Convention/Lambeth	60,000	0	(60,000)
Diocesan Convention Expense	60,000	60,000	0
Diocesan Council Expense	5,000	5,000	0
Diocesan Standing Committee Expense	600	600	0
Diocesan Regional Assemblies	2,000	2,000	0
Committees of Convention & Council	1,000	1,000	0
Interpreter for Deaf	7,500	7,500	0
Total Governance	***136,100***	***76,100***	***(60,000)***

	2024 Budget	2025 Budget	Variance 2024 vs. 2025
Communications			
Consulting	0	0	0
Total Communications	***0***	***0***	***0***
Total Expense	***4,800,158***	***4,735,505***	***(64,652)***
Change in Net Assets from Operations	***(0)***	***(0)***	***(0)***

JohnsonLambert LLP
cpas + consultants

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Audited Financial Statements

Years ended December 31, 2024 and 2023
(with summarized comparative totals for 2023)
with Report of Independent Auditors

+
JohnsonLambert.com

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Audited Financial Statements

Years ended December 31, 2024 and 2023 (with summarized comparative totals for 2023)

Contents

Report of Independent Auditors....1 - 2

Audited Financial Statements

Statements of Financial Position....3
Statement of Activities (with summarized comparative totals for 2023)....4
Statements of Functional Expenses....5
Statements of Cash Flows....6
Notes to Financial Statements....7 - 25

JohnsonLambert LLP
cpas + consultants

Report of Independent Auditors

Diocesan Council of the Convention of the
Protestant Episcopal Church of the Diocese of Washington
Washington, DC

Opinion

We have audited the financial statements of The Convention of the Protestant Episcopal Church of the Diocese of Washington (the Diocese), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statement of activities for the year ended December 31, 2024 and the statements of functional expenses and cash flows for the years ended December 31, 2024 and 2023, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Diocese as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Diocese and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Diocese's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control–related matters that we identified during the audit.



Park Ridge, Illinois
October 30, 2025

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Statements of Financial Position

As of December 31, 2024 and 2023

	2024	2023
Assets		
Cash and cash equivalents	$ 5,322,642	$ 4,248,259
Certificates of deposit	2,403,903	3,712,841
Investments, fair value	17,823,304	16,090,831
Soper fund investments, fair value	40,347,753	35,718,492
Funds invested by parishes	36,190,842	30,560,381
Parish giving receivables	60,801	338,977
Notes receivable, net	604,369	504,368
Pledges receivable, net	260,601	492,254
Other receivables	605,835	497,394
Land and buildings	1,579,657	1,579,657
Operating leases, right of use (ROU) assets	3,139,234	3,212,524
Finance leases, ROU assets	28,547	46,619
Property and equipment, net	61,476	118,817
Beneficial interests in perpetual trusts	28,554,370	26,607,748
Other assets	153,809	196,037
Total assets	$ 137,137,143	$ 123,925,199
Liabilities and net assets		
Liabilities:		
Accounts payable and accrued expenses	$ 842,972	$ 449,710
Finance leases, net	29,665	47,523
Funds invested by parishes	36,190,842	30,560,381
Funds held for others	(94,767)	18,607
Total liabilities	36,968,712	31,076,221
Net assets:		
Without donor restrictions	13,543,799	11,911,184
With donor restrictions	86,624,632	80,937,794
Total net assets	100,168,431	92,848,978
Total liabilities and net assets	$ 137,137,143	$ 123,925,199

See accompanying notes to the financial statements.

3

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Statement of Activities

Years ended December 31, 2024 with summarized comparative totals for 2023

	2024			2023
	Without donor restrictions	With donor restrictions	Total	Total
Revenues, gains and other support:				
Parish giving	$ 2,181,342	$ -	$ 2,181,342	$ 2,212,075
John T. Walker School gifts and grants	3,790,093	10,099	3,800,192	3,144,757
Distribution from trusts	287,969	2,927,222	3,215,191	3,226,643
Gifts and grants	442,896	24,106	467,002	488,530
Miscellaneous revenue	489,165	-	489,165	140,604
Investment income, net	781,020	205,108	986,128	731,757
Total revenue	7,972,485	3,166,535	11,139,020	9,944,366
Net assets released from restriction	2,826,182	(2,826,182)	-	-
Expenses:				
Program Services				
Congregational Vitality	1,343,641	-	1,343,641	1,565,478
Faith Formation/Discipleship	1,414,606	-	1,414,606	1,332,851
Justice & Latino/Multicultural Ministries	267,891	-	267,891	207,169
National & International Ministries	542,508	-	542,508	535,159
Parish Support	532,193	-	532,193	383,755
Communications	289,796	-	289,796	285,352
Bishop Walker School	3,941,576	-	3,941,576	3,733,420
Other Programs	314,029	-	314,029	322,486
Total program services	8,646,240	-	8,646,240	8,365,670
Supporting Services				
Management & general	775,961	-	775,961	816,972
Fundraising	590,479	-	590,479	484,747
Total supporting services	1,366,440	-	1,366,440	1,301,719
Total expenses	10,012,680	-	10,012,680	9,667,389
Change in net assets before non-operating gains	785,987	340,353	1,126,340	276,977
Non-operating gains:				
Net change in fair value of beneficial interest in perpetual trusts	-	4,776,074	4,776,074	6,717,159
Net change in fair value of investments	846,628	570,411	1,417,039	1,748,329
Total non-operating gains	846,628	5,346,485	6,193,113	8,465,488
Change in net assets	1,632,615	5,686,838	7,319,453	8,742,465
Net assets, beginning of year	11,911,184	80,937,794	92,848,978	84,106,513
Net assets, end of year	$ 13,543,799	$ 86,624,632	$ 100,168,431	$ 92,848,978

See accompanying notes to the financial statements.

4

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Statements of Functional Expenses

Years ended December 31, 2024 and 2023

	Program Services									Supporting Services			
2024	Church Revitalization	Faith & Leadership	Equity & Justice	National & International Ministries	Parish Support	Communications	Bishop Walker School	Other Programs	Total Program Services	Management & General	Fundraising	Total Supporting Services	2024 Total
Salaries & Benefits	$ 952,197	$ 550,774	$ 220,066	$ -	$ 327,769	$ 241,797	$ 2,580,471	$ 155,658	$ 5,028,732	$ 446,478	$ 271,243	$ 717,721	$ 5,746,453
Meetings, Development & Travel	113,528	204,227	10,633	-	149,031	7,134	30,197	48,184	562,934	13,172	319,236	332,408	895,342
Postage & Office Supplies	7,584	4,387	1,753	-	2,610	1,926	130,470	-	148,730	3,556	-	3,556	152,286
Equipment, Software & Depreciation	34,708	20,076	8,022	-	11,947	8,814	55,349	-	138,916	16,274	-	16,274	155,190
Consultants	41,687	16,220	6,481	-	9,653	7,121	380,781	34,250	496,193	13,149	-	13,149	509,342
Telecommunications	23,523	13,606	5,436	-	8,097	5,973	17,934	-	74,569	11,030	-	11,030	85,599
Rent, Maintenance & Utilities	4,077	2,358	942	-	1,403	1,035	701,471	-	711,286	1,912	-	1,912	713,198
Accounting & Legal	-	-	-	-	-	-	-	-	-	240,853	-	240,853	240,853
Contributions / Support	121,319	574,215	4,154	542,508	6,187	4,564	10,536	75,937	1,339,420	8,428	-	8,428	1,347,848
Other	45,018	28,743	10,404	-	15,496	11,432	34,367	-	145,460	21,109	-	21,109	166,569
Total	$ 1,343,641	$ 1,414,606	$ 267,891	$ 542,508	$ 532,193	$ 289,796	$ 3,941,576	$ 314,029	$ 8,646,240	$ 775,961	$ 590,479	$ 1,366,440	$ 10,012,680

	Program Services									Supporting Services			
2023	Church Revitalization	Faith & Leadership	Equity & Justice	National & International Ministries	Parish Support	Communications	Bishop Walker School	Other Programs	Total Program Services	Management & General	Fundraising	Total Supporting Services	2023 Total
Salaries & Benefits	$ 1,009,952	$ 414,116	$ 169,843	$ -	$ 261,344	$ 242,160	$ 2,408,910	$ 180,843	$ 4,687,168	$ 508,984	$ 158,434	$ 667,418	$ 5,354,586
Meetings, Development & Travel	63,988	183,634	11,696	-	82,758	6,649	65,423	37,514	451,662	13,975	326,313	340,288	791,950
Postage & Office Supplies	6,918	4,381	1,260	-	2,154	1,796	87,843	-	104,352	3,776	-	3,776	108,128
Equipment, Software & Depreciation	31,767	14,050	5,785	-	8,902	8,250	262,478	-	331,232	17,338	-	17,338	348,570
Consultants	26,631	4,182	1,722	-	2,650	2,455	312,616	39,461	389,717	5,161	-	5,161	394,878
Telecommunications	26,388	11,671	4,806	-	7,395	6,852	19,784	-	76,896	14,402	-	14,402	91,298
Rent, Maintenance & Utilities	13,969	6,178	2,544	-	3,914	3,627	419,499	-	449,731	7,624	-	7,624	457,355
Accounting & Legal	-	-	-	-	-	-	75,765	-	75,765	196,392	-	196,392	272,157
Contributions / Support	329,910	669,614	-	535,159	-	-	11,033	64,480	1,610,196	-	-	-	1,610,196
Other	55,955	25,025	9,513	-	14,638	13,563	70,069	188	188,951	49,320	-	49,320	238,271
Total	$ 1,565,478	$ 1,332,851	$ 207,169	$ 535,159	$ 383,755	$ 285,352	$ 3,733,420	$ 322,486	$ 8,365,670	$ 816,972	$ 484,747	$ 1,301,719	$ 9,667,389

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Statements of Cash Flows

Years ended December 31, 2024 and 2023

	2024	2023
Cash flows from operating activities		
Change in net assets	$ 7,319,453	$ 8,742,465
Adjustments to reconcile change in net assets to net cash from operating activities:		
Depreciation and amortization	75,412	84,189
Non-cash lease expense	74,878	73,289
Net change in the fair value of investments	(6,333,876)	(6,951,663)
Changes in assets and liabilities:		
Beneficial interests in perpetual trusts	(1,946,622)	(2,792,046)
Parish giving receivables	278,176	(123,034)
Pledges receivable	231,653	185,164
Other receivables	(108,441)	(54,322)
Other assets	42,228	(76,462)
Accounts payable and other liabilities	279,615	(83,554)
Operating lease liability	-	(2,818,088)
Net cash from operating activities	(87,524)	(3,814,062)
Cash flows from investing activities		
Investment in notes receivable	(100,000)	-
Sales or maturities of certificates of deposit pledged as guarantees	1,308,938	(1,554,470)
Purchase of investments	(10,377,216)	(7,059,248)
Proceeds from sale of investments	10,349,361	5,938,933
Purchase of property and equipment	-	(53,257)
Net cash from investing activities	1,181,083	(2,728,042)
Cash flows from financing activities		
Finance lease payment	(19,176)	(19,176)
Net cash from financing activities	(19,176)	(19,176)
Change in cash and cash equivalents	1,074,383	(6,561,280)
Cash and cash equivalents, beginning of year	4,248,259	10,809,539
Cash and cash equivalents, end of year	$ 5,322,642	$ 4,248,259
Supplementary disclosure of cash flow information:		
Interest paid	$ 1,782	$ 1,782

See accompanying notes to the financial statements.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements

Years ended December 31, 2024 and 2023

Note 1 - Organization

The Convention of the Protestant Episcopal Church of the Diocese of Washington (the Diocese) is an organization comprising member parishes and missions located in the District of Columbia, Charles, Montgomery, Prince George's and Saint Mary's counties in Maryland. The primary purposes of the Diocese are governance of the Diocese through the Bishop and the Diocesan Convention; programs dedicated to activities of the General Convention of the Episcopal Church; mission and evangelism work in the Diocese; and congregational ministry.

