

*The Episcopal Diocese of
Washington*



2024 Journal

DIRECTORY OF THE DIOCESE OF WASHINGTON
AND JOURNAL OF THE ONE HUNDRED TWENTY-NINTH
ANNUAL MEETING OF THE CONVENTION
OF THE DIOCESE OF WASHINGTON

JANUARY 27, 2024

HELD AT
WASHINGTON NATIONAL CATHEDRAL
WASHINGTON, DC

KEITH ROACHFORD
SECRETARY OF THE CONVENTION

EMILY M. BLECKSMITH
EDITOR

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OF THE PROTESTANT EPISCOPAL CHURCH
OF THE DIOCESE OF WASHINGTON
2024*

The entire 2024 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. Anne D. Monahan

July 12, 1938 — March 20, 2023

The Rev. Dr. Carol Jablonski

July 12, 1951 — June 19, 2023

The Rev. James William Flanders

May 2, 1933 — November 15, 2023

The Rev. Mary M. McCue

August 24, 1947 — December 28, 2023

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

PART I: DIRECTORIES

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 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 the Bishop (202) 537–6543

SENIOR STAFF

The Rev. Dr. Anne-Marie Jeffery,
 Canon for Congregational Vitality (202) 537–6552
 The Rev. Dr. Robert Phillips, Canon for Leadership Development
 and Congregational Care (202) 537–6531
 The Rev. Andrew Walter,
 Canon to the Ordinary/Chief Operating Officer (202) 537–6530

DIOCESAN STAFF

The Rev. Amanda Akes-Cardwell, Missioner for Faith Formation
 and Development (202) 537–6542
 Amanda Anderson,
 Executive Assistant to the Missioners (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, Interim Missioner for Equity and Justice. (202) 537-6560
 Allen Fitzpatrick, Executive Assistant to the Canons (859) 338–0398
 The Rev. Rhodesia Jarrett-Schell,
 Bowie Church Planter rjarrett-schell@edow.org
 The Rev. Emily Labrecque,
 Missioner for Church Revitalization (202) 537-6441
 The Rev. Anna B. Olson,
 Director for the School for Christian Faith and Leadership . . . (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
 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: Stephen Gibson

President of the Episcopal Church Women: Patricia Taitt

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 2025 CONVENTION:

The Rev. Johnathan Graham

Kay Pierson

The Rev. Dr. Maria Kane

Matt Klaus

TERMS TO EXPIRE AT 2026 CONVENTION:

The Rev. Meredith Heffner

Iona Harrison

The Rev. Marilyn Jenkins

Greg Lebel

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	Anton Vanterpool
The Rev. Glenna Huber	Matthew Taylor
The Rev. Greg Syler	Mary Neznek
The Rev. Dr. Joan Beilstein	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	Erika Gilmore
The Rev. Susan Fritz	Cheryl Peterson
The Rev. Dr. Sheila McJilton	Andrea Pringle
The Rev. Emily Lloyd	Jason Crighton

DELEGATES TO TRIENNIAL MEETING OF EPISCOPAL CHURCH WOMEN

Royan Miller	Patricia Taitt
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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	Iman Green Syler
The Rev. Betsy C. Carmody	Michele Glidden
The Rev. Gregory C. Syler	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: Dr. Patricia Taitt

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: Stephen Gibson

The Canon to the Ordinary: The Rev. Canon Andrew W. Walter

MEMBERS ELECTED BY REGIONS:

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

Central Montgomery: The Rev. Jessica Hitchcock (2026), Dr. Adebayo Lanionu (2025)

South Montgomery: The Rev. Anne Derse (2025), Ms. Linda Bailey (2027)

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

Central DC: The Rev. Richard Wall (2025), Mr. Michael Armstrong (2026)

South DC: The Rev. Michelle H. Morgan (2027), Ms. Emma Tucker (2025)

North Price George: The Rev. Robert Bunker, Jr. (2025), Mr. Michael Mangiapane (2026)

Southern Maryland: The Rev. Susan Fritz (2027), Mr. Eric Delk (2025)

MEMBERS APPOINTED BY THE BISHOP:

The Rev. Emily Lloyd (2027)

Ms Catherine Able-Thomas (2025)

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.

Charles Lundelius, Chair
Margaret Blaine
Jim Jones

Paula E. Singleton
Patrick J. Summers

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 (2025)
The Rev. Sari Ateek (2026)
The Rev. James Isaacs (2027)
The Rev. Sarah Odderstol (2025)
The Rev. Melana Nelson-Amaker (2027)

Michael Armstrong (2025)
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)

JB Meek (2027)

Lisa Ahuja (2026)

Layard Pabs-Garnon (2025)

Antonio Baxter (2025)

Jordan Rippy (2025)

Allison Hinds (2027)

Kathleen Staudt (2027)

Phil Horne (2026)

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)

Ellen Fishwick Martin, Chair

Paul Gambal

Bob Bremner

Anthony Gould

Kate Carr

Nicholas Haffenreffer

Terence W. Collins

Wardell Townsend

Jeremiah J. deMichaelis

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.

Dora Currea, Chair (2025)

Debbie Brown (2026)

The Rev. Patricia Alexander (2026)

Erica Mitchell (2027)

The Rev. Joan Crittenden, Clerk (2025)

Michael Sherman (2026)

The Rev. Shawn Evelyn (2026)

The Rev. Debbie Kirk (2026)

The Rev. Linda Mahler (2026)

The Rev. Jim Quigley (2025)

Staff: The Rev. Dr. Robert Phillips, 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. Provost Jan Naylor Cope

The Rev. Peter Antoci

The Rev. Dr. Kurt Gerhard

The Rev. Cameron Soulis

Dr. Linda Freeman

Erika Gilmore

Marny Helfrich

Ex Officio: Keith Roachford

Staff: The Rev. Canon Andrew W. Walter

PROGRAM COMMITTEES

CREATION CARE TASK FORCE

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

Jane Houlihan

Doug Holy

Joanne Hutton

Mary McCarthy

Abbott McCartney

The Rev. Mary Sebold

Donna Stinchcomb

Lois Wye

Staff: Rudy Logan, 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. John Kellogg

Nadireh Majied

Staff: The Rev. Stuart Wrigh

Ex officio: The Rt. Rev. Suheil Dawani

REPARATIONS COMMITTEE

The Diocese is taking its next steps towards addressing its historical involvement in anti-Black racism. The Reparations Committee has two working groups: the Policy Working Group, and the Education Working Group.

Policy Working Group:

The Rev. Glenna Huber, Chair
 Ms. Erika Gilmore, Assistant Chair
 The Rev. Antonio Baxter
 The Rev. Melanie Mullen
 Mr. Gregory Economy
 Ms. Embry Martin Howell
 Ms. Andrea Pringle
 Mr. Anton Vanterpool

Education Working Group:

Ms. Gigi Nelson, Chair
 The Rev. Gayle Fisher-Stewart
 The Rev. Peter Jarrett-Schell
 The Rev. Creamilda Yoda
 Ms. Caroline Klam
 Ms. Karen May
 Ms. Cathy O'Donnell
 Mr. Franklin Robinson
 Ms. Antoinette Schooler
 Ms. Susan Schulken
 Ms. Gabby Whitehurst

Staff: Rudy Logan, 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
 Margaret Guthrie
 Rachel Luu

Elizabeth Terry
 Sister Patricia 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. Efir
 Sigrid Block
 Alicia Cordelle

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

Kelsey R.M. Bush

Karen Lowry, Co-Chair

The Rev. Christopher I. Wilkins

The Rev. John A. Ball

Latasha Baker

Staff: Mildred Reyes

DIOCESAN REGIONS

NORTH MONTGOMERY COUNTY (MN)

WITHIN MONTGOMERY COUNTY:

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

CENTRAL MONTGOMERY COUNTY (MC)

WITHIN MONTGOMERY COUNTY:

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

SOUTH MONTGOMERY COUNTY (MS)

WITHIN MONTGOMERY COUNTY:

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

NORTH DISTRICT OF COLUMBIA (DN)

WITHIN THE DISTRICT OF COLUMBIA:

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

CENTRAL DISTRICT OF COLUMBIA (DC)

WITHIN THE DISTRICT OF COLUMBIA:

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

SOUTH DISTRICT OF COLUMBIA (DS)

WITHIN THE DISTRICT OF COLUMBIA:

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

NORTH PRINCE GEORGE'S COUNTY (PN)

WITHIN PRINCE GEORGE'S COUNTY, MD:

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

SOUTHERN MARYLAND (SM)

WITHIN PRINCE GEORGE'S COUNTY, MD:

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

WITHIN CHARLES COUNTY, MD:

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

WITHIN ST. MARY'S COUNTY, MD:

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

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 permanent employment in the parish. To contact lay representatives, please contact the parish.

A **LL 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

Secretary: Mary Chamberlain

Jr. Warden: Keith Clifton

Treasurer: April Watts

A **LL 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>

Priest-in-Charge: The Rev. James Pahl (2023)

Senior Associate: The Rev. Dr. Matthew Kozlowski (2020)

Vicar: The Rev. Dr. BJ Buracker (2018)

Sr. Warden: Kevin Wrege

Secretary: Catherine Eshelman

Jr. Warden: Daniel Buckingham

Treasurer: Jennifer Sirangelo

A LL 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

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

Secretary: The Rev. Joan Crittenden
 Treasurer: Ed Oliver

A LL 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: Embry Howell
 Jr. Warden: Jeffrey Wells

Secretary: John Longstreth
 Treasurer: William Stewart

A SCENSION & ST. GEORGE'S PARISH 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)

Sr. Warden: Karol Wolgemuth
 Jr. Warden: Robyn Mathe

Secretary: Margaret Stamper
 Treasurer: Jason Zonca

A SCENSION 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: John Campbell

Secretary: Victoria Ebell

Jr. Warden: Ayla Ybarra

Treasurer: Susan Hawfield

A SCENSION, 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)

Senior Warden: Kristen Keating

Secretary: Ophelia Yalley-Ogunro

Junior Warden: Danielle Allen

Treasurer: Avin Lalmansingh

A SCENSION, 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)

Sr. Warden: Jane Alperson

Secretary: Karen MacPherson

Jr. Warden: Leticia Read

Treasurer: Leona Cosby

A **TONEMENT** **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 20019-5327TEL: (202) 582-4200
FAX: (202) 582-4202WEBSITE: <http://www.atonementepiscopaldc.org>

Rector: The Rev. Ricardo Sheppard (2019)

Deacon: The Rev. Antonio Baxter (2020)

Sr. Warden: Paul Trotter

Secretary: Georgia Little

Jr. Warden: David Carr

Treasurer: Carolyn Dent

C **ALVARY CHURCH** **PARISH #: 127, REGION: DS****PARISH NAME: CALVARY CHURCH (SEPARATE CONGREGATION) (1941)**
CHURCH NAME: CALVARY CHURCH (1902)820 6th St NE
Washington, DC 20002-4326TEL: (202) 546-8011
FAX: (202) 543-2698WEBSITE: <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

Secretary: *vacant*

Jr. Warden: Ken Davis, Jr.