The Diocese is a not-for-profit, religious organization and is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. There are no uncertain tax positions for the years ended December 31, 2024 and 2023. The Diocese is not required to file an information return with the Internal Revenue Service.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting
The accounts of the Diocese are maintained on an accrual basis in accordance with accounting principles generally accepted in the United States of America (GAAP). The accounts are segregated by separate funds established in accordance with specified activities, purposes or restrictions.

Estimates
The preparation of the financial statements in conformity with GAAP requires management to make estimates and assumptions that affect certain reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and amounts of revenues and expenses reflected during the reporting period. Actual results could differ from those estimates.

Comparative Financial Information
The statement of activities includes summarized prior year information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with GAAP. Accordingly, such information should be read in conjunction with the Diocese's audited financial statements for the year ended December 31, 2023, from which the summarized information was derived.

Subsequent Events
The Diocese has evaluated subsequent events for disclosure and recognition through October 30, 2025, the date on which these financial statements were available to be issued. All material subsequent events have been disclosed as of that date.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 2 - Summary of Significant Accounting Policies (Continued)

Net Assets
Net assets, revenues, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net assets without donor restrictions - Net assets available for use in general operations and not subject to donor restrictions.

Net assets with donor restrictions - Some donor-imposed restrictions are temporary in nature, such as those that will be met by the fulfillment of a donor-specified purpose or the passage of time. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated purpose for which the resource was restricted has been fulfilled, when the stipulated time has elapsed, or both.

Cash and Cash Equivalents
The Federal Deposit Insurance Corporation (FDIC) insures amounts on deposit with each financial institution up to limits as prescribed by law. The Diocese considers all highly liquid debt instruments with an initial maturity of 90 days or less to be cash equivalents. The Diocese may hold funds with financial institutions in excess of the FDIC insured amount; however, the Diocese has not experienced any losses in such accounts and management believes it is not exposed to any significant credit risk on cash and cash equivalents.

Investments and Measurement of Fair Value
The Investment Fund is a vehicle for long-term investment of restricted and non-restricted funds of the Diocese and funds of certain parishes, separate congregations, and missions of the Diocese. Income distributions to the Diocese are included as additions to the appropriate fund.

The Diocese invests in mutual funds and equities, which are recorded at fair value. Investment income or losses, net are reported as operating activities, while the current year changes in fair value of investments (realized and unrealized gains and losses) are reported as non-operating activities.

The Diocese's classifications for investments are based on the GAAP fair value measurement standard, which established a three-level hierarchy framework. The framework is based on the inputs used in valuation and requires that observable inputs be used in the valuations when available. The disclosure of fair value estimates in the fair value guidance includes a hierarchy based on whether significant valuation inputs are observable. In determining the level of hierarchy in which the estimate is disclosed, the highest priority is given to unadjusted quoted prices in active markets and the lowest priority to unobservable inputs that reflect the Diocese's significant market assumptions.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 2 - Summary of Significant Accounting Policies (Continued)

Investments and Measurement of Fair Value (continued)
The three levels of the fair value hierarchy are as follows:

Level 1 - Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets or liabilities traded in active markets, to which the Diocese has the ability to access.

Level 2 - Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted market prices that are observable for the assets or liabilities for substantially the entire period, and market-corroborated inputs.

Level 3 - Inputs to valuation methodology are unobservable and are significant to the fair value measurement.

Fair values are based on quoted market prices when available (Level 1). The Diocese receives the quoted market prices from third party nationally recognized pricing services. When market prices are not available, the Diocese utilizes a pricing service to determine an estimate of fair value, which is mainly used for fixed maturity investments. The fair value is generally estimated using current market inputs for similar financial investments with comparable terms and credit quality, commonly referred to as matrix pricing (Level 2). In instances where there is little or no market activity for the same or similar instruments, the Diocese estimates fair value using methods, models and assumptions that management believes are relevant to the particular asset or liability. This may include discounted cash flow analysis or other income based approaches (Level 3). These valuation techniques involve some level of management estimation and judgment.

Funds Invested By Parishes
The Diocese invests funds on behalf of the parishes. These funds recorded as both an asset and a liability for the years ended December 31, 2024 and 2023. The funds are included in the investments, fair value asset and classified as a funds invested by parishes liability in the statements of financial position. The Investment Fund is a vehicle for long-term investment of certain funds of the Diocese and of the parishes, separate congregations, and missions of the Diocese that have elected to utilize such services. The objective of the Investment Fund is to seek dividends and to attain an appreciation in value that, together with interest income, exceeds the effects of inflation. The Investment Fund is held by the Diocese in the name of the Diocese. While the Diocese is committed to maintaining the amounts as being attributable to the parishes, congregations, and missions as participants in the Investment Fund, these funds are not absolutely insulated from claims of creditors against the Diocese.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 2 - Summary of Significant Accounting Policies (Continued)

Parish Giving Receivables
Annual giving receivables of parishes and missions are recognized as revenue, based on amounts collected during the year and estimates of amounts to be collected as of the end of the fiscal year. These estimates are based primarily on amounts collected subsequent to the fiscal year-end. Each receivable balance is assessed at the end of the year to determine if an allowance for bad debt is appropriate. No allowance was deemed necessary for the years ended December 31, 2024 or 2023.

Notes Receivable
The Diocese enters into loan agreements with individual parishes and employees. The notes receivable balance consists of advances made to parishes, secured loans made to assist members of the clergy in purchasing a residence and other short-term advances to employees and members of the clergy. The receivable balance is assessed at the end of the year to determine if an allowance for bad debt is necessary. Refer to Note 9 for additional details.

Pledges Receivable
Pledges receivable that are expected to be collected within one year are reported net of any estimated uncollectible amounts. Contributions expected to be collected beyond one year are reported net of any estimated uncollectible amounts and are discounted to present value using a discount rate ranging from 2 to 3%.

Allowance for Uncollectible Pledges
The Diocese has established an allowance for uncollectible contributions based on management's judgment of the creditworthiness of the donors, past collection experience, and other relevant factors. No allowance for uncollectible pledges has been recorded as of December 31, 2024 or 2023.

Land and Buildings
Upon closing of a parish under the Diocese's jurisdiction, all property including land and buildings for the parish becomes the Diocese's property. The property is recognized at the lower of the appraised value or the state income tax assessment at the time the property is assumed by the Diocese. Depreciation is not recognized on occupied buildings of the Diocese; rather, costs incurred to make improvements to buildings are capitalized and depreciated to the extent they meet the Diocese's threshold for capitalization.

Property, Equipment and Depreciation
Property and equipment purchases greater than $1,000 are carried at cost net of accumulated depreciation and depreciated using the straight-line method over their estimated useful lives of 3 to 10 years. Donated items are carried at the estimated fair value at the date of donation.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 2 - Summary of Significant Accounting Policies (Continued)

Leases
The Diocese determines if an arrangement is a lease or contains a lease at inception of a contract and classifies each lease as an operating or finance lease. A contract is determined to be or contain a lease if the contract conveys the right to control the use of identified property, plant, or equipment (an identified asset) in exchange for consideration. The Diocese records a right-of-use (ROU) asset for the right to use an underlying asset for the lease term and a lease liability, on a discounted basis, for the obligation to make lease payments arising from the lease. The Diocese has elected the risk free rate as the discount rate for all its underlying leased assets. The lease term includes options to extend or to terminate the lease that the Diocese is not reasonably certain to exercise. The Diocese has elected for all classes of underlying assets the practical expedient to not separate lease and nonlease components and account for them as a single lease component. ROU assets are subject to review for impairment.

For operating leases, lease expense relating to fixed payments is recognized on a straight-line basis over the lease term and lease expense relating to variable payments is expensed as incurred. For finance leases, the amortization of the ROU asset is recognized over the shorter of the lease term or useful life of the underlying asset and interest expense is recorded using the effective interest rate method.

Beneficial Interests in Perpetual Trusts
The Diocese recognizes as restricted revenue and as net assets restricted in perpetuity, its beneficial interests in perpetual trusts held by third parties when notified of the trust's existence. Under the terms of the trust instruments, the Diocese has irrevocable rights to receive the income earned by the trust assets in perpetuity, but never receives the original corpus. Such revenue and assets are recorded initially at fair value with adjustments to such value, as changes occur, based on information reported by the trustees. Annual income distributions from the trusts are reported as revenues that increase net assets with restrictions or net assets without restrictions depending on the nature of donor restrictions on distributions. Adjustments to the initially reported assets are recognized as gains or losses restricted in perpetuity.

Gifts and Grants
The Diocese receives contributions throughout the year. The Diocese recognizes contributions when an unconditional promise to give is received. Contributions received for a specific purpose or subject to a passage of time restriction are recognized as restricted revenue in the statements of activities. Donor-restricted contributions whose restrictions are met within the same year as received are reported as gifts and grants without donor restrictions in the statements of activities.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 2 - Summary of Significant Accounting Policies (Continued)

Conditional Contributions and Refundable Advances
Conditional promises to give, with a measurable performance or other barrier and a right of return, are not recognized until the conditions on which they depend have been substantially met. Contributions received prior to meeting the conditions are reported as refundable advances in the statements of financial position.

Donated Services
The Diocese receives contributions of services from various donors, parishioners and volunteers. These services consist primarily of advisory and administrative support. Such services are not recognized as revenues and expenses in the statements of activities as the value of those services do not meet the requirements for recognition in accordance with GAAP.

Functional Allocation of Expenses
The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The costs of program and supporting services have been summarized on a functional basis in the statement of activities. Accordingly, salaries, employee benefits, and various other overhead costs have been allocated based on estimates of employee time and effort. All other expenses are allocated directly based on the nature of the expense.

Non-operating gains (losses)
Changes in the fair value of investments and beneficial interests in perpetual trusts, distributions from trusts, and the net change in funds held for others are reported as non-operating gains (losses) in the statement of activities.

Note 3 - Liquidity and Availability of Resources

The Diocese's financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the date of the statement of financial position, comprise the following:

	2024	2023
Cash and cash equivalents	$ 1,042,088	$ (1,237,044)
Parish giving and other receivables	284,585	705,384
Operating investments	12,229,477	13,239,900
	$ 13,556,150	$ 12,708,240

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 3 - Liquidity and Availability of Resources (Continued)

The Diocese regularly monitors liquidity required to meet its operating needs, while also striving to maximize the investment of its available funds. The Diocese has various sources of liquidity at its disposal, including cash and cash equivalents and marketable securities. The Diocese considers financial assets, informally designated through the budgeting process for special purposes by the Diocesan Council, as available for general use as these funds can be released for general use with a vote from the Diocesan Council.

Operating cash and cash equivalents ended the year in a deficit position despite positive cash balances of $3.75 million held as of December 31, 2023. The Diocese invested large portions of excess cash held during the year to capitalize on high interest rates and market returns. A $700,000 certificate of deposit was opened near year end to secure a loan for St. Nicholas Parish which was an unplanned decrease in operating cash. For the year ended December 31, 2023, the Diocese had over $2.6 million in U.S. Treasuries maturing at varying intervals, therefore, the negative operating cash position is temporary.