Treasurer: Michael Moore

C **HRIST 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)**C** **HRIST CHURCH, CHAPTICO** **PARISH #: 502, REGION: SM****PARISH NAME: KING AND QUEEN PARISH (1692)**
CHURCH NAME: CHRIST CHURCH (1736)37497 Zach Fowler Road
Chaptico, MD 20621TEL/FAX: (301) 884-3451
WEBSITE: <https://www.cckqp.net>*Mailing Address:*PO Box 8
Chaptico, MD 20621-0008

Rector: The Rev. Peter Ackerman

Sr. Warden: Keith Owens

Secretary: Karen Owens

Jr. Warden: Brandon Frawley

Treasurer: Robert Donaldson

C **HRIST 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

Secretary: Virginia Lindsey

Jr. Warden: Jim Carr

Treasurers: Bob Lau, William J. Hicks

C **HRIST 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 (2018)

Sr. Warden: Dian Lockamy

Secretary: Dian Lockamy

Jr. Warden: Richard Viohl

Treasurer: Carl Lockamy

C **HRIST 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

Sr. Warden: Scott Campbell

Secretaries: Babs Hough

Jr. Warden: Isabel Kunsman

Treasurer: Chad Thorley

C HRIST 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 (2021)

Deacon: The Rev. Sara Thorne (2020)

Sr. Warden: Cynthia Mitchell

Secretary: Edward Sloane

Jr. Warden: Katie Foy Wallace

Treasurer: Bonnie Douglass

C HRIST 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://christchurchblaplata.org>

Mailing Address:

PO Box 760

La Plata, MD 20646-0760

Rector: The Rev. Kate Heichler (2018)

Sr. Warden: Karen Hile

Secretary: Bonnie Rafer

Jr. Warden: Rick Pouring

Treasurer: Sharon Richardson

C HRIST 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: Bryant Trost

Secretary: *vacant*

Jr. Warden: Jay Renner

Treasurer: William Hickman

C **HRIST 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)

Deacon: The Rev. Martha Jenkins (2022)

Sr. Warden: Jackie Barber

Secretary: Liz Schwartz

Jr. Warden: John Billington

Treasurer: Joseph Rees

C **HRIST 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)

Deacon: The Rev. Joan Crittenden (2020)

Sr. Warden: Kathleen Jackson

Secretary: Sandy Hixson

Jr. Warden: Larry Poe

Treasurer: Ray Wilburn

E **MMANUEL CHURCH** **PARISH #: 115****PARISH NAME: ANACOSTIA PARISH (1869)****CHURCH NAME: EMMANUEL CHURCH (1870)**

(Closed: May 26, 1982)

E **PIPHANY, 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: Glenn Greene

Secretary: Duncan Stevens

Jr. Warden: Dawson Nash

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 20747-4434TEL: (301) 735-7717
FAX: (301) 735-9051WEBSITE: <http://lepiphanyforestville.org>

Rector: The Rev. Prince Decker (2014)

Sr. Warden: Randy Maxwell
Jr. Warden: Ricky LylesSecretary: 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 20901-1039TEL: (301) 593-3282
FAX: (301) 593-9271WEBSITE: <http://www.gsecmd.org>Rector: *vacant*

Deacon: The Rev. Linda Mahler

Sr. Warden: Deborah Beebe
Jr. Warden: Jasciel StampSecretary: Rebecca Parks
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 20007-3635TEL: (202) 333-7100
FAX: (202) 333-4342WEBSITE: <http://www.gracedc.org>

Rector: The Rev. David Wacaster (2022)

Sr. Warden: Mary Ann Ruehling
Jr. Warden: Helen BuhrSecretary: 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 20910-1509TEL: (301) 585-3515
FAX: (301) 585-4309WEBSITE: <http://www.graceepiscopalchurch.org>

Rector: The Rev. Sarah Odderstol (2021)

Associates: The Rev. Anna Broadbent-Evelyn, The Rev. Yaa Addison

Sr. Warden: Paul Purnell
Jr. Warden: Laura ParksSecretary: Aileen Moodie
Treasurer: Keith Allen

H **OLY COMFORTER** **PARISH #: 111, REGION: DN**

ST. ANDREW'S PARISH (1858)
CHURCH NAME: CHURCH OF THE HOLY COMFORTER (1900)

701 Oglethorpe St NW TEL: (202) 726-1862
 Washington, DC 20011-2021 WEBSITE: <http://www.holycomforterdc.org>

Rector: *vacant*
 Deacon: The Rev. Sandra Bramble

Sr. Warden: Monalie Bledsoe Secretary: Angela Atkins
 Jr. Warden: Gwendolyn Holmes Treasurer: Faye Vaughn-Cooke

H **OLY 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 TEL: (202) 562-5400
 Washington, DC 20032-1546 FAX: (202) 562-8153

WEBSITE: <http://www.holycommuniondc.org>

Rector: *vacant*

Sr. Warden: Erica Baylor Secretary: Gaye Jackson
 Jr. Warden: Stephen Ross Treasurer: Arthur King

H **OLY REDEEMER MISSION** **PARISH #: 364**

MISSION NAME: HOLY REDEEMER MISSION (1983)

(Closed: December 31, 1999)

H **OLY SPIRIT, CHAPEL OF THE** **PARISH #: 261**

MISSION NAME: HOLY SPIRIT MISSION (1980)

(Closed: July 31, 2004)

H **OLY TRINITY, COLLINGTON** **PARISH #: 307, REGION: PN**

PARISH NAME: HOLY TRINITY PARISH (1844)
CHURCH NAME: HOLY TRINITY CHURCH (1700)

13106 Annapolis Rd TEL: (301) 262-5353
 Bowie, MD 20720-3829 FAX: (301) 262-9609

WEBSITE: <http://holyltrinitybowie.edow.org>

Rector: *vacant*

Senior Warden: *vacant* Secretary: *vacant*
 Junior Warden: *vacant* Treasurer: *vacant*

N **ATIVITY** **PARISH #: 318**

PARISH NAME: NATIVITY PARISH (2000)
(SEPARATE CONGREGATION 1959-2000)
CHURCH NAME: CHURCH OF THE NATIVITY (1963)

(Closed: May 21, 2006)
 (Deconsecrated: June 10, 2009)

O **UR SAVIOUR, BROOKLAND** **PARISH #: 121, REGION: DC**

PARISH NAME: BROOKLAND PARISH (1897)
CHURCH NAME: CHURCH OF OUR SAVIOUR (1892)

1616 Irving St NE TEL: (202) 635-7804
 Washington, DC 20018-3826 FAX: (202) 635-5029

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

Sr. Warden: Sherone Ivey Secretary: Stephanie Marshall
 Jr. Warden: John Bray, III Treasurer: Roy Priest

O **UR 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 TEL: (301) 439-5900
 Silver Spring, MD 20903-1514 FAX: (301) 439-5901

WEBSITE: <http://www.episcopalcos.org>

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

Sr. Warden: Theodosia Edwards Secretary: Beatrice Perry
 Jr. Warden: Addo Davies Treasurer: Kathy Staudt

R **EDEEMER****PARISH #: 218, REGION: MS****PARISH NAME: REDEEMER PARISH (1965)****CHURCH NAME: CHURCH OF THE REDEEMER (1903)**6201 Dunrobbin Dr
Bethesda, MD 20816-1044TEL: (301) 229-3770
FAX: (301) 320-8037WEBSITE: <http://www.redeemberbethesda.org>

Rector: The Rev. Christopher S. Phillips (2024)

Assisting Priest: The Rev. Dr. David Schlafer

Deacon: The Rev. Dr. Adrienne Clamp (2021)

Sr. Warden: Melinda Nelson

Secretary: Doris Ninde

Jr. Warden: Jane Dealy

Treasurer: Mary K. Young

S **T. 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 20016-5095TEL: (202) 363-8286
FAX: (202) 363-6828WEBSITE: <http://www.stalbansdc.org>

Rector: The Rev. Albert C. Pearson (2023)

Associate: The Rev. Emily A. Griffin (2015)

Associate: The Rev. Yoimel González Hernández (2019)

Sr. Warden: Trevor Swett

Secretary: Rachel Colson

Jr. Warden: Ted Cage

Treasurer: Hollis McLoughlin

S **T. 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 20740-3302TEL: (301) 864-8880
FAX: (301) 887-0170WEBSITE: <http://saeccp.org>

Interim Rector: The Rev. Linda Calkins (2022)

Sr. Warden: Mary Marshall Levy

Secretary: Michelle Blake

Jr. Warden: Pamela Phetphongsy

Treasurer: Paul Schwobel

S **T. 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 20619-2100TEL: (301) 862-2247
WEBSITE: <http://www.standrewsleonardtown.org>

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

Sr. Warden: Mary Maker

Secretary: Beth Wagner

Jr. Warden: John McKendrew

Treasurer: Chuck Stein

S **T. 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

TEL: (301) 253-2130

Damascus, MD 20872-1832

FAX: (301) 253-2911

WEBSITE: <https://www.saintannedamascus.net/>

Rector: The Rev. Jon Musser (2021)

Deacon: The Rev. Janice Hicks (2022)

Sr. Warden: Kim Hill

Secretary: Lynn Fleming

Jr. Warden: Pam Brewer

Treasurer: Mark Ludwig

S **T. 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

TEL: (202) 554-3222

Washington, DC 20024

FAX: (202) 484-3037

WEBSITE: <http://staugustinesdc.org>

Priest-in-charge: The Rev. L. Scott Lipscomb

Sr. Warden: Virginia Mathis

Secretary: *vacant*

Jr. Warden: Matthew Powers

Treasurer: *vacant***S** **T. 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

TEL/FAX: (301) 907-2955

Gaithersburg, MD 20877-2315

WEBSITE: <http://stbarnabasdeaf.org>

(FOR VOICE/TTY TRANSLATION, CALL VIA MARYLAND RELAY: (800) 735-2258)

Long term supply: The Rev. AnnChristine Verrone

Vice-Chair: Ed Knight

Secretary: *vacant*

Assistant Vice-Chair: Richardo Lopez

Treasurer: Carol Johnson

S T. 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: Leslie Hairston

Secretary: Linda Crudup

Jr. Warden: Sue Bartley

Treasurer: Sandra Charles

S T. 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

Secretary: Cynthia S. Bulka

Jr. Warden: Tommy Wood

Treasurer: Paula Marierose

S T. 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

Sr. Warden: Lois Leigh

Secretary: Lauren Fisher

Jr. Warden: Jeffrey Bergsten

Treasurer: William Fitts, Jr.

S T. 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: The Rev. Melana Nelson-Amaker (2014)

Deacon: The Rev. Melissa J. Sites

Sr. Warden: James MODOZIE

Secretary: Kathy Berney

Jr. Warden: Jo Mimms-Bolden

Treasurer: Emilia A. Chukwuma

S *T. 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. Ledlie I. Laughlin, III (2015)
 Associate: The Rev. Brooks Hundley
 Associate: The Rev. Adelyn Tyler-Williams
 Associate: The Rev. Joshua Daniel (2020)
 Assistant: The Rev. Susan M. Flanders (2017)
 Curate: Father Mitchell Felton
 Deacon: The Rev. David Griswold

Sr. Warden: Sara Glenn
 Jr. Warden: Gina Lagomarsino

Secretary: Charles Molluzzo
 Treasurer: Mike Davis

S *T. 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.stdauidsdcc.org>

Rector: The Rev. Kristen Hawley (2017)
 Associate: The Rev. Sarah Taylor Miller
 Deacon: The Rev. Dr. Harvey Bale, Jr.

Sr. Warden: Ted Jackson
 Jr. Warden: Rich Bland

Secretary: Grace Kreher
 Treasurer: Preston Brown

S *T. 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)
 Deacon: The Rev. Mary Sebold

Sr. Warden: Karen Edwards
 Jr. Warden: Vince Leonard

Secretary: Janet Repka
 Treasurer: Cliff White

S T. 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 Secretary: Les Smith
 Jr. Warden: Prentiss Feagles Treasurer: Tyler Maroulis

S T. 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 Secretary: Cheyenne Boyce
 Jr. Warden: Erika Gilmore Treasurer: James O. Williams

S T. 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.stgeorgesglennedale.org>

Mailing Address:

PO Box 188
 Glenn Dale, MD 20769-0188

Rector: The Rev. Connie Reinhardt (2006)

Sr. Warden: Roy Peterson Secretary: Lee Rowe
 Jr. Warden: Mary Rogers, Gene Ferrick Treasurer: Mary Frances Bruce

S T. JAMES', HUNTINGTON PARISH **PARISH #: 322**

PARISH NAME: HUNTINGTON PARISH (2003)
CHURCH NAME: ST. JAMES' CHURCH (1886)

(Closed: June 30, 2010)
 (Deconsecrated: July 14, 2010)

S *T. 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: Brenda Peterson

Secretary: Sheila Gray

Jr. Warden: Diane Ryan

Treasurer: Tom Peterson

S *T. 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 (2011)

Sr. Warden: Lori Minasian

Secretary: Sheryl Cooper

Jr. Warden: Courtney King

Treasurer: Tracy Lively

S *T. 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>

Priest-in-charge: The Rev. Lucretia Mann (2023)

Sr. Warden: Erica Kallop

Secretary: Jana Grymes

Jr. Warden: Karen Chapman

Treasurer: Thurston Spaulding

S **T. JOHN'S, GEORGETOWN** **PARISH #: 103, REGION: DC**
PARISH NAME: GEORGETOWN PARISH (1809)
CHURCH NAME: ST. JOHN'S CHURCH (1796)
 3240 O St NW TEL: (202) 338-1796
 Washington, DC 20007-2842 FAX: (202) 338-3921
 WEBSITE: <http://www.stjohnsgeorgetown.org>

Rector: The Rev. Virginia Gerbasi (2014)

Assistant: The Rev. Sarah Duggin (2009)

Sr. Warden: Alec Farr

Secretary: Kurt Ellison

Jr. Warden: Patti Thorp

Treasurer: Chelsea Overton

S **T. 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 TEL: (202) 347-8766
 Washington, DC 20005-1005 FAX: (202) 347-3446
 WEBSITE: <http://www.stjohns-dc.org>

Rector: The Rev. Robert W. Fisher (2019)

Associate: The Rev. Shawn Evelyn (2022)

Associate: The Rev. Sarah Akers-Cardwell (East Tennessee)

Assistant: The Rev. Will Morris (London, England)

Sr. Warden: Nora Rigby

Secretary: Allie Raether

Jr. Warden: Alfred Thesmar

Treasurer: Sara McGanity

S **T. 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 TEL: (301) 927-1156
 Mount Rainier, MD 20712-1948 FAX: (301) 927-4260
 WEBSITE: <http://www.stjohnsmountrainier.org>

Rector: *vacant*

Sr. Warden: Deanie Anderson

Secretary: Cheryl Thomas

Jr. Warden: Sonia Anderson

Treasurer: Layard Pabs-Garnon

S **T. 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 20815-5351TEL: (301) 654-7767
FAX: (301) 654-8830WEBSITE: <http://www.stjohnsnorwood.org>Rector: The Rev. Sari N. Ateek (2010)
Associate Rector: The Rev. Sarah Reynolds (2021)
Deacon: The Rev. Anne DerseSr. Warden: Kevin Kehus
Jr. Warden: Janet HallSecretary: J. Chris Martin
Treasurer: Lane Davis**S** **T. JOHN'S, OLNEY** **PARISH #: 204, REGION: MN****PARISH NAME: ST. JOHN'S CHURCH (SEPARATE CONGREGATION) (1842)**
CHURCH NAME: ST. JOHN'S CHURCH3427 Olney Laytonsville Rd
Olney, MD 20832TEL: (301) 774-6999
FAX: (301) 774-1346WEBSITE: <http://www.stjec.org>*Mailing Address:*PO Box 187
Olney, MD 20830-0187Rector: The Rev. Henry P. McQueen (2016)
Associate: The Rev. Shivaun Wilkinson (2018)
Deacon: The Rev. Nancy StockbridgeSr. Warden: Barry Gough
Jr. Warden: William FlemingSecretary: Julia Metcalf
Treasurer: Glen Drew**S** **T. 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 20705TEL: (301) 937-4292
FAX: (301) 937-0116WEBSITE: <http://www.saintjohnsbeltsville.org>*Mailing Address:*PO Box 14
Beltsville, MD 20704-0014Rector: The Rev. Joseph Constant (2015)
Assistant: The Rev. Anne Nicholson (Maryland)
Deacon: The Rev. Kimberly Hudson-DelmoreSr. Warden: Elsie Kirton
Jr. Warden: Benjamin AllenSecretary: Robin Osborne
Treasurer: Hodge Herry

S **T. LUKE'S, BLADENSBURG** **PARISH #: 313**
PARISH NAME: ST. LUKE'S PARISH (1929)
CHURCH NAME: ST. LUKE'S CHURCH (1829)
 (Closed: October 9, 2011)

S **T. 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 TEL: (240) 389-5853
 Brookeville, MD 20833 WEBSITE: <http://stlukesbrighton.org>
Mailing Address:
 PO Box 131
 Brookeville, MD 20833-0131
 Rector: The Rev. Victoria Clayton (2018)
 Sr. Warden: Michele Shirron Secretary: Nancy Osgood
 Jr. Warden: Peter Shirron Treasurer: June Stoyer

S **T. 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 TEL: (202) 667-4394
 Washington, DC 20005-1922 FAX: (202) 667-8043
 WEBSITE: <http://stlukesdc.org>
 Rector: The Rev. Kim Baker (2022)
 Sr. Warden: Michael McKenzie Secretary: June Lendore
 Jr. Warden: Deborah Jackson Treasurer: Paula Singleton

S **T. LUKE'S, TRINITY PARISH** **PARISH #: 214, REGION: MC**
PARISH NAME: TRINITY PARISH (1957)
CHURCH NAME: ST. LUKE'S CHURCH (1954)
 6030 Grosvenor Ln TEL: (301) 530-1800
 Bethesda, MD 20814-1852 FAX: (301) 530-1802
 WEBSITE: <http://www.stlukesbethesda.org>
 Rector: The Rev. Jessica Hitchcock (2012)
 Deacon: The Rev. Lesley Krauland
 Sr. Warden: Deb Marks Secretary: Amanda Freeman
 Jr. Warden: Sarah Hutchins Treasurer: Sandra Swab

S *T. 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)
Assistant: The Rev. Diana Gustafson (2021)
Deacon: The Rev. Francisco de Jesus Serrano (2022)

Sr. Warden: Giselle Pole

Secretary: Amy Ruberl

Jr. Warden: Ronald Lorentzen

Treasurer: Garrison Gordon

S *T. 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. Christopher Phillips (Chicago)
Deacon: The Rev. Thomas Sinclair (2022)

Sr. Warden: James Brooks

Secretary: Randy Marks

Jr. Warden: Martha Huizenga

Treasurer: Doug Ammon

S *T. 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

Secretary: Keira Vargas

Jr. Warden: Jess Rowland

Treasurer: Janis Smith

S **T. MARY MAGDALENE** **PARISH #: 212, REGION: MC**
PARISH NAME: WHEATON PARISH (1955)
CHURCH NAME: CHURCH OF ST. MARY MAGDALENE (1864)
 3820 Aspen Hill Rd TEL: (301) 871-7660
 Silver Spring, MD 20906-2904 FAX: (301) 871-0001
 WEBSITE: <http://www.stmarymagdalene-md.org>

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

Sr. Warden: Nora Wellington

Secretary: Johanne Saintime

Jr. Warden: Marion Marshall

Treasurer: Michele Glidden

S **T. MARY'S** **PARISH #: 126, REGION: DC**
PARISH NAME: ST. MARY'S PARISH (1927)
CHURCH NAME: ST. MARY'S CHURCH (1867)
 728 23rd St NW TEL: (202) 333-3985
 Washington, DC 20037-2501 FAX: (202) 338-4958
 WEBSITE: <http://www.stmarysfoggybottom.org>

Senior Minister: The Rev. Dr. Wesley Williams

Sr. Warden: Brandon Todd

Secretary: Sara Maddox

Jr. Warden: *vacant*

Treasurer: Wendy Sherman

S **T. MATTHEW'S** **PARISH #: 310, REGION: PN**
PARISH NAME: ST. MATTHEW'S PARISH (1811)
CHURCH NAME: ST. MATTHEW'S CHURCH (1696)
 5901 36th Ave TEL: (301) 559-8686
 Hyattsville, MD 20782-2925 FAX: (301) 559-8687
 WEBSITE: <http://www.stmatthewshyattsville.org>

Senior Priest: The Rev. Vidal Rivas (2008)

Deacon: The Rev. Sally Ethelston (2022)

Sr. Warden: Idalia Velasquez

Secretary: Edith Montoya

Jr. Warden: Edwin Rodriguez

Treasurer: Porfirio Velazquez

S **T. MATTHEW'S CHURCH, ADDISON PARISH** **PARISH #: 312**
PARISH NAME: ADDISON PARISH (1919)
CHURCH NAME: ST. MATTHEW'S CHURCH (1696)
 (Closed: May 31, 1983)

S *T. 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://stmichaelsadelph.org>Interim Rector: The Rev. Dr. Bill Lewis
Deacon: The Rev. Enid Cole

Sr. Warden: Claudette Clarke

Secretary: *vacant*

Jr. Warden: Irvine Holder

Treasurer: Marcia Knight

S *T. 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)

S *T. MONICA'S 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: Bob Sonderman

Secretary: Ian Nelson

Jr. Warden: George Redden

Treasurer: Bob Tomkinson

S *T. 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

Secretary: Audrey Thompson

Jr. Warden: Geoffrey Fuller

Treasurer: *vacant*

S **T. 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 20007-1554TEL: (202) 342-2800
FAX: (202) 342-2802WEBSITE: <http://www.stpatrickschurchdc.org>

Rector: The Rev. Andrew Ogletree (2023)

Associate: The Rev. Ed Thornley (2020)

Assistant: The Rev. Dr. Lisa Barrowclough

Sr. Warden: JoAnne Nelson

Secretary: Susan Mulvaney

Jr. Warden: Ellen Terpstra

Treasurer: J.B. Meek

S **T. 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 20608Rector: *vacant*

Sr. Warden: Darrin Palmer

Secretary: Dennis Hauk

Jr. Warden: Dennis Hauk

Treasurer: Cheryl Edelen

S **T. 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 20037-1703TEL: (202) 337-2020
FAX: (202) 337-7418WEBSITE: <http://www.saintpaulskstreet.org>

Rector: The Rev. Richard Wall (2015)

Deacon: The Rev. Ethan Bishop-Henchman (2020)

Deacon: The Rev.