In addition to financial assets available to meet general expenditures over the next 12 months, the Diocese operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures. Operating revenue consists of Parish giving, Bishop's Appeal contributions, releases from the Soper Trust designated to fund operations, and general contributions. Restricted contributions are maintained with the designation with donor restrictions and are not considered to be available for general expenditure.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 4 - Net Assets Without Donor Restrictions

Net assets without donor restrictions were comprised of the following as of December 31:

	2024	2023
Funds invested in real property	$ 1,839,533	$ 1,833,690
Closed parish funds	3,210,750	3,055,358
Soper income fund	3,482,689	3,022,159
Missionary development fund	1,337,173	1,337,155
Wilmer conference center	580,662	590,312
Other funds	676,473	669,195
Edward Williams fund	215,823	215,823
Edward Corten fund	399,586	397,295
Bishops housing funds	129,893	129,893
Discretionary	101,942	104,179
Phillip's fund	(19,341)	(19,036)
Bishop John T. Walker School fund	(1,319,344)	(1,348,757)
Other	2,907,960	1,923,918
Total net assets without donor restrictions	$ 13,543,799	$ 11,911,184

The purposes of these net assets without donor restrictions, which are not board-designated, but are segregated for internal budgeting purposes, are as follows:

Funds invested in real property – This amount represents funds invested in undeveloped mission sites, mission churches and vicarages and property and equipment owned by the Diocese.

Closed parish funds – Represents funds from the sale of parish property.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 4 - Net Assets Without Donor Restrictions (Continued)

Soper Income Fund – The Soper income fund has been established to reflect the receipt of income from the Soper Fund, which formerly formed the corpus and accumulated income held within a perpetual trust established by Ruth Gregory Soper. On December 12, 2012, the Diocese and the Trustee agreed to a settlement agreement that terminated the Ruth G. Soper Trust. Since 2004, the Council approved the use of Soper income to supplement funding for the operating budget of the Diocese. Following the dissolution of the trust and the receipt of the assets comprising the trust, the Diocese determined the amounts to remain as net assets restricted in perpetuity based upon the value at the time the Diocese became the sole beneficiary of the Trust. The Diocese has determined that the amount of income distributed from the Soper Income Fund will continue to be determined using the same total return methodology that was applied by the Trustee of the Ruth G. Soper Trust. Under that methodology, the amount of income distributed during each year to the Soper Income Fund is equal to 5% of the average balance of the Soper Fund as of December 31 of the most recent three years. Distributions from the Soper fund for the years ended December 31, 2024 and 2023 were $2,087,778 and $1,946,728, respectively, and are presented within distribution from trusts in the statement of activities. For the year ended December 31, 2024, the Diocese had not yet received $1,799,809 of the income distribution from this fund. This amount was in transit and was officially transferred to the Diocese subsequent to year end. Although not yet received, the amount was included in the net assets released from restriction total on the statement of activities.
Missionary development fund – Established in 1969, these funds are used for parish loans and other missionary property acquisitions, renovations, repairs and maintenance.

Wilmer conference center – Funds are available to lend to parishes in amounts up to $35,000 for five-year periods.

Edward Williams and Edward Corten funds – These funds were established for tracking future projects and is reserved for special use at the Council's discretion.

Bishops Housing Funds – This fund is used to provide housing loans to the Bishops and diocesan clergy relocating to the metropolitan DC area.

Phillips fund – This fund is used to support the missionary clergy and the purchase of debt-free missions.

Bishop John T. Walker School fund – This fund is used to support the operations of the Bishop John T. Walker School for Boys (BWS), a tuition-free Episcopal school serving boys and their families living east of the Anacostia River. BWS is an unincorporated operating unit of the Diocese.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 5 - Net Assets With Donor Restrictions

Net assets with donor restrictions are restricted for the following purposes or periods:

	2024	2023
Subject to expenditure for specified purpose:		
Faith Formation/Discipleship Activities		
Bishop Houseman children programs fund	$ 158	$ 13,798
St. Mary's Normal and Industrial School fund	7,015	3,477
Evangelism & Community Engagement Activities		
Katherine Winthrop Kean Christian hospitality fund	334,380	293,789
Justice & Latino/Multicultural Ministries Activities		
Hopper/Global South fund	16,993	20,591
Ministry Development & Transition Activities		
W. Seton Belt Trust fund for the aid of retired clergy	4,704,662	4,105,257
Anne E. Berlinghame eye glasses for the poor fund	63,077	58,901
Barringer poor clergy and seminarian support fund	167,093	150,839
Ruth N. Hoxie fund for housing for the elderly and poor	94,658	85,518
Angus Dun fund for clergy continuing education	102,616	90,545
Edward Corton fund for clergy education	1,216,384	1,248,832
Lily Grant Endowment	83,966	312,192
Other funds for retired and poor clergy	351,266	322,127
Bishop Walker School Activities		
Capital Campaign Fund	5,363,753	5,496,030
	12,506,021	12,201,896
Subject to passage of time:		
Beneficial interests in assets held by others	28,215,544	26,294,216
	40,721,565	38,496,112
Subject to endowment spending policy and appropriation:		
Faith Formation/Discipleship Activities		
St. Mary's Normal and Industrial School fund	712,360	642,951
Evangelism & Community Engagement Activities		
Katherine Winthrop Kean Christian hospitality fund	1,820,866	1,643,451
Ministry Development & Transition Activities		
Barringer poor clergy and seminarian support fund	405,553	381,361
Ruth N. Hoxie fund for housing for the elderly and poor	393,694	355,335
Angus Dun fund for clergy continuing education	877,830	792,299
George C. Remey fund	652,439	588,869
Margaret Wister Meiger Girls Friendship Society Memorial fund	375,494	338,908
Seminary Support fund	311,948	281,554
Other funds for retired and poor clergy	1,088,769	1,002,101
Funding of Bishop Walker School operations	716,170	696,361
Ruth G. Soper fund	38,547,944	35,718,492
	45,903,067	42,441,682
Total net assets with donor restrictions	$ 86,624,632	$ 80,937,794

16

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 5 - Net Assets With Donor Restrictions (Continued)

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by the donors as follows for the years ended December 31, 2024 and 2023:

	2024	2023
Purpose restriction	$ 2,826,182	$ 3,449,074
Net assets released from restriction	$ 2,826,182	$ 3,449,074

Information relative to the utilization of the income on the trusts and funds listed individually is as follows:

W. Seton Belt trust – Income from the trust is restricted to the aid of retired clergy, support of homes for the aging, and other related charitable purposes.

Katherine Winthrop Kean fund – This fund was established by a bequest in 1975 with income to provide "Christian hospitality to strangers of all denominations in the nation's capital." Funds are disbursed on approval by the Bishop.

Angus Dun Fellowship fund – This fund was established in 1971 with income designated to provide support for clergy continuing education. Funds are administered by and disbursed on approval of the Angus Dun Committee.

St. Mary's Normal and Industrial School fund – (Farm Property) – A trust created in 1897, from which income is administered and distributed by the St. Mary's Scholarship Committee for aid to minority students in St. Mary's County.

George C. Remey fund – Income from this fund is to be used for the benefit of the poor, the needy, and others needing assistance.

Bishop John T. Walker School Endowment fund - Income from this fund is available for use for expenses associated with the Bishop John T. Walker School.

Ruth M. Hoxie fund – By bequest of Evelyn N. Sherril in 1968, income from this fund is to be used to provide housing for needy, aged persons.

Margaret Wister Meiger Girls Friendship Society Memorial fund – When the Girls Friendship Society ceased operations in 1974, its assets were turned over to the Diocese with the income to be used for work with and for women.

Seminary Support fund – Funds provide educational support for seminarians and are paid directly to the seminary as partial offset of tuition.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 6 - Endowment Funds

The Diocese has received endowments in the form of investments. These funds are used to support the various needs and programs of the Diocese. The endowment, which consists of twenty funds, is subject to the provision of the Uniform Prudent Management of Institutional Funds Act (UPMIFA) of the District of Columbia. The Diocese has interpreted the District of Columbia's UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. The Diocese classifies investment income as restricted until such time that it is appropriated for use. Unrealized gains and losses are classified as changes in net assets with donor restrictions. The Diocese manages the endowment in the same manner as its other investment holdings.

Investment Policy
Restricted funds held by the Diocese are invested with the objective of preserving the long-term, real purchasing power of assets while providing a relatively predictable and growing stream of annual distributions in support of the Diocese. The funds have a goal of achieving a return consistent with its spending policy plus the inflation rate as measured by the Consumer Price Index (CPI) over a full market cycle. No more than 75% and no less than 45% of the funds' assets may be invested in equity securities, active equity mutual funds, passive equity index funds, private capital funds, and/or hedge funds. The balance may be invested in active and/or passive bond funds, real estate investment trusts, and diversified commodity funds.

The activity of the endowment funds consisted of the following during the years ended December 31, 2024 and 2023, respectively:

	2024	2023
Donor-restricted endowment net assets, beginning of year	$ 42,441,682	$ 37,370,270
Investment return, net	5,549,163	7,018,140
Appropriation of endowment assets pursuant to spending rate policy	(2,087,778)	(1,946,728)
Donor-restricted endowment net assets, end of year	$ 45,903,067	$ 42,441,682

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 7 - Investments and Fair Value Measurements

Investments held by the Diocese are recorded at fair value as of December 31 as follows:

	2024	2023	Level
Investments:			
Mutual funds and exchange traded funds:			
U.S. equity funds	$ 28,498,608	$ 24,196,230	1
Fixed income funds	13,279,015	10,894,685	1
International equity funds	9,650,766	9,173,791	1
Real estate funds	2,585,757	2,386,506	1
Total Investments	$ 54,014,146	$ 46,651,212	
Value per unit of the Investment Fund	$ 88.85	$ 78.26	

Investments in the Ruth G. Soper fund held by the Diocese are recorded at fair value as of December 31 as follows:

	2024	2023	Level
Soper Fund:			
U.S. equity mutual funds	$ 20,835,170	$ 18,924,584	1
Fixed income mutual funds	9,791,840	6,104,597	1
International equity mutual funds	7,650,078	8,833,525	1
Real estate mutual funds	2,070,665	1,855,786	1
Total Soper Fund Investments	$ 40,347,753	$ 35,718,492	

All investment securities are considered by management to be valued using level 1 fair value inputs in accordance with GAAP as of December 31, 2024 and 2023.

Beneficial interests in the perpetual trusts are recorded at fair value in accordance with GAAP. The fair value of the Diocese's beneficial interests in perpetual trusts are considered by management to be valued using level 3 inputs in accordance with GAAP. The level 3 inputs are determined based upon the Diocese's proportionate interest in the underlying fair value of the assets in the perpetual trusts. The changes in the fair value of the beneficial interest in the perpetual trusts are as follows:

Balance as of January 1, 2023	$ 23,815,702
Distributions	(1,149,386)
Net change in fair value	3,941,432
Balance as of December 31, 2023	26,607,748
Distributions	(1,151,862)
Net change in fair value	3,098,484
Balance as of December 31, 2024	$ 28,554,370

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 7 - Investments and Fair Value Measurements (Continued)

The Diocese does not have legal ownership rights to the underlying assets and the Diocese cannot direct investment decisions within the perpetual trusts. Instead the Diocese has a beneficial interest in the perpetual trusts. For information purposes only, the tables below describe the investment composition of the trusts as of the years ended December 31:

	2024	2023
Mutual funds	$ 97,868	$ 122,657
Common stock	21,260,484	19,810,432
Fixed income securities	6,393,014	5,939,566
Money market funds	803,004	735,093
Total	$ 28,554,370	$ 26,607,748

The Diocese invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risk. Due to the level of the risk associated with certain investments securities, it is possible that changes in the values of investment securities will occur in the near term and those changes could materially affect the amounts reported on the statements of financial position.

Note 8 - Pledges Receivable

Pledges receivable, including long-term receivables, included the following at December 31:

	2024	2023
Pledges receivable:		
Due in one to three years	$ 5,000	$ 30,000
Less: Discount on long-term portion	(99)	(246)
	4,901	29,754
Due in less than one year	255,700	462,500
	$ 260,601	$ 492,254

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 9 - Related Party Transactions

Notes Receivable
Notes receivable include loans made to members of the clergy to assist in purchasing their residences. These loans are secured by subordinate deeds of trust on the property financed. The total outstanding balance of these loans totaled $300,000 as of December 31, 2024 and 2023. These notes accrue interest that is calculated at such time that the notes become due and, generally is equal to a percentage of the increased value in the financed property. The percentage expresses the relationship between the principal amount loaned and the value of the property financed at the time of acquisition. There is a ceiling on the amount of contingent interest ultimately payable that is equal to a stated percent per year simple interest of 8%.