Sr. Warden: Scott Spaulding

Secretary: Jonathan Scolare

Jr. Warden: Chris Mixer

Treasurer: Katherine Britton

S **T. 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 BrownSecretary: Donna Gryn
Treasurer: Sewell Truitte,
Gregory Ferguson**S** **T. 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

Interim Rector: The Rev. Robert G. Trache

Assistant: The Rev. Douglas A.G. Greenaway (2011)

Sr. Warden: Larry Dorman
Jr. Warden: Royan Miller-MorganSecretary: Sheila Roberts
Treasurer: Walter Roberts, Jr.**S** **T. 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: Sandra Miller
Jr. Warden: Bruce KirbySecretary: Carol Baxter
Treasurer: Jenna Duranko

S **T. 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 TEL: (202) 678-4300
 Washington, DC 20020-4817 FAX: (202) 678-4577

Sr. Warden: Donald Harrison, Sr.

S **T. PHILIP'S, BADEN** **PARISH #: 323, REGION: SM**
PARISH NAME: BADEN PARISH (2004)
CHURCH NAME: ST. PHILIP'S CHURCH (1876)
 13801 Baden Westwood Rd TEL: (301) 888-1536
 Brandywine, MD 20613-8426 FAX: (301) 888-1202
 WEBSITE: <http://stphilipsbaden.edow.org>

Rector: *vacant*

Sr. Warden: Wilmer Gross
 Jr. Warden: Kathy Davis

Secretary: Kathy Davis
 Treasurer: Vivian Rich

S **T. PHILIP'S, LAUREL** **PARISH #: 308, REGION: PN**
PARISH NAME: ST. PHILIP'S PARISH (1848)
CHURCH NAME: ST. PHILIP'S CHURCH (1845)
 522 Main St TEL: (301) 776-5151
 Laurel, MD 20707-4118 FAX: (301) 776-6337
 WEBSITE: <http://www.stphilipslaurel.org>

Rector: The Rev. Robert Bunker

Sr. Warden: Amanda Clark
 Jr. Warden: James Rogers

Secretary: *vacant*
 Treasurer: *vacant*

S **T. 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 TEL: (202) 232-0900
 Washington, DC 20010-3103 FAX: (202) 797-0367
 WEBSITE: <http://www.saintstephensdc.org>

Rector: The Rev. Yoimel González Hernández (2024)
 Deacon: The Rev. Susan K. Walker

Sr. Warden: Atiba Pertilla
 Sr. Warden: Jane Bishop
 Jr. Warden: Elaine Alston

Secretary: Carlos Rios
 Treasurer: Michael Brown

S *T. 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>

Priest-in-Charge: The Rev. Lisa Saunders Ahuja

Deacon: The Rev. Linda Mahler

Sr. Warden: Reggie Greer

Secretary: Joshua Gerras

Jr. Warden: Elizabeth Terry

Treasurer: Daniel Costello

S *T. 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: The Rev. Peter Antoci

Deacon: The Rev. Elizabeth Dixon

Sr. Warden: Jack Thompson

Secretary: Sandra Wiseman

Jr. Warden: Deanne Chevannes Adams

Treasurer: Debbie Richards

S *T. 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

Secretary: Ora Brown Tilghman

Jr. Warden: Sydney Moore

Treasurer: Merle Robertson

T **RANSFIGURATION** **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: Ladi-Grey CokerSecretary: Gail Carter
Treasurer: Kathy Berry**T** **RINITY, 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 CHAPEL15837 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 SniderSecretary: Sally Halstead
Treasurer: Elizabeth Swann**T** **RINITY, 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: *vacant*Associate: The Rev. Dr. Shawn Strout
Deacon: The Rev. Alethea Long-GreenSr. Warden: Jordan Jean
Jr. Warden: Quallyna PorteSecretary: Joan Taylor Brown
Treasurer: Marilyn Anderson-Boayue

T **RINITY, 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. Jeanie Martinez-Jantz

Sr. Warden: Richard Abell

Secretary: William Edgerton

Jr. Warden: Daniel Branigan

Treasurer: *vacant***T** **RINITY, 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: Jaqueline Belton

Treasurer: Linda Pennoyer

Jr. Warden: Beverly Wells

Secretary: Theresa Gardner-Williams

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

A **ADDISON CHAPEL** *PARISH #: 155*
(FORMERLY ST. MATTHEW’S CHURCH, ADDISON PARISH)
 (Deconsecrated: March 13, 1991)

C **CHAPEL OF THE ANNUNCIATION** *PARISH #: 151*
CHAPEL OF THE ANNUNCIATION (1914)
THE BISHOP’S CHAPEL
 Episcopal Church House TEL: (202)537-6555
 Mount Saint Alban
 Washington, DC 20016-5094

E **EPIPHANY CHAPEL** *PARISH #: 152*
EPIPHANY CHAPEL (1924)
 (Deconsecrated: February 9, 1994)

C **CHAPEL OF THE EPISCOPAL CENTER FOR CHILDREN** *PARISH #: 153*
CHAPEL OF THE EPISCOPAL CENTER FOR CHILDREN (1930)
 5901 Utah Ave NW TEL: (202)363-1333
 Washington, DC 20015-1616 FAX: (202)537-5044

C **CHAPEL OF THE INTERCESSION** *PARISH #: 154*
CHAPEL OF THE INTERCESSION (1906)
 Washington Hospital Center TEL: (202)577-7138
 1010 Irving St NW
 Washington, DC 20010-2412

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>

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S T. ALBANS SCHOOL

Mount Saint Alban, Washington, DC 20016-5069

Tel: (202) 537-6435 — Fax: (202) 537-6434

Website: <http://www.stalbansschool.org>

T HE 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>

B EAUVOIR 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>

A LL 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>

C HRIST EPISCOPAL SCHOOL

22 W Jefferson St
Rockville, MD 20850

TEL: (301) 424-6550

FAX: (301) 424-3516

WEBSITE: <http://www.cesrockville.org>

G RACE EPISCOPAL DAY SCHOOL

9411 Connecticut Ave
Kensington, MD 20895-3532

TEL: (301) 949-5860

WEBSITE: <http://www.geds.org>

H **OLY 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

11902 Daisy Ln
Glenn Dale, MD 20769

TEL: (301) 464-3215
FAX: (301) 464-9725

website: <http://www.htrinity.org>

R **OSEMOUNT CENTER**

2000 Rosemount Ave NW
Washington, DC 20010-1045

TEL: (202) 265-9885

WEBSITE: <http://www.rosemountcenter.com>

S **T. ANDREW'S EPISCOPAL SCHOOL**

8804 Postoak Rd
Potomac, MD 20854-3553

TEL: (301) 983-5200

WEBSITE: <http://www.saes.org>

S **T. COLUMBA'S NURSERY SCHOOL**

4201 Albemarle St NW
Washington, DC 20016-2009

TEL: (202) 742-1980

WEBSITE: <https://stcolumbasnurseryschool.org>

S **T. 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>

S **T. JOHN'S EPISCOPAL SCHOOL**

3437 Olney-Laytonville Rd
Olney, MD 20832-1743

TEL: (301) 774-6804

FAX: (301) 774-2375

WEBSITE: <http://www.stjes.com>

S **T. JOHN'S PRESCHOOL**

3240 O St NW
Washington, DC 20037-2842

TEL: (202) 338-2574

FAX: (202) 338-2579

WEBSITE: <http://www.stjohnsdc.org>

S **T. MATTHEW'S DAY SCHOOL**

5901 36th Ave
Hyattsville, MD 20782-2925

TEL: (301) 559-1100

WEBSITE: <http://www.stmatthewsdayschool.com>

S ***T. 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>

S ***T. PHILIP'S CHILD DEVELOPMENT CENTER***

2001 14th St SE
Washington, DC 20020-4817

TEL: (202) 678-1640

WEBSITE: <http://stphilipscdc.org>

S ***T. TIMOTHY'S CHILD DEVELOPMENT CENTER***

3601 Alabama Ave SE
Washington, DC 20020-2425

TEL: (202) 584-5662

WEBSITE: <http://www.sttimothyscdc.org>

B ***ISHOP JOHN T. WALKER SCHOOL FOR BOYS***

1801 Mississippi Ave SE Ste 1
Washington, DC 20020-6120

TEL: (202) 678-1515

FAX: (202) 591-3061

WEBSITE: <http://www.bishopwalkerschool.org>

W ***ASHINGTON 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>

CHURCH-RELATED INSTITUTIONS AND ORGANIZATIONS

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.

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@srm.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.

PART II: ANNUAL CONVENTION PROCEEDINGS

BISHOP MARIANN'S 2024 CONVENTION ADDRESS

THE RIGHT REVEREND MARIANN EDGAR BUDDE, D.MIN., D.D.
NINTH BISHOP OF WASHINGTON

I speak to you in the thirteenth year of my episcopate and as we begin the fifth year of a strategic plan. This is the final two-year stretch of a journey we began in 2020, intentionally investing diocesan resources in mutually discerned areas of focus.