The Diocese also makes cash advances to Parishes. The total amounts outstanding on these advances as of December 31, 2024 and 2023 was $304,369 and $204,368, respectively. In addition, the Diocese makes short term advances to employees and clergy members.

As of December 31, 2024 and 2023, no bad debt allowance has been established as the Diocese is not aware of any changes in the financial condition of the borrowers that would affect their ability to honor their respective obligations.

Bishop John T. Walker School
The Diocese currently operates the Bishop John T. Walker School for Boys (BWS) as an unincorporated operating unit of the Diocese.

In accordance with bylaws approved by the Diocesan Council, the operation of BWS is governed by a Governing Board comprising 21-30 members who are elected by the Council upon the recommendation of the Governing Board and nomination by the Bishop. A majority of the members must be communicants in good standing of the Episcopal Church and eligible to vote at a parish in the Diocese. The Diocesan Council must approve amendments to the bylaws of BWS. Revenues and expenses associated with BWS are recorded in a designated fund maintained by the Diocese. In October 2010, the Diocese received a restricted gift of $223,654 from the German Orphan Home of the District of Columbia (GOH Gift). Pursuant to the agreement under which the GOH Gift was made, the income from these funds is available for use of the BWS. The GOH Gift is recorded as a fund restricted in perpetuity of the Diocese.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 10 - Guarantees

The Diocesan Council periodically agrees to guarantee the payment of loans made to parishes by third parties. The Diocese has not been notified of defaults by the issuing institution nor is it aware of deterioration in the financial condition of the parishes that would impact their ability to honor their respective obligations. In addition, the Diocese has pledged two certificates of deposit to financial institutions in case of default on the Saint Nicholas or Saint George's outstanding loan. These certificates of deposit of approximately $78,278 and $141,000 as of December 31, 2024 and 2023, respectively, are included in the certificates of deposit in the statements of financial position.

Loan guarantees consisted of the following as of December 31, 2024:

	Amount	Maturity date
Holy Comforter	$ 1,415,000	8/13/2027
Saint Anne's	$ 1,245,000	6/1/2033
Saint Nicholas	$ 800,000	8/31/2028
Saint George's	$ 1,400,000	9/30/2024

Note 11 - Retirement Plans

The Diocese participates in multi-employer defined benefit retirement plans provided by the Church Pension Group (the Group). All clergy employed by the Episcopal Church and full-time lay employees with a minimum of one year's service are eligible to participate in The Fund's Clergy Pension Plan (the Clergy Plan) and The Episcopal Church Lay Employee' Retirement Plan (the Lay Plan), respectively. The Clergy Plan and the Lay Plan are exempt from the Employee Retirement Income Security Act of 1974 as church affiliated plans. The Group's audited financial statements as of March 31, 2025, disclosed that the Clergy Plan was in an overfunded position with net assets available for benefits of $14.35 billion and accumulated plan benefit obligations of $5.80 billion. The Group's audited financial statements as of March 31, 2025, disclosed that the Lay Plan was in an overfunded position with net assets available for benefits of approximately $276.6 million and accumulated plan benefit obligations of $196.4 million. The Diocese may be held liable for its portion of any unfunded liability. No liability was recorded in the financial statements for the years ended December 31, 2024 and 2023. The total contributions by the Diocese to the Group were $341,006 and $305,120 for the years ended December 31, 2024 and 2023, respectively.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 12 - Property and Equipment

Property and equipment consisted of the following as of December 31:

	2024	2023
Bishop John T. Walker School	$ 3,177,228	$ 3,177,228
Leasehold improvements	546,112	546,112
Furniture and fixtures	898,345	898,345
	4,621,685	4,621,685
Less accumulated depreciation and amortization	(4,560,209)	(4,502,868)
	$ 61,476	$ 118,817

Note 13 - Land and Buildings

The Diocese owns the following parcels of land and buildings, which are carried on the statements of financial position at a value totaling $1,579,657 as of December 31, 2024 and 2023. A summary of the properties is as follows:

Bright Seat Road, Landover, MD – The Diocese owns this property which was rezoned in June 2010 to permit the development of residential townhouses. The Diocese is accepting, though not actively seeking, offers from developers to either purchase the property upon site plan approval, or to enter into a venture opportunity with a developer. The land was carried at value of $359,887 as of December 31, 2024 and 2023.

Father Hurley Boulevard, Germantown, MD – The Diocese owns this property which is available for sale to developers for the purpose of building town homes, though is not currently listed on the market. The land was carried at value of $943,716 as of December 31, 2024 and 2023.

Martin Luther King Jr. Boulevard, Washington, DC – The Diocese owns a townhouse lot adjacent to the Holy Communion Church. The townhouse lot is undeveloped and used as a playground. The land was carried at value of $276,054 as of December 31, 2024 and 2023.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 14 - Commitments, Contingencies, and Risks

Bishop Walker School Sublease
The Diocese entered into a sublease for BWS to occupy a portion of the Town Hall Education Arts Recreation Campus (THEARC) in Washington, DC. The lease commenced November 1, 2017 and had an initial term of 10 years, with optional renewal periods. The lease provided for a prepayment option by January 26, 2023, which if paid resulted in no further rent being owed by the Diocese for the remainder of the lease term. In January 2023, the Diocese elected to pay the prepayment option of $2,818,088 and negotiated an amendment to the lease effective March 16, 2023, which extended the term of the lease to October 31, 2067. Accordingly, the Diocese has elected to account for the THEARC lease in 2022 using the 50 year term of the amended lease. As a result of the prepayment, the Diocese has a lease liability of $0 as of December 31, 2024 and 2023, as there are no remaining unpaid lease payments under the amended lease agreement.

Financing Leases
The Diocese entered into two copier leases, one commencing on January 1, 2022 and the other commencing on December 1, 2022. These leases are classified as financing leases. At the end of the lease terms, there is an option to purchase the equipment.

The Diocese's lease costs, terms and discount rates are as follows for the years ending December 31, 2024 and 2023:

	2024	2023
Finance lease cost:		
Amortization of right-of-use (ROU) asset	$ 18,071	$ 18,071
Operating lease cost:		
Lease cost	74,878	73,289
Total lease cost	$ 92,949	$ 91,360
Other Information		
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows from finance leases	$ 19,176	$ 19,176
Operating cash flows from operating leases	$ -	$ 2,818,088
Weighted-average remaining lease term - finance leases	2.64 years	3.23 years
Weighted-average remaining lease term - operating leases	42.83 years	43.83 years
Weighted-average discount rate - finance leases	3.67 %	3.35 %
Weighted-average discount rate - operating leases	6.75 %	6.75 %

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 14 - Commitments, Contingencies, and Risks (Continued)

Future minimum lease payments and reconciliation to the balance sheet as of December 31, 2024 are as follows:

	Finance
2025	$ 12,792
2026	9,600
2027	8,800
Total undiscounted future lease payments	31,192
Less: present value adjustment	(1,527)
Lease liability	$ 29,665

Note 15 - Revolving Line of Credit

On September 14, 2022, The Diocese entered into an agreement for a $3,000,000 revolving line of credit. As of December 31, 2024, the entire $3,000,000 line of credit remains available and there are no outstanding balances or interest accruals.

The agreement is secured by $54,014,146 of investments and funds invested by parishes.

Table 1 – Diocese of Washington: Sacraments, Celebrations of Holy Communion, and Other Services 2024

		Baptisms	Confirmations	Received	Marriages	Burials	Eucharists	Daily Office Services
North Montgomery County								
161	St. Barnabas' Church of the Deaf	0	0	0	0	0	40	11
202	St. Peter's	2	0	0	2	4	88	19
203	St. Bartholomew's	1	0	2	0	4	47	5
204	St. John's, Olney	6	4	0	0	5	117	62
206	St. Luke's, Brighton	0	0	0	2	2	47	4
217	Ascension, Gaithersburg	8	7	0	1	2	202	63
222	St. Anne's	0	3	4	0	1	112	5
223	St. Nicholas' Parish	0	0	6	0	0	63	11
	Total North Montgomery County	17	14	12	5	18	716	180
Central Montgomery County								
201	Christ Church, Rockville	8	14	18	0	11	123	26
209	Christ Church, Kensington	4	0	0	1	7	182	48
212	St. Mary Magdalene	1	0	0	1	4	124	80
213	Our Saviour, Hillandale	10	8	0	0	13	112	0
214	St. Luke's, Trinity Parish	2	0	0	2	5	109	80
215	St. Francis	7	0	0	1	13	111	204
216	Good Shepherd	1	0	0	0	1	39	0
219	Transfiguration	5	5	2	0	4	52	50
220	St. Mark's, Fairland	7	1	0	0	9	24	9
221	St. James', Potomac	1	3	0	1	8	111	0
	Total Central Montgomery County	46	31	20	6	75	987	497
South Montgomery County								
205	Grace Church, Silver Spring	16	9	5	4	11	202	6
207	St. John's, Norwood Parish	14	0	39	1	8	177	14

Table 1 – Diocese of Washington: Sacraments, Celebrations of Holy Communion, and Other Services 2024

		Baptisms	Confirmations	Received	Marriages	Burials	Eucharists	Daily Office Services
208	All Saints', Chevy Chase	19	10	1	5	16	189	163
210	Ascension, Sligo Parish	0	0	0	0	6	168	50
211	St. Dunstan's	0	0	0	0	4	62	60
218	Redeemer	0	6	0	0	2	58	0
	Total South Montgomery County	49	25	45	10	47	856	293
North DC								
101	Washington National Cathedral	43	0	0	15	29	261	426
109	St. Alban's	6	0	0	6	20	191	177
110	St. Paul's, Rock Creek	3	0	0	0	4	93	0
111	Holy Comforter	5	0	0	0	0	50	0
120	Trinity, DC	3	3	0	1	10	130	72
124	All Souls'	2	2	0	1	2	61	34
125	St. Columba's	16	17	8	4	29	215	31
128	St. Patrick's	1	16	0	1	6	84	8
129	St. David's	6	1	3	2	5	214	51
	Total North DC							
	Including Cathedral	85	39	11	30	105	1299	799
	Excluding Cathedral	42	39	11	15	76	1038	373
Central DC								
103	St. John's, Georgetown	8	0	0	3	6	160	0
104	St. John's, Lafayette Square	8	6	2	5	9	316	46
105	Christ Church, Georgetown	13	23	1	7	9	174	165
106	Epiphany, DC	2	0	0	2	5	86	20
107	Ascension and St. Agnes	4	0	0	0	3	165	0

Table 1 – Diocese of Washington: Sacraments, Celebrations of Holy Communion, and Other Services 2024

		Baptisms	Confirmations	Received	Marriages	Burials	Eucharists	Daily Office Services
112	Grace Church, Georgetown	1	0	0	2	4	117	0
113	St. Paul's, K Street	2	0	0	1	8	304	192
114	St. Stephen & the Incarnation	1	1	0	1	2	107	312
118	St. Luke's, DC	4	0	0	0	7	52	4
119	St. Thomas', DC	5	1	1	2	3	64	4
121	Our Saviour, Brookland	0	0	0	0	5	53	46
122	St. Margaret's	4	5	2	1	1	57	82
126	St. Mary's	0	0	0	0	3	52	0
130	St. George's, DC	8	0	0	0	5	117	164
	Total Central DC	60	36	6	24	70	1824	1,035
South DC								
102	Christ Church, Washington	16	2	0	1	8	172	5
108	St. Augustine's	1	0	0	1	2	56	54
116	St. Mark's, DC	5	4	2	7	13	160	15
117	St. Monica's and St. James'	1	0	0	0	1	115	3
123	Holy Communion	0	0	2	0	1	46	0
127	Calvary Church	3	0	0	2	11	58	311
131	St. Timothy's	3	0	0	0	2	76	105
132	Atonement	0	0	0	0	6	78	0
134	St. Philip the Evangelist	0	0	0	0	0	0	0
	Total South DC	29	6	4	11	44	761	493
North Prince George's County								
305	St. John's, Zion Parish	5	13	1	1	8	92	50
307	Holy Trinity, Collington	0	0	0	0	0	0	0

Table 1 – Diocese of Washington: Sacraments, Celebrations of Holy Communion, and Other Services 2024

		Baptisms	Confirmations	Received	Marriages	Burials	Eucharists	Daily Office Services
308	St. Philip's, Laurel	4	7	0	0	7	121	104
310	St. Matthew's	72	13	6	8	1	208	211
311	Epiphany, Forestville	7	0	0	0	4	52	0
314	St. John's, Mt. Rainier	3	4	54	0	6	48	0
315	St. Andrew's, College Park	5	3	5	0	1	114	145
316	St. Michael & All Angels	2	0	0	0	1	57	0
320	St. Christopher's	1	11	0	0	7	104	0
321	St. George's, Glenn Dale	2	3	0	1	5	140	170
	Total North Prince George's County	101	54	6	10	40	936	680
Southern Maryland								
301	St. John's, Broad Creek	2	0	0	1	5	0	0
302	St. Paul's, Baden	0	0	0	0	3	23	30
303	St. Barnabas', Leeland	0	0	0	0	0	0	0
304	Trinity, Upper Marlboro	1	0	0	0	3	56	3
309	St. Thomas', P.G. County	1	0	0	0	5	57	0
317	St. Barnabas', Temple Hills	0	0	0	0	8	94	33
319	Christ Church, Clinton	2	1	0	0	4	55	52
323	St. Philip's, Baden	1	0	0	0	6	28	10
401	Christ Church, Durham	2	1	0	0	3	63	4
402	Christ Church, Port Tobacco	1	5	0	0	2	55	208
403	Christ Church, Wayside	2	0	0	0	5	55	205

Table 1 – Diocese of Washington: Sacraments, Celebrations of Holy Communion, and Other Services 2024

		Baptisms	Confirmations	Received	Marriages	Burials	Eucharists	Daily Office Services
404	Trinity Parish, Newport & Hughesville	2	0	12	0	1	45	11
405	St. James', Indian Head	1	0	0	0	2	55	52
406	St. Paul's, Piney	4	4	1	0	3	96	10
501	All Faith, Charlotte Hall	1	0	0	3	10	54	0
502	Christ Church, Chaptico	8	7	3	1	2	96	10
503	Resurrection	6	3	7	4	11	151	12
504	St. Andrew's, Leonardtown	7	0	0	0	2	30	0
505	Trinity, St. Mary's	0	4	0	2	5	102	13
506	All Saints', Oakley	2	0	2	1	5	52	0
	Total Southern Maryland	43	25	25	12	85	1167	653
	Total Diocese of Washington							
	Including Cathedral	430	230	189	108	484	28,732	4,630
	Excluding Cathedral	387	230	189	93	455	28,471	4,204

Table 2 – Diocese of Washington: Church Membership and Pledge 2024

		Communicants in Good Standing			Other Active Persons	Average Sunday Attendance	2024 Pledges	
		Adults	Under 16	Total			Pledge Units	Total Pledged
North Montgomery County								
161	St. Barnabas' Church of the Deaf	30	0	30	20	11	3	17,000
202	St. Peter's	325	72	397	1	75	51	225,365
203	St. Bartholomew's	60	10	70	3	33	26	121,040
204	St. John's, Olney	340	96	436	20	134	71	406,833
206	St. Luke's, Brighton	36	2	38	2	25	0	0
217	Ascension, Gaithersburg	292	28	320	92	89	92	282,822
222	St. Anne's	110	10	120	35	60	52	269,064
223	St. Nicholas' Parish	85	15	100	40	44	41	179,724
	Total North Montgomery County	1,278	233	1,511	213	471	336	1,501,848
Central Montgomery County								
201	Christ Church, Rockville	0	0	0	419	174	141	517,685
209	Christ Church, Kensington	253	72	325	42	112	127	435,397
212	St. Mary Magdalene	85	8	93	74	74	51	112,542
213	Our Saviour, Hillandale	222	121	343	0	222	177	296,535
214	St. Luke's, Trinity Parish	184	29	213	247	98	96	432,978
215	St. Francis	170	42	212	100	108	93	535,566
216	Good Shepherd	96	8	104	0	36	40	236,579
219	Transfiguration	235	27	262	8	73	88	232,305
220	St. Mark's, Fairland	200	20	220	256	48	40	112,400
221	St. James', Potomac	210	26	236	118	102	80	355,879
	Total Central Montgomery County	1,655	353	2,008	1,264	1,047	933	3,267,866

Table 2 – Diocese of Washington: Church Membership and Pledge 2024

		Communicants in Good Standing			Other Active Persons	Average Sunday Attendance	2024 Pledges	
		Adults	Under 16	Total			Pledge Units	Total Pledged
South Montgomery County								
205	Grace Church, Silver Spring	383	256	639	95	209	181	542,247
207	St. John's, Norwood Parish	729	94	823	1056	219	269	1,285,373
208	All Saints', Chevy Chase	293	75	368	590	318	255	1,474,878
210	Ascension, Sligo Parish	192	18	210	230	89	117	395,707
211	St. Dunstan's	101	26	127	12	54	47	314,700
218	Redeemer	153	17	170	3	78	59	368,265
	Total South Montgomery County	1,851	486	2,337	1,986	967	928	4,381,170
North DC								
101	Washington National Cathedral	1627	40	1667	1800	867	114	951,670
109	St. Alban's	778	81	859	1037	278	204	1,219,670
110	St. Paul's, Rock Creek	97	41	138	132	48	24	59,920
111	Holy Comforter	56	7	63	109	26	26	105,588
120	Trinity, DC	300	20	320	362	128	60	284,167
124	All Souls'	42	0	42	34	58	61	311,833
125	St. Columba's	795	13	808	1455	439	569	2,708,809
128	St. Patrick's	132	27	161	6	80	99	529,261
129	St. David's	439	206	645	3	180	116	624,811
	Total North DC							
	Including Cathedral	4,268	435	4,703	4,938	2,104	1,273	6,795,729
	Excluding Cathedral	2,641	395	3,036	3,138	1,237	1,159	5,844,059

Table 2 – Diocese of Washington: Church Membership and Pledge 2024

		Communicants in Good Standing			Other Active Persons	Average Sunday Attendance	2024 Pledges	
		Adults	Under 16	Total			Pledge Units	Total Pledged
Central DC								
103	St. John's, Georgetown	200	14	214	300	99	71	245,640
104	St. John's, Lafayette Square	448	92	540	423	252	309	1,134,412
105	Christ Church, Georgetown	627	284	911	1699	352	402	1,510,805
106	Epiphany, DC	140	10	150	170	43	42	258,245
107	Ascension and St. Agnes	95	30	125	214	97	72	255,156
112	Grace Church, Georgetown	72	1	73	39	42	47	313,256
113	St. Paul's, K Street	177	12	189	0	166	161	606,892
114	St. Stephen & the Incarnation	140	20	160	180	91	63	263,565
118	St. Luke's, DC	106	7	113	110	61	65	166,785
119	St. Thomas', DC	196	28	224	224	80	57	215,172
121	Our Saviour, Brookland	43	10	53	0	24	32	88,756
122	St. Margaret's	178	19	197	26	87	116	503,223
126	St. Mary's	55	10	65	32	47	15	45,220
130	St. George's, DC	85	3	88	120	58	48	240,643
	Total Central DC	2,562	540	3,102	3,537	1,499	1,500	5,847,770
South DC								
102	Christ Church, Washington	380	170	550	78	210	185	750,990
108	St. Augustine's	93	6	99	15	42	36	200,170
116	St. Mark's, DC	511	165	676	575	247	268	934,316
117	St. Monica's and St. James'	75	0	75	166	53	23	154,930
123	Holy Communion	25	0	25	25	21	0	0

Table 2 – Diocese of Washington: Church Membership and Pledge 2024

		Communicants in Good Standing			Other Active Persons	Average Sunday Attendance	2024 Pledges	
		Adults	Under 16	Total			Pledge Units	Total Pledged
127	Calvary Church	114	4	118	31	39	0	0
131	St. Timothy's	124	10	134	1	64	50	177,290
132	Atonement	129	12	141	60	42	28	100,060
134	St. Philip the Evangelist	0	0	0	0	0	0	0
	Total South DC	1,451	367	1,818	951	718	590	2,317,756
North Prince George's County								
305	St. John's, Zion Parish	247	27	274	286	99	67	324,336
307	Holy Trinity, Collington	0	0	0	0	0	0	0
308	St. Philip's, Laurel	205	45	250	485	119	101	213,477
310	St. Matthew's	15,369	3500	18,869	1385	469	287	184,500
311	Epiphany, Forestville	75	12	87	34	27	42	52,096
314	St. John's, Mt. Rainier	156	65	221	180	108	82	189,906
315	St. Andrew's, College Park	339	47	386	386	121	84	443,730
316	St. Michael & All Angels	92	23	115	3	37	36	76,144
320	St. Christopher's	118	7	125	0	49	0	0
321	St. George's, Glenn Dale	188	21	209	273	93	91	327,510
	Total North Prince George's County	16,789	3,747	20,536	3,032	1,122	790	1,910,699
Southern Maryland								
301	St. John's, Broad Creek	176	3	179	0	37	30	100,026
302	St. Paul's, Baden	64	4	68	68	24	23	52,870
303	St. Barnabas', Leeland	0	0	0	0	0	0	0
304	Trinity, Upper Marlboro	38	4	42	4	24	17	68,735

Table 2 – Diocese of Washington: Church Membership and Pledge 2024

		Communicants in Good Standing			Other Active Persons	Average Sunday Attendance	2024 Pledges	
		Adults	Under 16	Total			Pledge Units	Total Pledged
309	St. Thomas', P.G. County	92	11	103	5	38	29	82,004
317	St. Barnabas', Temple Hills	40	12	52	101	31	14	41,904
319	Christ Church, Clinton	59	10	69	12	34	40	82,660
323	St. Philip's, Baden	23	3	26	35	30	26	38,840
401	Christ Church, Durham	42	7	49	0	28	24	80,596
402	Christ Church, Port Tobacco	65	16	81	65	28	28	99,270
403	Christ Church, Wayside	54	2	56	8	28	30	98,990
404	Trinity Parish, Newport & Hughesville	35	10	45	23	37	14	35,050
405	St. James', Indian Head	61	10	71	24	36	30	72,020
406	St. Paul's, Piney	218	37	255	286	89	99	314,053
501	All Faith, Charlotte Hall	100	17	117	117	27	11	27,435
502	Christ Church, Chaptico	172	12	184	201	87	60	165,910
503	Resurrection	199	41	240	299	88	64	209,942
504	St. Andrew's, Leonardtown	107	14	121	195	77	77	179,900
505	Trinity, St. Mary's	85	12	97	5	52	47	175,924
506	All Saints', Oakley	18	2	20	16	15	0	0
	Total Southern Maryland	1,648	157	1,206	1,174	536	432	1,279,224
	Total Diocese of Washington							
	Including Cathedral	31,502	6,318	37,221	17,095	8,464	6,782	27,302,062
	Excluding Cathedral	29,875	6,278	35,554	15,295	7,597	6,668	26,350,392