As you know from your own experience, any long-term, vision-driven endeavor goes through stages. It begins with the early enthusiasm of mountain-top clarity; then back down into the valleys of reality. What typically follows is a middle stage marked by setbacks, unanticipated complications, and unforeseen circumstances. In the “messy middle”—a phrase coined by Scott Belsky to describe what he calls the “hardest and most crucial part of any bold venture”¹—your understanding of what’s possible changes. It can be a discouraging time, and tiring, because you’re working hard with little as yet to show for your efforts. You’re tempted to quit. But if by grace and with perseverance you keep going, a new energy can emerge, as your steady efforts gain momentum. You’re working just as hard as before, but at last you see the first fruit of your labor.

Author Jim Collins calls this shift in energy and momentum [“The Flywheel Effect,”](#) borrowing from the image of turning a massively heavy metal disk on an axle, one rotation at a time. In the beginning, it takes all your effort to turn the flywheel one rotation. The second time is just as hard, and the third. But as you continue, the weight that once held you back begins to work in your favor. Amazingly, there isn’t one moment or thing you did that alone can account for the shift—the breakthrough comes through the cumulative result of countless small steps.

In Scripture, this same process is described as the fruit of faithfulness and the virtue of perseverance. What’s more, Scripture teaches that a spiritual transformation takes place within us as we keep going, by faith, toward a vision that initially we were not capable of fulfilling. By the grace of God, we become people now capable of doing what was once impossible.

It takes more than courage to keep going; this is work of the heart.

I pray daily for the flywheel effect to take hold in the Diocese of Washington. In a moment, I’ll remind you of our strategic initiatives, which you may not be aware of or have forgotten about. That’s completely understandable, given your necessary focus on your lives and the work that God has set before you.

So let me begin with you, your lives and ministries, with a word of gratitude and awe. I give thanks for the Holy Spirit, whose power working among and through you is a wonder to behold. I thank God for you, the members of this body and the communities you represent. It’s a privilege to be with you—each Sunday in a different congregation, each month with the elected leadership bodies, each day meeting with

1 Belsky, Scott (2018), *The Messy Middle*. Portfolio.

different groups focused on specific concerns, regularly in services of celebrations and public witness, sharing meals, and in one/one conversation.

All of us on your diocesan staff feel that same sense of gratitude and awe when we witness what God is doing among and through you, and your courageous response.

We're also honored to be with you in the harder times, when you experience disappointment or loss, face painful issues for which there are no easy answers, experience a sudden change, gather in communal grief, or as you attempt to address suffering so vast that any effort feels like a drop of water in the desert. Thank you for allowing us to accompany you through the terrain of wilderness. Sometimes the way forward is through death, when the way of the cross is no longer an idea, but our reality. Even there, Jesus promises to be with us, with the hope of resurrection. There, Christian community, we show up for one another.

TENDING TO OUR HEARTS

The Scripture passage that kept coming to me as I was preparing for today is from the Gospel of Luke. It's a simple introductory sentence to a parable, to make sure that we don't miss its meaning.

Luke writes at the beginning of Chapter 18: "Then Jesus told his disciples a parable about their need to pray always and not to lose heart."

The story that follows is of an unscrupulous judge worn down by a persistent widow who keeps badgering him for justice against her enemy. I love the fact that Jesus tells an outrageous story as a way of encouraging us not to lose heart, to "guard our hearts," as is written in the Book of Proverbs, "for everything we do flows from them."

Then I began to explore places throughout the Gospels where Jesus speaks directly to our hearts. On the eve of his arrest, he says to his disciples, "Do not let your hearts be troubled. Believe in God; believe also in me." There were many things to be troubled by that night, as there are for us now. Jesus' disciples are not spared trouble. What he gives us in times of trouble is a deeper well from which to draw, a peace surpassing understanding, and love that is the antidote to anxiety and fear. He gives us one another.

Elsewhere Jesus warns against what he calls "hardness of heart," an image found throughout Scripture to describe what happens when we withdraw into ourselves. Hardness of heart is a survival response, a way we try to protect ourselves from the pain of a broken heart. Here Jesus seems to be saying that our hearts need to break sometimes, or we risk turning to stone. Surely the pain of this world breaks Jesus' heart, too. In our broken hearts, united with his and one another's, lies the hope for this world.

Keep in mind that Jesus almost always speaks to the disciples, and to us, collectively. We're not meant to do heart work alone. In this Convention and beyond, I ask you to stay in relationship with one another, to cheer each other on, celebrate each other's joys and help carry each other's burdens. Today, listen respectfully as we discuss matters about which we are not collectively of one mind. Tend to one another's hearts as well as your own.

COURAGEOUS DISCIPLESHIP

The theme of this Convention is *Courageous Discipleship*, an acknowledgement that our time calls for courage in nearly every sphere of life, and that what we have in common is our commitment to follow Jesus. We also do well to remember, as Brother Curtis Almquist reminds us, that Jesus calls us to be his disciples not because we're amazing. God's grace is what's amazing, working through our weakness.

So what does it look like to be a disciple of Jesus?

That question that came up repeatedly in the diocesan-wide conversations leading up to the strategic plan. Our people told us that they longed for a clearer path of discipleship in the Episcopal Church. Other Christians seem to be much clearer than we are, they told us. We say a lot of words in our liturgies, they said, but in actual practice, we don't know how to grow in faith. Truth be told, we're not sure that we want to, if it costs too much. But what do we say to our adult children, many of whom have left the church? What do we say to those who join us in worship as visitors and guests? We welcome them—or we think we do—and we certainly want them to continue coming, get involved, make a pledge, but how do we speak to them about matters of *faith*?

In 2024, courageous discipleship is a primary diocesan focus. We got off to an inspiring start when nearly 40 leaders, lay and ordained, gathered for an entire day to share ideas and resources, of which there are many.

Last evening one hundred and thirty of us participated in an online gathering to experience *Being With*, one such resource designed to create a space for exploring the deeper questions of faith, led by our preacher, James Fawcett.

Given our diversity, there isn't one resource that will serve our 86 congregations. Moreover, discipleship isn't something that can be reduced to a program, for it is a way of life. But there are resources to help us that don't require a lot of money or formal training. I daresay all gathered in this Cathedral are seasoned disciples already, or at least we want to be, and we know that discipleship is a lifelong journey. We simply aren't as clear about it as we could be; we don't take the journey as seriously as it deserves; and we don't talk about it enough. I believe the Spirit is moving among us to change that.

The Rev. Anna Olson, Director of the School for Christian Faith and Leadership, is championing our discipleship efforts—meeting with leaders and gathering resources, so that we might learn from one another. In the Easter season, she and I will pilot a diocesan-wide offering of *Being With* for those who would like to experience it. If the pilot is fruitful, we'll do the same with other discipleship resources.

I've been talking to you for a while now. Let's take a 3 minute stretch break, during which I invite you to share a thought or feeling about what it means for you to be a disciple of Jesus.

THE STRATEGIC PLAN: REVITALIZE. INSPIRE. PARTNER.

Thus far I've been speaking of one focus area of our strategic plan—inspiring our people to grow in faith. Now let me remind you of the plan in its entirety.

The three most words to remember are:

- Revitalize.
- Inspire.
- Partner.

Each word encapsulates a core diocesan priority, with aspirational goals and specific effort. In each, faithful ones among us are working through that process of early enthusiasm and messy middle. They are turning their flywheels, praying for that gift of momentum and fruitfulness. Let me briefly go through each one.

Revitalize our congregations to grow the Jesus movement

There are many paths to revitalization, and across the diocese a good number of our congregations are experiencing renewed energy and hope.

As a diocese, we're three years into a five-year comprehensive initiative known as Tending Our Soil with 26 EDOW congregations. The first group of twelve will complete Tending Our Soil this year, and the two remaining cohorts will continue on—one finishing next year and the third in 2026.

We've learned a lot through Tending Our Soil, and we're beginning to adapt its resources for wider use, breaking it down into smaller modules, suited for specific congregational learning goals.

One important step we need to take this year, under the leadership of the established Black Church Ministries Committee and with our Spanish-speaking congregations, is to adapt what we have or find other resources suited for the particularities of our varied ministry contexts.

Revitalization is slow, steady heart work, turning that flywheel. As we'll hear from several congregations throughout the day, progress is not only possible— it's happening.

In 2024, we're also going to step up our collaborative game, under the ongoing leadership of our regional deans. The ministry of regional deans, begun in 2020, is meant to strengthen relationships of geographic proximity, so that the Holy Spirit has more to work with among us. These are leaders with a pastoral heart for their colleagues. As part of the strategic plan, we modestly compensate our deans for their ministry above and beyond their own congregations.

We're also prepared to provide more diocesan support when teams of congregations want to experiment with shared staff and clergy leadership. In Southern Maryland, we have two examples of shared clergy leadership, and in Central Montgomery County, a fruitful collaborative youth ministry among three congregations. In equity and justice ministries, collaborations are everywhere. This we know: it's getting harder for many of our congregations to go it alone. We also know partnerships cannot be coerced. It only works when congregations enter into them freely, overcoming the fear of loss with a spirit of adventure.

First Core Priority: Revitalize Our Congregations – Implement Stewardship Strategy for Building Use And Finances

One of the great obstacles to revitalization is the cost of building and property maintenance. Last year I asked Andrew Walter, Canon to the Ordinary, to research and make recommendations regarding the stewardship of our buildings so that they are an asset to our ministries rather than a liability. He will speak to us later this morning.

The last revitalization effort I'll mention here is our commitment to plant new worshipping communities, with a particular focus on rising generations. We've begun that work in earnest in Bowie, Maryland, a strategic location with great potential for a new expression of Episcopal worship rooted in the Black Church tradition.

First Core Priority: Revitalize Our Congregations – The Well

Leading this endeavor, known as The Well, is the Rev. Rondesia Jarrett-Schell, (whose smiling face you see). We have committed training, support and resources for The Well from a fund set aside for new worshipping communities from the sale of diocesan real estate. If you'd like to know more, or better yet, you know people in Bowie that might enjoy being on the ground level of a brand new church, speak with Rondesia.

To summarize, these are some of the flywheels we're turning this year to revitalize our congregations: Expanding the reach of tending our soil resources, collaborative efforts to greater ministry capacity, the stewardship of our buildings and property, and a new expression of Episcopal worship in Bowie, MD.

Now to our second core diocesan priority: to inspire every person to grow in faith and equip our leaders to lead well.

Second Core Priority: Inspire Every Person to Grow in Faith/Equip Our Leaders to Lead Well – The School for Christian Faith and Leadership

The major flywheel here is the School for Christian Faith and Leadership. The discipleship initiatives I mentioned earlier are but one part of the School that we established in 2020.

With the lifting of COVID restrictions, we've seen a renewed energy for in-person gatherings to share ideas and resources. As I mentioned, 40 leaders spent an entire day together discussing discipleship. Just last week, 27 Christian Formation leaders from EDOW and neighboring dioceses spent four days together at the Claggett Conference Center.

We plan to offer more of these gatherings regionally, on topics most helpful to you.