Table 3 – Diocese of Washington: Attendance and Apportionment of Lay Delegates

Average Sunday Attendance (ASA) of 2022, 2023, and 2024; Average Attendance (2022–2024); and Number of Lay Delegates for the 2026 Diocesan Convention. The median of the average attendance in 2022–2024 was 63. Therefore, in accordance with Canon 3, Lay Delegates for the 2026 Convention will be apportioned as follows:

Average Attendance of:	
1 – 63	1 Lay Delegate
64 – 126	2 Lay Delegates
127 – 189	3 Lay Delegates
190 – 252	4 Lay Delegates
253+	5 Lay Delegates

		ASA 2024	ASA 2023	ASA 2022	Total 2022-24	Average 2022-24	Lay Delegates
North Montgomery County							
161	St. Barnabas' Church of the Deaf	11	7	0	18	6	1
202	St. Peter's	75	85	79	239	80	2
203	St. Bartholomew's	33	36	37	106	35	1
204	St. John's, Olney	134	134	104	372	124	2
206	St. Luke's, Brighton	25	25	23	73	24	1
217	Ascension, Gaithersburg	89	129	117	335	112	2
222	St. Anne's	60	59	91	210	70	2
223	St. Nicholas' Parish	44	49	52	145	48	1
	North Montgomery County Avg/Total					62	12
Central Montgomery County							
201	Christ Church, Rockville	174	142	58	374	125	2
209	Christ Church, Kensington	112	119	108	339	113	2
212	St. Mary Magdalene	74	60	39	173	58	1
213	Our Saviour, Hillandale	222	304	233	759	253	5
214	St. Luke's, Trinity Parish	98	96	70	264	88	2
215	St. Francis	108	104	85	297	99	2
216	Good Shepherd	36	40	41	117	39	1
219	Transfiguration	73	64	52	189	63	1
220	St. Mark's, Fairland	48	63	56	167	56	1
221	St. James', Potomac	102	106	74	282	94	2
	Central Montgomery County Avg/Total					99	19
South Montgomery County							
205	Grace Church, Silver Spring	209	177	165	551	184	3
207	St. John's, Norwood Parish	219	198	170	587	196	4
208	All Saints', Chevy Chase	318	283	228	829	276	5
210	Ascension, Sligo Parish	89	92	70	251	84	2
211	St. Dunstan's	54	46	37	137	46	1
218	Redeemer	78	73	94	245	82	2
	South Montgomery County Avg/Total					145	17

		ASA 2024	ASA 2023	ASA 2022	Total 2022-24	Average 2022-24	Lay Delegates
North DC							
101	Washington National Cathedral	867	985	423	2275	758	3
109	St. Alban's	278	213	197	688	229	4
110	St. Paul's, Rock Creek	48	51	79	178	59	1
111	Holy Comforter	26	17	18	61	20	1
120	Trinity, DC	128	130	79	337	112	2
124	All Souls'	58	50	63	171	57	1
125	St. Columba's	439	411	332	1182	394	5
128	St. Patrick's	80	78	64	222	74	2
129	St. David's	180	155	143	478	159	3
	North DC Avg/Total					207	22
Central DC							
103	St. John's, Georgetown	99	95	115	309	103	2
104	St. John's, Lafayette Square	252	239	186	677	226	4
105	Christ Church, Georgetown	352	341	306	999	333	5
106	Epiphany, DC	43	36	37	116	39	1
107	Ascension and St. Agnes	97	87	63	247	82	2
112	Grace Church, Georgetown	42	43	33	118	39	1
113	St. Paul's, K Street	166	179	169	514	171	3
114	St. Stephen & the Incarnation	91	83	75	249	83	2
118	St. Luke's, DC	61	60	51	172	57	1
119	St. Thomas', DC	80	81	65	226	75	2
121	Our Saviour, Brookland	24	24	25	73	24	1
122	St. Margaret's	87	89	68	244	81	2
126	St. Mary's	47	0	41	88	29	1
130	St. George's, DC	58	58	56	172	57	1
	Central DC Avg/Total					100	28
South DC							
102	Christ Church, Washington	210	204	154	568	189	3
108	St. Augustine's	42	34	25	101	34	1
116	St. Mark's, DC	247	197	172	616	205	4
117	St. Monica's and St. James'	53	46	40	139	46	1
123	Holy Communion	21	20	21	62	21	1
127	Calvary Church	39	46	35	120	40	1
131	St. Timothy's	64	92	93	249	83	2
132	Atonement	42	71	72	185	62	1
134	St. Philip the Evangelist	0	1	1	2	1	1
	South DC Avg/Total					76	15
North Prince George's County							
305	St. John's, Zion Parish	99	83	50	232	77	2
308	St. Philip's, Laurel	119	110	90	319	106	2
310	St. Matthew's	469	460	347	1276	425	5

		ASA 2024	ASA 2023	ASA 2022	Total 2022-24	Average 2022-24	Lay Delegates
311	Epiphany, Forestville	27	0	28	55	18	1
314	St. John's, Mt. Rainier	108	106	95	309	103	2
315	St. Andrew's, College Park	121	106	84	311	104	2
316	St. Michael & All Angels	37	50	58	145	48	1
320	St. Christopher's	49	52	114	215	72	2
321	St. George's, Glenn Dale	93	93	66	252	84	2
	North Prince George's County Avg/Total					115	19
Southern Maryland							
301	St. John's, Broad Creek	37	43	72	152	51	1
302	St. Paul's, Baden	24	19	18	61	20	1
303	St. Barnabas', Leeland	0	67	12	79	26	1
304	Trinity, Upper Marlboro	24	27	30	81	27	1
309	St. Thomas', P.G. County	38	39	36	113	38	1
317	St. Barnabas', Temple Hills	31	28	20	79	26	1
319	Christ Church, Clinton	34	40	52	126	42	1
323	St. Philip's, Baden	30	24	19	73	24	1
401	Christ Church, Durham	28	30	27	85	28	1
402	Christ Church, Port Tobacco	28	35	35	98	33	1
403	Christ Church, Wayside	28	27	20	75	25	1
404	Trinity Parish, Newport & Hughesville	37	34	36	107	36	1
405	St. James', Indian Head	36	30	20	86	29	1
406	St. Paul's, Piney	89	90	89	268	89	2
501	All Faith, Charlotte Hall	27	25	28	80	27	1
502	Christ Church, Chaptico	87	91	63	241	80	2
503	Resurrection	88	80	96	264	88	2
504	St. Andrew's, Leonardtown	77	70	39	186	62	1
505	Trinity, St. Mary's	52	50	48	150	50	1
506	All Saints', Oakley	15	0	12	27	9	1
	Southern Maryland Avg/Total					41	23

Total Lay Delegates for the 2026 Convention 155

Table 4 – Revenues of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Plate and Pledge Offerings	Restricted Contributions	All Other Revenue	Total Revenue
North Montgomery County					
161	St. Barnabas' Church of the Deaf	24,027	0	33,500	57,527
202	St. Peter's	367,200	0	87,500	454,700
203	St. Bartholomew's	133,274	21,737	99	155,110
204	St. John's, Olney	544,902	40,696	26,604	612,202
206	St. Luke's, Brighton	102,126	4,170	14,276	120,572
217	Ascension, Gaithersburg	412,144	115,289	84,406	611,839
222	St. Anne's	285,377	67,095	54,041	406,513
223	St. Nicholas' Parish	236,000	71,913	0	307,913
	Total North Montgomery County	2,105,050	320,900	300,426	2,726,376
Central Montgomery County					
201	Christ Church, Rockville	655,762	0	486,329	1,142,091
209	Christ Church, Kensington	506,803	16,256	851	523,910
212	St. Mary Magdalene	138,717	3,295	36,538	178,550
213	Our Saviour, Hillandale	388,171	0	72,110	460,281
214	St. Luke's, Trinity Parish	458,765	124,828	77,636	661,229
215	St. Francis	654,427	167,974	21,589	843,990
216	Good Shepherd	270,401	8,658	76,170	355,229
219	Transfiguration	252,124	22,851	125,328	400,303
220	St. Mark's, Fairland	114,583	0	442,639	557,222
221	St. James', Potomac	463,119	147,669	351,645	962,433
	Total Central Montgomery County	3,902,872	491,531	1,690,835	6,085,238

Table 4 – Revenues of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Plate and Pledge Offerings	Restricted Contributions	All Other Revenue	Total Revenue
South Montgomery County					
205	Grace Church, Silver Spring	643,511	48,452	654,748	1,346,711
207	St. John's, Norwood Parish	1,332,282	220,820	370,905	1,924,007
208	All Saints', Chevy Chase	2,414,447	100,273	1,167,137	3,681,857
210	Ascension, Sligo Parish	423,239	0	75,719	498,958
211	St. Dunstan's	355,281	33,515	194,801	583,597
218	Redeemer	472,676	32,355	25,433	530,464
	Total South Montgomery County	5,641,436	435,415	2,488,743	8,565,594
North DC					
101	Washington National Cathedral	13,312,952	4,179,998	5,920,810	23,413,760
109	St. Alban's	1,519,770	384,038	735,433	2,639,241
110	St. Paul's, Rock Creek	106,569	3,660	214,211	324,440
111	Holy Comforter	218,057	2,941	60,094	281,092
120	Trinity, DC	319,622	7,131	385,528	712,281
124	All Souls'	352,783	174,288	183,000	710,071
125	St. Columba's	2,830,555	7,784,908	1,193,798	11,809,261
128	St. Patrick's	568,183	306,070	9,050	883,303
129	St. David's	783,350	63,349	85,250	931,949
	Total North DC				
	Including Cathedral	20,011,841	12,906,383	8,787,174	41,705,398
	Excluding Cathedral	6,698,889	8,726,385	2,866,364	18,291,638

Table 4 – Revenues of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Plate and Pledge Offerings	Restricted Contributions	All Other Revenue	Total Revenue
Central DC					
103	St. John's, Georgetown	248,880	278,593	556,997	1,084,470
104	St. John's, Lafayette Square	1,233,015	1,017,117	914,294	3,164,426
105	Christ Church, Georgetown	1,661,319	1,725,740	127,153	3,514,212
106	Epiphany, DC	497,037	408,843	582,274	1,488,154
107	Ascension and St. Agnes	973,291	59,020	5,141	1,037,452
112	Grace Church, Georgetown	295,748	154,066	73,332	523,146
113	St. Paul's, K Street	686,692	758,847	51,133	1,496,672
114	St. Stephen & the Incarnation	295,260	0	296,580	591,840
118	St. Luke's, DC	300,327	15,338	60,350	376,015
119	St. Thomas', DC	238,240	125,475	328,208	691,923
121	Our Saviour, Brookland	105,187	0	31,401	136,588
122	St. Margaret's	576,518	429,016	214,211	1,219,745
126	St. Mary's	157,778	0	81,842	239,620
130	St. George's, DC	356,394	115,682	17,650	489,726
	Total Central DC	7,625,686	5,087,737	3,340,566	16,053,989
South DC					
102	Christ Church, Washington	931,375	24,822	210,952	1,167,149
108	St. Augustine's	167,856	12,179	113,854	293,889
116	St. Mark's, DC	1,022,482	740,376	132,726	1,895,584
117	St. Monica's and St. James'	228,171	46,496	27,067	301,734
123	Holy Communion	13,232	0	15,000	28,232
127	Calvary Church	165,280	25,886	175,529	366,695
131	St. Timothy's	283,662	54,503	74,325	412,490