The school's other focus in 2024 is to establish a core curriculum for congregational leaders, with resources for stewardship, vestry, wardens and treasurers training, curated materials for worship planning, Confirmation preparation, Christian education, and Bible study.

Second Core Priority: Inspire Every Person to Grow in Faith/Equip Our Leaders to Lead Well – A Core Curriculum

One example of a curated resource we've made available for Lent is a worship-based curriculum on faith exploration entitled *Wandering Heart: Exploring Faith with Peter*.

Thus far, eleven congregations signed up to pilot this offering. This is the kind of sermon series with home-based resources that other Christians traditions use to great effect.

Now let briefly mention here several initiatives championed by the Rev. Amanda Akes-Cardwell, Missioner for Faith Formation and Development.

Second Core Priority: Inspire Every Person to Grow in Faith/Equip Our Leaders to Lead Well – Campus Ministry

Under her leadership, we are renewing and refocusing our efforts in campus ministry. Rather than hire full or part-time diocesan chaplains to serve campuses as solo practitioners, a model that hasn't worked well for us in recent years, now we will provide grants for congregations that feel called to serve their university neighbors. Look for more information about the funding grants in the coming weeks, or speak directly with Amanda.

Second Core Priority: Inspire Every Person to Grow in Faith/Equip Our Leaders to Lead Well – Youth Ministry Visioning Committee, Forma, and Young Adult Gatherings

Also under Amanda's leadership, a newly-appointed Youth Ministry Visioning Committee is working to implement diocesan-wide youth gatherings to complement congregational ministry. It was once a strong feature in diocesan life that we've lost and that we hear is needed. It's also impossible to organize without the involvement of congregational leaders.

To that end, Amanda is creating a community of support among diocesan faith formation and youth leaders. When our leaders know one another and work together, what was once impossible becomes something we can do.

The last thing I'll mention under the core priority to inspire is our commitment to deepen relationships among younger adults throughout the diocese. Praise God, we're seeing a growing number of young adults in our congregations. We want them to know one another, so we're creating a network. Periodically, we'll invite young adults from across congregations to meet each other and explore areas of faith. One such offering is coming up in Lent.

Third Core Priority: Partner for Equity and Justice for Greater Impact in Our Communities

Our third and last core priority is to partner for equity and justice for greater impact in our communities.

In the work of justice, it's obvious that our impact is greater when we work together. We're getting better at partnering every day, thanks in large measure to our ten regional deans and our growing cadres of deacons. We now have thirty active deacons

across the diocese, six deacon candidates who will be ordained in October, and six deacon postulants. The impact of their ministry is transformative.

Third Core Priority: Partner for Equity and Justice for Greater Impact in Our Communities – The Power of Diaconal Ministry; Missioner for Equity and Justice

So that we might express our gratitude, I ask all deacons and deacons in formation present here today to stand, so that we might express our gratitude, along with their leader, Archdeacon Steve Seely.

An identified need in the strategic planning process was for a diocesan staff member dedicated to our justice ministry. Mr. Rudy Logan now in this role, amplifying the work of those with a passion for justice throughout the diocese. Here are some of the fruits of our collective efforts.

Third Core Priority: Partnering for Equity and Justice for Greater Impact in Our Communities – Refugee Response Ministry and Creation Care

Dozens of congregations are involved in refugee response ministry, working to welcome and resettle those wrenched from their homes in Afghanistan, the Congo, Central America, Venezuela, Ukraine and elsewhere.

Creation care endeavors abound across the diocese, including carbon footprint reduction, compost and recycling, and tree planting. Tomorrow, the congregation of St. Peter's in Poolesville will be the latest to celebrate the installation of solar panels.

The Holy Spirit continues to inspire us to address local needs such as food insecurity. As is the case in southern Montgomery county, one congregation takes the lead, inviting others join in.

Third Core Priority: Partnering for Equity and Justice for Greater Impact in Our Communities – Committee on Diocesan Reparations

A major equity and justice initiative came up alongside our strategic planning in the last few years, thanks to a group of clergy and lay leaders who took the initiative to educate themselves on the history of anti-black racism and white supremacy in our diocese.

Last January, this Convention established a Committee on Diocesan Reparations and charged its members with two distinct tasks: to encourage us all to delve into the racial histories of our congregations and their surrounding communities; and to bring specific recommendations for diocesan-wide reparations in 2025. We'll hear a report from the Committee on Diocesan Reparations today and what we can expect in the coming year.

Responding to Crisis

We didn't put "respond to crisis" in our strategic plan. But every year, crises occur on every level of life, and we simply must respond. Suffice to say that we've weathered a number of crises since 2020, most dramatically the COVID pandemic. It's remarkable to talk about that crisis mostly in the past tense, though its impact is still with us in very real ways.

There have been other crises—some known only to those involved, others affecting groups more broadly, and those that dominate the national and global stage.

Each year, it seems that a new global crisis claims our collective attention. For a time, we think of little else. Two years ago, it was the enormous influx of refugees from Afghanistan; last year, it was the buses arriving daily from our southern border with migrants from all over the world.

This year it is the war between the state of Israel and Hamas. While there are wars and humanitarian crises elsewhere in the world equally worthy of our concern, as a nation we are focused now on the Middle East. As Christians, we can't help but be drawn to the land where Jesus lived and died. There are more pilgrimage journeys to the Holy Land from our diocese than any other place in the world. Many of us have close friends in both Israel and Palestine; we support the Episcopal Diocese of Jerusalem. This war also reverberates in our country, with rising incidents of anti-Semitic and anti-Palestinian violence, and protests on our streets and college campuses.

Third Core Priority: Partnering for Equity and Justice for Greater Impact in Our Communities – Diocesan Resolutions

Our resolution debates will test our ability to listen to different points of view regarding the war in Israel. We'll also take up a resolution regarding the treatment of migrants coming to our communities, another matter upon which people of good will disagree.

Please remember that these are heart issues. None of us has perfect knowledge; we are informed by our world views and sources of information, which can vary widely. I trust you all to honor one another, and speak from your heart. When time comes, vote your conscience.

Courageous Stewardship

Lastly, let me speak to you about finances. After lunch we'll present the diocesan budget for 2024. Most of that budget is dedicated to the on-going care of congregations and their leaders. Those of us on the diocesan staff spend our days tending to matters of vocational discernment for those exploring a call to ordained ministry; the training, equipping, placement, and pastoral care of clergy; supporting lay leaders in times of clergy transitions; and congregational care and crisis support. We provide financial, administrative, and human relations assistance, as well as timely and clear communication. The budget supports the leadership of your bishop and her team. As a diocese, we pay our 15% apportionment to the wider Episcopal Church and financially support the Province to which we belong.

In 2020, we knew that implementation of the strategic plan would require additional resources, and we were blessed to receive some of them in the form of a grant from the Lilly Foundation, and a bequest specifically earmarked for education. As I mentioned, the Bowie church plant's initial funding is from monies set aside for that purpose.

In 2020, we also were on a path of reducing our use of the largest trust supporting the diocesan operating budget, the Soper Fund, as more of our congregations moved toward a 10% tithe. That, in turn, allowed us to create a Congregational Growth

Grant program from Soper income. With congregations moving toward a tithe, we anticipated fully funding our strategic priorities.

When the COVID pandemic threatened the financial stability of our congregations, we allocated as many diocesan resources as we could for COVID assistance to congregations, and we no longer asked you to continue moving toward a tithe. Many, in fact, have reduced their diocesan giving or remained at a lower percentage of giving. While some are experiencing a rebound of financial health and have returned to a 10% tithe or moving toward it, they are, as yet, in the minority. The decline in congregational giving has required some cuts in spending, including, for now, congregational growth grants that were able to strengthen congregations during the hard years of the pandemic. When we come to the end of our outside funding, we will have decisions to make.

The Diocesan Council voted this fall to establish a working-group to have a courageous conversation about money and the kind of diocesan ministry that will best serve you going forward. About this, the Rev. Jessica Hitchcock, a member of Diocesan Council, will soon speak to us. There's no action to be taken today; we will soon be accepting applications to serve on that committee.

CONCLUSION

Let me conclude as I began with words of gratitude for the honor of serving as your bishop. With every ounce of persuasive authority I have, I urge you to tend to your hearts and your relationship with Jesus, and invite others to join you. As Evelyn Underhill once reminded the Archbishop of Canterbury, our relationship to God is the most interesting thing about us. How we live as followers of Jesus is at the heart of everything, and what will remain of our legacy long after those of us gathered here are one.

If there's one thing I know about the Diocese of Washington is that we have an outsized impact for good in this world. For that reason, I'm convinced that growth in capacity for ministry is God's preferred future for the Episcopal Church—not for the sake of budgets and buildings, but for the lives Jesus' love can touch when we give the Spirit more to work with through us. I'm also aware that in life and ministry, we must face suffering and death, and place our trust in Jesus' promise of resurrection. That is the most courageous discipleship of all.

I am grateful to renew my commitment to follow Jesus alongside you. I pray that you are inspired to do the same. We can help one another heed Jesus' words to pray always and not lose heart. Whenever your flywheel feels too heavy, remember that you're not alone. We're in the heart work of following Jesus together. And that your bishop loves you more than her words can convey.

JOURNAL OF THE PROCEEDINGS OF THE 129TH ANNUAL MEETING OF THE CONVENTION OF THE DIOCESE OF WASHINGTON

The 129th Annual Convention of the Diocese of Washington was held at the Cathedral of St. Peter and St. Paul on January 27, 2024.

CALL TO ORDER

The president of the convention, the Right Reverend Mariann Edgar Budde, Bishop of Washington, called the convention to order at 10:31 a.m.

ANNOUNCEMENT 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's 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:

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. James Quigley, Ms. Erica Mitchell

Disciplinary Board (new members/reappointments only): the Rev. James Isaacs, the Rev. Melana Nelson-Amaker, Mr. Keith Roachford, Mr. Matthew Taylor

THE CONSENT AGENDA ALSO INCLUDED THE FOLLOWING APPOINTMENTS NOT REQUIRING CONSENT:

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 2025 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. Yaa Addison, associate, Grace Church, Silver Spring; the Rev. Carolyn Adhola, priest-in-charge, St. Mary Magdalene, Silver Spring; the Rev. Zacher Bayonne, associate, All Saints', Chevy Chase; the Rev. Robert Bunker, rector, St. Philip's, Laurel; the Rev. Linda Calkins, interim, St. Andrew's, College Park; the Rev. Cynthia Dopp, deacon, Seabury Resources for Aging; the Rev. Mitchell Fenton, associate, St. Columba's, DC; the Rev. Sally Lermond, deacon, St. Peter's, Poolesville; the Rev. Linda Mahler, deacon, Good Shepherd, Silver Spring; the Rev. Lucretia Mann, interim, St. John's, Broad Creek; the Rev. Jeanie Martinez-Jantz, interim, Trinity, St. Mary's; the Rev. Laura Natta, associate, St. John's, Georgetown; the Rev. Andrew Ogletree, rector, St. Patrick's, DC; the Rev. Jaime Pahl, rector, All Saints', Chevy Chase; the Rev. Sarah Palmer, rector, All Souls', DC; the Rev. Bertie Pearson, rector, St. Alban's, DC; the Rev. David Potter, associate, St. Peter's, Arlington (Diocese of Virginia); the Rev. Bob Trache, interim, St. Paul's, Rock Creek; the Rev. Adelyn Tyler-Williams, associate, St. Columba's, DC; the Rev. Francisco Valle, rector, Church of Our Saviour, Hillandale; the Rev. Creamilda Yoda, priest-in-charge, Christ Church, Clinton

Newly Ordained Deacons: none

Newly Ordained Priests: none

RECEIPT OF NEW RESOLUTIONS

William Courtney of Christ Church, Georgetown, brought forth a new resolution on U.S. assistance for the Arab-Israeli conflict. He said the resolution was being submitted at this time because the rapid escalation of the Arab-Israeli conflict poses new risks. Resolutions introduced during Convention require that two thirds of Convention members agree to consider the resolution. Following electronic voting, the proposal to consider the resolution failed.