Table 4 – Revenues of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Plate and Pledge Offerings	Restricted Contributions	All Other Revenue	Total Revenue
132	Atonement	276,348	14,450	0	290,798
134	St. Philip the Evangelist	0	0	0	0
	Total South DC	3,088,406	918,712	749,453	4,756,571
	North Prince George's County				
305	St. John's, Zion Parish	401,118	163,536	49,750	614,404
307	Holy Trinity, Collington	0	0		0
308	St. Philip's, Laurel	356,941	4,583	14,430	375,954
310	St. Matthew's	273,481	193,355	93,373	560,209
311	Epiphany, Forestville	62,213	124,776	87,948	274,937
314	St. John's, Mt. Rainier	198,504	62,650	0	261,154
315	St. Andrew's, College Park	529,754	16,239	118,669	664,662
316	St. Michael & All Angels	95,567	35,930	42,514	174,011
320	St. Christopher's	168,361	59,115	0	227,476
321	St. George's, Glenn Dale	340,645	56,744	92,802	490,191
	Total North Prince George's County	2,426,584	716,928	499,486	3,642,998
	Southern Maryland				
301	St. John's, Broad Creek	100,026	39,000	0	139,026
302	St. Paul's, Baden	97,021	29,966	8,958	135,945
303	St. Barnabas', Leeland	0	0	0	0
304	Trinity, Upper Marlboro	74,667	83,698	86,224	244,589
309	St. Thomas', P.G. County	128,814	10,000	135,855	274,669
317	St. Barnabas', Temple Hills	78,960	976	6,354	86,290
319	Christ Church, Clinton	126,994	4,507	44,037	175,538

Table 4 – Revenues of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Plate and Pledge Offerings	Restricted Contributions	All Other Revenue	Total Revenue
323	St. Philip's, Baden	42,428	0	23,709	66,137
401	Christ Church, Durham	108,882	16,257	7,096	132,235
402	Christ Church, Port Tobacco	97,061	41,368	133,073	271,502
403	Christ Church, Wayside	119,666	10,063	64,828	194,557
404	Trinity Parish, Newport & Hughesville	59,839	1,500	153,995	215,334
405	St. James', Indian Head	107,679	7,000	20,615	135,294
406	St. Paul's, Piney	337,921	225,695	15,026	578,642
501	All Faith, Charlotte Hall	40,277	0	30,186	70,463
502	Christ Church, Chaptico	201,910	40,920	32,790	275,620
503	Resurrection	284,000	0	50,379	334,379
504	St. Andrew's, Leonardtown	204,098	13,128	95,774	313,000
505	Trinity, St. Mary's	253,504	17,274	106,409	377,187
506	All Saints', Oakley	80,563	10,349	0	90,912
	Total Southern Maryland	2,544,310	551,701	1,015,308	4,111,319
	Total Diocese of Washington				
	Including Cathedral	47,346,185	21,429,307	18,871,991	87,647,483
	Excluding Cathedral	34,033,233	17,249,309	12,951,181	64,233,723

Table 5 – Expenses of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Church Non-Capital Expenses	Church Capital Expenses	Total Expenses
North Montgomery County				
161	St. Barnabas' Church of the Deaf	43,257	0	43,257
202	St. Peter's	446,820	44,000	490,820
203	St. Bartholomew's	173,488	0	173,488
204	St. John's, Olney	589,460	26,459	615,919
206	St. Luke's, Brighton	118,998	19,609	138,607
217	Ascension, Gaithersburg	614,135	235,097	849,232
222	St. Anne's	352,469	96,117	448,586
223	St. Nicholas' Parish	245,715	155,101	400,816
	Total North Montgomery County	2,584,342	576,383	3,160,725
Central Montgomery County				
201	Christ Church, Rockville	770,528	0	770,528
209	Christ Church, Kensington	621,694	31,355	653,049
212	St. Mary Magdalene	201,527	16,421	217,948
213	Our Saviour, Hillandale	318,351	130,208	448,559
214	St. Luke's, Trinity Parish	672,452	16,917	689,369
215	St. Francis	1,198,776	680,056	1,878,832
216	Good Shepherd	272,765	94,000	366,765
219	Transfiguration	346,057	38,611	384,668
220	St. Mark's, Fairland	564,939	50,340	615,279
221	St. James', Potomac	908,369	0	908,369
	Total Central Montgomery County	5,875,458	1,057,908	6,933,366

Table 5 – Expenses of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Church Non-Capital Expenses	Church Capital Expenses	Total Expenses
South Montgomery County				
205	Grace Church, Silver Spring	1,089,103	78,830	1,167,933
207	St. John's, Norwood Parish	1,835,209	124,339	1,959,548
208	All Saints', Chevy Chase	3,824,124	0	3,824,124
210	Ascension, Sligo Parish	449,087	19,562	468,649
211	St. Dunstan's	507,619	0	507,619
218	Redeemer	447,037	39,954	486,991
	Total South Montgomery County	8,152,179	262,685	8,414,864
North DC				
101	Washington National Cathedral	26,856,634	8,474,032	35,330,666
109	St. Alban's	2,322,508	149,810	2,472,318
110	St. Paul's, Rock Creek	1,300,716	307,827	1,608,543
111	Holy Comforter	284,697	0	284,697
120	Trinity, DC	538,133	33,278	571,411
124	All Souls'	521,099	21,711	542,810
125	St. Columba's	3,895,876	0	3,895,876
128	St. Patrick's	564,018	54,774	618,792
129	St. David's	759,651	271,420	1,031,071
	Total North DC			
	Including Cathedral	37,043,332	9,312,852	46,356,184
	Excluding Cathedral	10,186,698	838,820	11,025,518

Table 5 – Expenses of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Church Non-Capital Expenses	Church Capital Expenses	Total Expenses
Central DC				
103	St. John's, Georgetown	1,082,038	22,500	1,104,538
104	St. John's, Lafayette Square	2,359,852	1,484,593	3,844,445
105	Christ Church, Georgetown	2,373,471	54,077,564	56,451,035
106	Epiphany, DC	1,170,064	26,448	1,196,512
107	Ascension and St. Agnes	1,083,466	18,000	1,101,466
112	Grace Church, Georgetown	456,809	99,510	556,319
113	St. Paul's, K Street	798,342	253,159	1,051,501
114	St. Stephen & the Incarnation	636,549	0	636,549
118	St. Luke's, DC	374,034	25,135	399,169
119	St. Thomas', DC	821,294	182,061	1,003,355
121	Our Saviour, Brookland	135,607	0	135,607
122	St. Margaret's	689,527	58,762	748,289
126	St. Mary's	252,975	160,889	413,864
130	St. George's, DC	357,709	0	357,709
	Total Central DC	12,591,737	56,408,621	69,000,358
South DC				
102	Christ Church, Washington	844,994	97,440	942,434
108	St. Augustine's	304,034	0	304,034
116	St. Mark's, DC	1,304,808	0	1,304,808
117	St. Monica's and St. James'	241,997	0	241,997
123	Holy Communion	22,502	0	22,502

Table 5 – Expenses of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Church Non-Capital Expenses	Church Capital Expenses	Total Expenses
127	Calvary Church	343,891	10,785	354,676
131	St. Timothy's	447,329	0	447,329
132	Atonement	315,632	0	315,632
134	St. Philip the Evangelist	0	0	0
	Total South DC	3,825,187	108,225	3,933,412
North Prince George's County				
305	St. John's, Zion Parish	459,291	75,569	534,860
307	Holy Trinity, Collington	0	0	0
308	St. Philip's, Laurel	409,222	72,634	481,856
310	St. Matthew's	484,183	171,046	655,229
311	Epiphany, Forestville	340,208	54,041	394,249
314	St. John's, Mt. Rainier	231,559	46,620	278,179
315	St. Andrew's, College Park	611,790	0	611,790
316	St. Michael & All Angels	151,338	623	151,961
320	St. Christopher's	247,130	0	247,130
321	St. George's, Glenn Dale	414,737	62,081	476,818
	Total North Prince George's County	7,664,144	4,314,686	3,832,072
Southern Maryland				
301	St. John's, Broad Creek	177,132	24,000	201,132
302	St. Paul's, Baden	77,895	41,540	119,435
303	St. Barnabas', Leeland	0	0	0
304	Trinity, Upper Marlboro	200,414	14,000	214,414
309	St. Thomas', P.G. County	230,254	60,023	290,277

Table 5 – Expenses of the Cathedral, Parishes, Separate Congregations, and Missions 2024

		Church Non-Capital Expenses	Church Capital Expenses	Total Expenses
317	St. Barnabas', Temple Hills	210,969	4,150	215,119
319	Christ Church, Clinton	186,817	0	186,817
323	St. Philip's, Baden	10,860	116,443	127,303
401	Christ Church, Durham	147,729	17,150	164,879
402	Christ Church, Port Tobacco	327,610	19,360	346,970
403	Christ Church, Wayside	146,328	42,386	188,714
404	Trinity Parish, Newport & Hughesville	145,797	24,200	169,997
405	St. James', Indian Head	95,246	32,298	127,544
406	St. Paul's, Piney	336,724	14,100	350,824
501	All Faith, Charlotte Hall	118,251	0	118,251
502	Christ Church, Chaptico	232,983	73,186	306,169
503	Resurrection	383,409	564,346	947,755
504	St. Andrew's, Leonardtown	289,700	0	289,700
505	Trinity, St. Mary's	316,913	11,800	328,713
506	All Saints', Oakley	73,349	0	73,349
	Total Southern Maryland	3,708,380	1,058,982	4,767,362
	Total Diocese of Washington			
	Including Cathedral	81,444,759	73,100,342	146,398,343
	Excluding Cathedral	54,588,125	64,626,310	111,067,677

Table 6 – Clergy Compensation for 2024

This table is provided in response to a resolution of the 1976 Convention that the salary and allowances of each diocesan and parochial ecclesiastical and administrative position be published annually in the Journal.

Cash salary figures are supplied by (1) Diocesan staff and (2) Diocesan clergy.

Utilities allowance has to be fixed at a dollar value in order to use the accepted formula for the value of houses owned by the church as rectories, vicarages, etc. Value of church owned housing is computed on the same basis as it is for the Church Pension Fund: 30% of cash salary plus utilities, cash housing allowance and SECA allowance.

Cash for housing is the dollar amount provided in place of rectory, vicarage or other church-owned property. In some cases it includes utilities.

Total compensation is the sum of cash salary (including any allowance for clergy self-employment tax or SECA), utilities and housing. The Church Pension assessment is 18% of this compensation and is wholly paid by the parish or other employer.

Other allowances are most commonly payments for use of a personally-owned vehicle for church business, business-related entertainment and other official expense.

Other benefits available on a Diocese-wide basis include: Group Life insurance of $50,000 ($150,000 for clergy, and $100,000 for Diocesan lay staff), disability insurance, and health insurance coverage (including dental) at the following monthly rates:

Plan	Single Premium	Two-Person	Family
Anthem BlueCard PPO 80	$1,124	$2,023	$3,147
Anthem BlueCard PPO 100	$1,328	$2,390	$3,635
Anthem HDHP premium**	$999	$1,798	$2,797
Kaiser EPO 80	$1,082	$1,947	$3,029
Kaiser EPO High Option	$1,268	$2,282	$3,550
Dental Only			
Delta Dental Comprehensive	$53	$95	$148
Delta Dental Premium	$65	$117	$182

A personal obligation of the clergy is the payment of self-employment tax. The rate for 2024 is 15.3%; 12.4% for social security and 2.9% for Medicare (hospital insurance), which is paid on the first $168,600 of income. There is no limit on the earnings subject to the Medicare (hospital insurance) tax. The value of housing as well as cash for housing is included in this calculation. Parishes often include half of this, or 7.65%, as part of clergy compensation packages.