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. The president directed the tellers to prepare the ballots.

CASTING OF THE FIRST BALLOT

Mr. Roachford provided voting instructions, and delegates cast the first ballot.

TENDING OUR SOIL UPDATE AND OTHER GOOD NEWS

Throughout the convention, four videos were shared depicting achievements and initiatives among congregations across the diocese. Three featured participants in the Tending Our Soil Thriving Congregations program speaking about the transformations in their parishes; a fourth highlighted a ministry on racial justice. The videos are available online.

- [“We Have a Lot of Empty-Nesters,” St. Dunstan’s, Bethesda](#)

- [“Wade in the Water: A Ministry for Racial Justice,” Grace Church, Silver Spring](#)
- [“It Made Me Feel Like Home Here,” St. Matthew’s/San Mateo, Hyattsville](#)
- [“A ‘Persona’ of Four,” St. John’s, Olney](#)

BISHOP’S ADDRESS

The Rt. Rev. Budde delivered the annual address to the convention. The text can be found on page XX, in the section of this *Journal* titled “[The Bishop’s Convention Address.](#)”

REPORT OF THE TELLERS ON THE FIRST BALLOT

Ms. D’Oniece Dillard, Epiphany, DC, head teller, reported the results of the first round of balloting for diocesan offices. A tabulation of the results can be found in the section of this *Journal* titled “Report of the Tellers.”

Clerical Members of the Standing Committee: the Rev. Meredith Heffner, St. James’, Potomac; the Rev. Marilyn Jenkins, St. George’s, DC

Lay Member of the Standing Committee: Ms. Iona Harrison, St. Thomas’, Upper Marlboro

Ms. Dillard declared that a second ballot was needed for the second lay member of the Standing Committee. The president directed the tellers to prepare the second ballot.

CASTING OF THE SECOND BALLOT

Mr. Roachford provided voting instructions, and delegates cast the second ballot.

REPORT OF THE COMMITTEE ON CONGREGATIONAL STEWARSHIP AND DIOCESAN SUPPORT

The Rev. Jessica Hitchcock, rector of St. Luke’s in Bethesda, noted that the diocese faces budget constraints. For 2024, the Committee on Human Resources recommended a cost-of-living adjustment (COLA) of 3.5 percent for all staff to keep pace with inflation. However, in the proposed budget for 2024, five people (the bishop, three canons, and the archdeacon) will receive no COLA. Everyone else will receive a two-percent COLA, and two recent hires will receive a one-percent COLA. The Rev. Hitchcock emphasized that the diocese is balancing its budget on the backs of its own staff. The lack of revenue limits the ability to do God’s work.

In December 2023, the Council established the Committee on Congressional Stewardship and Diocesan Support to review the history of congregational giving to the mission and ministry of the diocese. The committee was tasked with engaging with leaders from around the diocese and recommending steps to arrive at a consensus on appropriate levels of congregational investment in the common diocesan mission and ministry.

The Rev. Hitchcock raised concerns that when the Rt. Rev. Budde retires, the diocese will not be able to attract the best and brightest candidates to its ministry because it is not well supported by its parishes. In 2023, congregational giving made up 4.4 percent of the 2021 normal operating income; other dioceses report giving ranging from nine to 19 percent of operating income. The Rev. Hitchcock acknowledged that figuring out how to fund the diocese is a difficult and uncomfortable process, further

complicated by the fact that the diocese is exploring reparations. However, she said, God calls on us to use our resources justly to build up God's reign on earth as in heaven. The Rev. Hitchcock quoted author Jerusalem Greer, who encourages open dialogue that acknowledges complexity; Ms. Greer has stated, "I believe we are inching ever closer to being beloved community with each discussion. Thank God we talk about things."

The Rev. Hitchcock invited participants to join her in conversation. The committee plans to reach out to congregations to spark discussion and listening. The new committee needs members from churches of all sizes who represent the breadth and depth of the diocese. The Rev. Hitchcock said the diocese may need a miracle, but it is made up of people who believe in abundant life. The Rt. Rev. Budde indicated that the diocese will soon open the application process for the committee.

STEWARDSHIP STRATEGY FOR PARISH FACILITIES AND FINANCES

The Rev. Canon Walter, canon to the ordinary and chief operating officer for the diocese, explained that the diocese is developing a stewardship strategy to alleviate the strain on parishes. Across the diocese, maintaining buildings and properties consumes a disproportionate share of congregational resources. Since the COVID-19 pandemic that started in 2020, congregational income has been flat or decreased; inflation has driven up costs, including maintenance; and rising interest rates have resulted in higher monthly property payments for those who had to refinance loans. The Rev. Canon Walter pointed out that despite the beauty, history, and architectural significance of church buildings, from a financial perspective, they are not assets that generate revenue but rather liabilities that consume resources.

The diocese identified three ways to transform property from a liability into an asset and how the diocese can help congregations take such steps:

1. Increase rental income—for example, by renting out space to other faith communities for worship or for meetings of outside groups. The diocese will place a local commercial real estate broker on retainer to assist congregations with determining fair market rates for rentals through an analysis of the church space and the neighborhood. These experts will be available on request and can help market the available space. Each vestry will work directly with the broker to pay the broker's fee. The diocese will make available templates for lease agreements that each church can tailor to its own needs.

2. Redevelop church property by partnering with real estate developers to reimagine, replace, rehabilitate, and repurpose buildings and properties. This approach is a dramatic and complicated step that requires faith and tenacity to navigate government permits and neighborhood engagement, among other factors. The diocese is developing a roster of real estate professionals who can act as consultants throughout the process and who have an understanding of the church's mission. The diocese will provide financial assistance on an individualized basis to churches that lack the capacity to initiate the process. The vestry will be responsible for compensating the consultant through funds generated by the income from the redevelopment. The Rev. Canon Walter noted that the diocesan Standing Committee must approve any redevelopment project. Those seeking approval for redevelopment must demonstrate how it would lead to the long-term viability and financial sustainability of the parish (based on conservative financial projections), and the congregation must demonstrate it has conducted due diligence,

including conversations with the community and stakeholders that clarify how the church's mission and the community's needs are met by the project.

3. **Sell church property**, which is a difficult decision but may be preferable to waiting until all other assets are exhausted and there is no other choice. Any parish thinking of selling its property will have assistance and support from diocese leadership to assess the issues at hand, identify real estate brokers who can analyze the opportunities and value of the property, and discuss the future of the congregation unburdened by the stress and cost of maintaining buildings rather than focusing on serving God and God's people. Such a dramatic move could be a congregation's first step toward resurrection.

The Rev. Canon Walter said more information and resources will be posted on the diocesan website in the coming weeks.

REPORT OF THE COMMITTEE ON DIOCESAN REPARATIONS

Gigi Nelson, chair of the Reparations Committee's Education Working Group, pointed out that although a parish might not have been directly involved in slavery, the diocese has been complicit and benefited from slavery and racism. The diocese is a family, and some of its members have endured unfair pain for decades, so it is time to explore a new approach. Ms. Nelson cited several scripture passages that support the case for reparations. Reparation centers the voices of people who have been harmed, so that is where the diocese should focus its attention.

The report of the Reparations Committee describes the task force created in 2019, which urged parishes to delve deeper into their histories to tell the full story of the role of Black people. Ms. Nelson recommended that every parish consider researching and writing their whole story as a first step to redress harms by telling the truth. She reminded participants that the goal is reconciliation, not blame or shame. More information is available online about the [parish history projects](#).

The Reparations Committee was established in 2023; it has focused mostly on outreach to spur honest conversations. It has also updated the [diocesan webpage](#) and produced content for its newsletter and social media outlets. The committee surveyed parishes and found that 80 percent had taken some steps to discuss racism.

The Rev. Peter Jarrett-Schell further described the results of the committee's survey and its evaluation of 2021 parochial reports and other sources to analyze racial disparities in assets and resources. The committee is focused on anti-Black racism specifically and categorized parishes as follows:

- Historically Black: founded by Black people and still having a majority Black congregation (7)
- Predominantly Black: founded by White people but now having a majority Black congregation (15)
- Predominantly White: founded by White people and still having a majority White congregation (61)
- Predominantly Latino (1; excluded from the analysis)

From the analysis, racially based disparities were immediately apparent and dramatic. All parishes are facing major challenges, but not equally, particularly in terms of clergy

staffing. About one in five predominantly White parishes are in the midst of a clergy transition, and three percent have only a part-time pastor. However, a majority of historically and predominantly Black parishes have no clergy of any kind on staff. On average, predominantly White churches have 1.5 clergy on staff, while predominantly and historically Black churches have less than one clergy person on staff.

Among congregations with a full-time pastor on staff, there is a \$40,000 discrepancy in compensation between predominantly White and historically Black churches. Predominantly White churches have on average twice the operating income of Black churches, even after accounting for the size of the congregation. Giving per attendee is about the same on average across all churches, with Black congregations giving slightly more. There are vast disparities in investment income: for White churches, the budget includes on average \$70,000 per year of investment income, compared with \$11,000 for historically Black churches and \$18,000 for predominantly Black churches. The Rev. Jarrett-Schell highlighted that although the average attendee in a Black church gives more, White congregations have more resources to offer their attendees. In aggregate, predominantly White churches have \$87 million in assets; predominantly Black churches have \$5.6 million, and historically Black churches have \$1.5 million. (By comparison, the Cathedral has \$72 million in assets.)