*** The High Deductible Health Plan requires an annual contribution to a Health Savings Account (HSA) by the employer. The contribution is 50% of the annual deductible to be paid by March 31, 2024.*

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
Diocese of Washington								
	Bishop of Washington	211,025	0	0	0	80,000	291,025	0
	Canon to the Ordinary/Chief Operating Officer	136,228	0	0	0	45,000	181,228	0
	Canon for Congregational Vitality	97,611	0	0	0	41,000	138,611	0
	Canon for Leadership Development & Congregational Care	93,996	0	0	0	44,615	138,611	0
	Archdeacon and Diocesan Liturgist	72,946	0	0	0	30,200	103,146	0
	Missioner for Church Revitalization	52,071	0	0	0	45,000	97,071	0
	Missioner for Faith Formation & Development	81,422	0	0	0	36,000	117,422	0
	Interim Missioner for Equity and Justice	38,944	0	0	0	0	38,944	0
	Missioner for Latino/Hispanic Ministries & Diocesan Initiatives	96,776	0	0	0	0	96,776	0
	Financial Analyst	74,599	0	0	0	0	74,599	0
	Director of HR and Administration	68,415	0	0	0	50,000	118,415	0
	Communications Director	107,510	0	0	0	0	107,510	0
	Executive Assistant to the Canons	81,458	0	0	0	0	81,458	0
	Executive Assistant to the Missioners	81,553	0	0	0	0	81,553	0
	Convention and Data Manager	78,780	0	0	0	0	78,780	0
	Receptionist (p-t)	23,704	0	0	0	0	23,704	0
North Montgomery County								
217	Ascension, Gaithersburg							
	Priest-in-charge	118,804	0	0	0	40,799	159,604	960
222	St. Anne's - *Did not report*							
	Rector							

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
161	St. Barnabas' Church of the Deaf							
	Long-term Supply Priest (p-t)	22,480	0	0	0	0	22,480	0
203	St. Bartholomew's							
	Rector (p-t)	39,010	0	0	0	7,888	46,898	0
204	St. John's, Olney *Did not report*							
	Rector							
	Associate (p-t)							
206	St. Luke's Brighton							
	Rector (p-t)	40,654	0	0	0	15,000	55,654	540
223	St. Nicholas' Parish							
	Rector	56,051	0	0	0	33,000	89,051	0
202	St. Peter's *Did not report*							
	Rector							
	Central Montgomery County							
209	Christ Church, Kensington							
	Rector	102,321	0	0	0	0	102,321	50
	Assistant (p-t)	13,975	0	0	0	0	13,975	50
	Deacon	0	0	0	0	0	0	50
201	Christ Church, Rockville							
	Rector	92,434.09	0	0	0	44,712	137,146	0
216	Good Shepherd							
	No positions to report							

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
213	Our Saviour, Hillandale							
	Rector	101,009	0	0	0	0	101,009	0
215	St. Francis							
	Rector	152,234		45,670	0	0	197,904	3,400
	Assistant (p-t)	106,341	0	0	0	0	106,341	2,500
221	St. James', Potomac							
	Rector	96,419	0	0	0	30,000	126,419	400
	Associate Rector	50,831	0	0	0	22,500	72,500	550
	Assistant Rector (p-t)	22,987	0	0	0	7,800	30,787	0
214	St. Luke's, Trinity Parish							
	Rector	107,406	0	0	0	55,000	162,406	0
220	St. Mark's, Fairland							
	Rector	64,485	840	0	0	43,788	109,113	2,700
	Chaplain (p-t)	9,000	0	0	0	0	9,000	0
212	St. Mary Magdalene							
	Priest-in-Charge (p-t)	40,857	0	0	0	6,210	47,067	940
219	Transfiguration							
	Long-term supply (p-t)	28,317	0	0	0	0	28,317	
South Montgomery County								
208	All Saints', Chevy Chase *(did not report)*							
	Rector							
	Vicar							

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
	Associate							
210	Ascension, Sligo Parish							
	Rector	56,435	0	0	0	46,524	102,959	21,922
	Deacon (p-t)	20,892	0	0	0	0	20,892	1,000
205	Grace Church, Silver Spring *(did not report)*							
	Rector							
	Assistant							
218	Redeemer *(did not report)*							
	Rector							
	Associate							
	Deacon							
211	St. Dunstan's							
	Rector	123,632	0	0	0	0	138,632	
207	St. John's, Norwood Parish							
	Rector	113,895	0	0	0	30,000	155,041	1,800
	Deacon (p-t)	71,676	0	0	0	0	71,676	0
North DC								
124	All Souls' *(did not report)*							
	Rector							
111	Holy Comforter							
	No positions to report							

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
109	St. Alban's							
	Rector	183,0005	0	61,800	0	0	244,805	0
	Associate	115,186	0	0	0	0	115,186	0
125	St. Columba's							
	Rector	129,510	0	0	0	101,920	231,430	0
	Associate	84,153	0	0	0	40,170	128,455	0
	Associate	40,122	0	0	0	56,160	96,282	
	Youth Minister	36,434	0	0	0	35,638	72,072	
129	St. David's *(did not report)*							
	Rector							
	Associate (p-t)							
	Associate (p-t)							
128	St. Patrick's							
	Rector	84,578	0	0	0	60,000	144,578	0
110	St. Paul's, Rock Creek							
	Rector	82,365	0	0	0	100,000	182,365	0
120	Trinity, DC							
	Rector *(vacant)*							

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
101	Washington National Cathedral							
	Dean	279,146	0	97,364	30,000	0	406,510	0
	Provost	164,867	0	0	0	69,937	234,804	0
	Canon Vicar	123,429	0	43,629	22,000	0	189,059	0
	Canon for Worship	107,942	0	0	0	39,000	146,942	0
	Canon Missioner	111,334	0	0	0	30,000	141,334	0
	Pastor for Digital Ministry	132,410	0	0	0	0	132,410	0
	Congregational Priest Associate	27,534	0	0	0	49,700	77,234	0
	Associate Priest for Worship (p-t)	17,849	0	0	0	22,000	39,849	0

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
Central DC								
107	Ascension and St. Agnes							
	Rector	126,516	9,351	58,862	1,200	24,000	161,067	5,000
105	Christ Church, Georgetown *(did not report)*							
	Rector							
	Associate Rector							
	Assistant to the Rector							
	Assistant to the Rector							
	Epiphany, DC							
	Rector	86,144	0	0	0	58,000	144,144	1,750
112	Grace Church, Georgetown							
	Rector	111,749	0	33,000	0	0	144,749	2,830
	Deacon (p-t)	300	0	0	0	0	300	0
121	Our Saviour, Brookland							
	Rector *(vacant)*							
130	St. George's, DC							
	Priest-in-Charge (p-t)	34,298	0	0	0	24,000	62,440	0
103	St. John's, Georgetown							
	Rector	77,445	0	0	0	49,750	127,196	0
	Associate Rector	57,123	0	0	0	44,267	101,390	0
	Associate Rector (p-t)	0	0	0	0	13,330	0	0

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
104	St. John's, Lafayette Square							
	Rector	210,454	0	0	0	0	210,454	0
	Assistant Rector (p-t)	99,307	0	0	0	0	99,307	0
118	St. Luke's, DC							
	Rector	66,415	0	0	0	33,400	99,815	0
122	St. Margaret's							
	Rector	92,200	10,310	31,473	2400	0	136,383	0
	Associate (p-t)	16,585	0	0	0	34,814	51,399	0
126	St. Mary's							
	Rector *(vacant)*							
113	St. Paul's, K Street							
	Rector	124,804	5,714	39,155	1,200	0	169,673	9,000
114	St. Stephen & the Incarnation							
	Rector	84,700	0	0	0	12,000	96,700	2,000
119	St. Thomas', DC							
	Rector	70,020	0	0	0	38,750	108,770	0
South DC								
132	Atonement *(did not report)*							
	Rector							
102	Christ Church, Washington							
	Rector	114,700	5,300	34,410	0	0	154,410	0
	Associate Rector	76,875	0	0	0	0	76,875	0

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
127	Calvary Church							
	Rector	53,204	1,863	31,050	0	0	86,117	0
123	Holy Communion							
	Rector *(vacant)*							
108	St. Augustine's							
	Interim Rector (p-t)	39,185	0	11,755	0	0	50,940	0
116	St. Mark's, DC							
	Rector	138,240	0	0	0	0	138,240	0
	Assistant Rector	72,274	0	0	0	0	72,274	0
117	St. Monica's and St. James'							
	Rector	67,340	3,420	21,228	0	0	91,988	500
134	St. Philip the Evangelist							
	Rector *(vacant)*							
131	St. Timothy's							
	Rector	70,020	0	0	0	38,750	108,770	0
	North Prince George's County							
311	Epiphany, Forestville							
	Rector (p-t)	24,480	0	0	0	6,763	31,243	1,875
315	St. Andrew's, College Park							
	Rector	83,250	0	0	0	50,000	133,250	3,700
320	St. Christopher's							
	Rector (p-t)	56,442	0	0	0	42,000	98,442	

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
321	St. George's, Glenn Dale							
	Rector	98,390	0	0	0	32,004	130,394	3,590
314	St. John's, Mt. Rainier							
	Rector *(vacant)*							
305	St. John's, Zion Parish							
	Rector	36,564	0	0	0	71,820	138,565	0
	Associate Rector (p-t)	30,000	0	0	0	0	30,000	0
310	St. Matthew's							
	Rector	95,872	0	28,762	0	0	124,632	0
316	St. Michael & All Angels							
	Interim Rector (p–t)	11,040	0	0	0	18,960	30,000	0
308	St. Philip's, Laurel							
	Rector	77,000	0	0	0	36,000	113,000	0
Southern Maryland								
501	All Faith, Charlotte Hall *(did not report)*							
	Rector (p-t)							
506	All Saints', Oakley							
	Priest-in-charge (p-t)	6,000	0	0	0	0	6,000	0
	Deacon	6,000	0	0	0	0	6,000	0
507	Ascension & St. George's Churches							
	Rector	81,906	7,500	28,624	3,000	0	95,412	0
502	Christ Church, Chaptico *(did not report)*							
	Rector							

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
319	Christ Church, Clinton							
	Priest-In-Charge (p-t)	13,029	0	0	0	27,096	40,125	0
401	Christ Church, Durham							
	Rector (p-t)	0	0	30,504	0	0	30,504	0
402	Christ Church, Port Tobacco							
	Rector	68,860	0	38,064	0	0	106,925	1050
403	Christ Church, Wayside							
	Rector *(see Christ Church, Port Tobacco)*							
504	St. Andrew's, Leonardtown							
	Rector	90,000	0	12,000	0	0	102,000	6,000
303	St. Barnabas', Leeland							
	Rector	67,971	2,278	0	0	37,694	107,943	0
317	St. Barnabas', Temple Hills *(did not report)*							
	Rector (p-t)							
503	St. James', Indian Head							
	Rector *(vacant)*							
405	St. John's, Broad Creek							
	Interim Rector (p-t)	29,843	0	0	0	0	29,843	0
301	St. Paul's, Baden							
	Rector (p-t)	28,634	0	0	0	0	28,634	0
302	St. Paul's, Piney							
	Rector	105,395	0	0	0	24,000	129,395	5,342

Table 6 – Clergy Compensation for 2024

		Cash Salary (+SECA)	Utilities	Value of Housing	Equity Allowance	Cash for Housing	Total Comp	Allowances
406	St. Thomas', P.G. County							
	Rector	14,637	0	0	0	61,333	75,970	0
323	Trinity Parish, Newport & Hughesville							
	Pastor-in-charge (p-t)	28,612	0	18,300	0	0	46,912	0
309	Trinity, St. Mary's							
	Rector	87,885	0	0	0	9,000	96,885	1,200
404	Trinity, Upper Marlboro							
	Vicar (p-t)	28,634	0	0	0	0	28,634	0

The One Hundred Thirty-First Annual Session of the Convention will be held at

Washington National Cathedral
Mount St. Alban
Washington, DC 20016
January 30-31, 2026