These data reveal that Black churches are understaffed and their staff are underpaid. Their attendees give more but their churches have fewer resources for attendees, which translates into lower attendance. The Rev. Jarrett-Schell emphasized that the substantial disparities between the diocese's White and Black churches are not attributable to differences in giving. Some plan for a remedy is needed. If one part of the body suffers, the whole body suffers; and when one is honored, the whole rejoices. The Rev. Jarrett-Schell went on to say that if the diocese is not serious about fixing these disparities, then its commitment to the whole is questionable.

The Rev. Glenna Huber, chair of the Reparations Committee's Policy Working Group, added that the committee's full report highlights more of its work, and there is much more to uncover to inform policies and practices for diocesan reparations. She noted that policy often reflects the narratives of the victors. The committee plans to host listening and storytelling sessions that offer a safe space to acknowledge how the church has contributed to systemic racism. The sin of racism is larger than the diocese, said the Rev. Huber. It is important to get a sense of the sins and their impact on worship leaders, congregations, and the communities in which churches are located. The report describes questions to spark dialogue that will form the basis of the next steps, such as who was harmed, when, how, and who should ultimately take responsibility for the harm. In 2025, the committee hopes to present an approach to financial restorative investment and how it fits with the realities of the diocesan budget and other factors. The Rev. Huber thanked all those willing to engage in conversation.

RECOGNITION OF KATHLEEN HALL

The Rt. Rev. Budde recognized Kathleen Hall, retiring director of human resources and administration and a member of diocesan staff since 2007. The Rt. Rev. Budde noted that Ms. Hall played a role in some of the most tender places in congregants' lives. She pointed out that the enthusiastic applause of the participants for Ms. Hall

was an acknowledgment of Ms. Hall’s love and caring throughout her tenure. Ms. Hall expressed deep gratitude, saying that her time with the diocese has been a tremendous gift. The Rt. Rev. Budde offered some gifts of remembrance on behalf of the diocese and a blessing for Ms. Hall.

REPORT OF THE TELLERS ON THE SECOND BALLOT

Ms. Dillard reported the results of the second round of balloting for diocesan offices. A tabulation of the results can be found in the section of this Journal titled “Report of the Tellers.”

Lay Member of the Standing committee: Greg Lebel, Christ Church, DC

Ms. Dillard declared that no additional ballots were needed for the Standing Committee.

TREASURER’S REPORT

Mr. Jonathan Nicholas, Treasurer, summarized the diocesan budget for the year just ended (noting that the figures have not been finalized). He said the diocese received a clean audit for fiscal year 2022. The diocese ended 2023 with a very small surplus.

Congregational giving was slightly lower than expected for the year. The 2023 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 raised more than \$30,000 beyond its goal. Interest and dividend income were higher than predicted because of high interest rates. The diocese also received several large bequests that were not designated for long-term use and thus were used for the operating budget.

Mr. Nicholas explained that the diocese reframed its budget categories in 2023 to align with activities, but that proved confusing, so future budgets will use the traditional categories. Expenses in the categories of church revitalization and faith and leadership were higher than projected, in part because of hiring the new director of the School for Christian Faith and Leadership. Because of staffing changes, administrative expenses were lower. Despite spending about \$117,000 more than budgeted overall, the diocese finished the year in the black.

The diocesan investment portfolio realized about \$900,000 in gains in 2023 because the stock market recovered losses from a terrible year in 2022. The diocese’s total assets grew to just over \$98 million, thanks to the recovering stock market. Its liabilities grew slightly to nearly \$30 million. Mr. Nicholas noted that the liabilities include money the diocese holds on behalf of individual parishes. The diocese also paid down some of its own liability this year. As of December 31, 2023, total net assets and liabilities were valued at nearly \$128 million.

Of the net assets, 60 percent are permanently restricted, meaning the diocese can only spend the returns generated by the principal. About 28 percent of the assets are temporarily restricted, meaning the diocese can spend the money only in compliance with the donor’s requirements. Finally, about 11 percent of the assets are unrestricted, and the diocese can spend the money as it deems appropriate. The value of the Soper Fund was more than \$35 million by the end of 2023—an increase of \$4 million over the year—but it has not yet recovered to its peak of \$40 million, which occurred about

five years ago. Mr. Nicholas reminded the participants of the deadlines for parochial reports and parish audits.

DISCUSSION

The Rt. Rev. Budde noted that the diocese does not police individual audits, but there are many circumstances for which up-to-date audits are required, such as grant applications. In some cases, insufficient audits have had devastating consequences on a congregation. Therefore, the diocese is being more vigilant about audits for the sake of the congregations.

PRESENTATION AND ADOPTION OF THE 2024 DIOCESAN BUDGET

Mr. Joe Alcock, chair of the Finance Committee, presented the proposed budget for 2024. Congregational giving, the largest source of income, is projected to be \$2.25 million, or \$50,000 less than for 2023. The percentage of the amount of the Soper Fund allotted for the annual budget is 4.6 percent for 2024 (down from 4.7 percent in 2023), anticipated at \$1.63 million. Money from the Closed Parish Fund can be used for new churches; in 2024, about \$170,000 from this fund will go toward the new parish 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 \$157,000. The Corten Education Fund will provide \$155,000 to support the School for Christian Faith and Leadership. Other revenue will come from the bishop's annual appeal, interest and dividend income, and grants and reserve funds. Reserve funds will provide support for the 2024 General Convention. Total revenue for 2024 is projected to be \$4.8 million.

The diocesan ministry expenses are categorized according to the three priorities of the Strategic Plan. For example, under Revitalization, \$10,000 is budgeted for the Committee on Black Church Ministry, established in 2023, and the Congregational Growth Grants have been phased out. Under Faith and Leadership, funding for campus and young adult ministries is reduced, as policies are being revised and there are no campus ministers at present. Clergy discernment and development costs have increased since the outbreak of the COVID-19 pandemic. Under Equity and Justice, the budget includes \$36,000 in new funds for the Reparations Committee. 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.

Staff salaries and benefits were combined into a single line item. The projected increase of \$265,000 represents three new hires in 2023, two of which are fully funded by diocesan resources, with the third partially supported by Lilly grant funds. As mentioned earlier, some diocesan leaders will receive no COLA for 2024, and those who do receive a COLA will see an amount lower than recommended. Mr. Alcock noted that the largest change in the General Administration category reflects the projected costs of the 2024 General Convention. He concluded that the 2024 budget strives to advance the Strategic Plan while accounting for current economic realities.

Mr. Alcock moved adoption of the budget as presented.

DISCUSSION

Mr. Timothy Grandy of Calvary, DC, asked why the budget for campus youth ministry was reduced given the discussions about how to increase youth involvement. The Rt. Rev. Budde explained that there are currently no full-time campus ministers, so the budget was reduced accordingly. The diocese has initiated a grant program for congregations that feel called to minister to youth on campuses. If interest in campus ministry grows, the diocese will increase the budget.

The Rt. Rev. Budde added that the diocese designated a senior staff person to serve the Committee on Black Church Ministry, which is just starting its work, and budgeted \$10,000 to support it. If that committee makes a specific request for more funding, the diocese will consider the request. Some resources remain available from the congregation revitalization effort. The Rt. Rev. Budde anticipated that budget allocations may shift to support requests.

The Rev. Michelle Morgan of St. Mark's, DC, said that leadership forgoing COLAs is troubling, and she asked whether there is precedent for doing so. The Rt. Rev. Budde said she did not accept a COLA for the first nine years of her service as bishop so that more money was available to build up staff, and the canon to the ordinary made the same choice. In 2021, no diocesan staff members received a COLA. The Rt. Rev. Budde said the diocese worked hard to make staff salaries equitable, which was complicated. She emphasized that every staff person merits a COLA, but decisions are made based on what the diocese can likely endure.

Mr. John Wyss of St. Anne's, Damascus, asked that the budget be presented in a way that offers more information on salaries and benefits and better tracks when COLAs are or are not provided. The Rt. Rev. Budde noted that more information is available and can be added to the budget description. The Rev. Canon Walter added that a detailed breakout of salaries and benefits by diocese staff position was circulated to all vestries in the fall.

Mr. Steven Miller of Grace Church, Silver Spring, asked whether the budget includes funding that addresses cybersecurity. The Rev. Canon Walter responded that the diocese has an information technology director who oversees cybersecurity.

The Rev. Shawn Evelyn of St. John's, DC, asked whether any consideration has been given to increasing the budget for youth participation. His parish held an Episcopal youth event in 2023 that had low participation, but the parish did have youth delegates to the General Convention and a plan to include youth in regional meetings. The Rt. Rev. Budde said the diocese has tried to engage more youth, but interest is low. She said that if any youth from the congregations want to participate, the diocese will find resources to support them. The larger question is how to ensure that the programming of the diocese and its congregations adds value to youth and others. The Rt. Rev. Budde welcomed thoughts and encouraged participants to engage with the Rev. Amanda Akes-Cardwell, missionary for faith formation and development. Once the demand arises, the diocese will find a way to fund it.

Without further discussion, the budget was approved by a majority via a show of hands.

REPORT OF THE COMMITTEE ON THE CONSTITUTION AND CANONS

Mr. Tony Coe, chair of the Committee on the Constitution and Canons, brought forth five proposed amendments to the Constitution and Canons for a vote. Three were procedural items that directly or indirectly resulted from the emergency pandemic experiences, one was a technical and conforming item, and one was a substantive item to restructure the Standing Committee. The text of the proposed amendments for all five items was introduced and published in the booklet for the 127th Annual Convention on January 29, 2022. All of these items were approved by votes of the 128th Annual Convention. All require a second vote of approval at this convention to be enacted. No further amendment is permitted at this convention.

First, the committee moves a second vote of approval for an amendment to the Constitution to authorize remote electronic meetings of the convention and amendments to the Canons to carry out the authorization. These amendments are a response to the COVID-19 pandemic.

Second, the committee moves a second vote of approval for amendments to the Constitution and Canons to authorize an expedited amendment process in the case of emergencies. These amendments are also a response to the COVID-19 pandemic. They would authorize the convention to amend the Constitution without taking a second vote of approval in the following year, if the convention determines that an emergency exists that requires the extraordinary action.

Third, the committee moves a second vote of approval for amendments to the Constitution and Canons to provide for the waiver of any procedural requirement relating to the conduct of a meeting of the convention by unanimous consent. The procedures for conducting the meetings of the convention are governed by four sets of complementary rules arranged in a hierarchy of interpretive priority. These amendments provide a means of waiving technical rules when there is no objection by any member of the convention to speed up the conduct of meetings.

Fourth, the committee moves a second vote of approval for technical and conforming amendments to the Constitution and the Canons relating to the use of the term “disability.” The amendments remove references to disability as a reason to apply certain provisions and clarify the intended meaning that the provisions apply when a person is unable to perform the duties of an office.

Fifth, the committee moves a second vote of approval for amendments to the Constitution and the Canons to restructure the Standing Committee to provide for Regional Assemblies to nominate an individual from the respective region to stand for election to the Standing Committee at the annual meetings of the convention.

The committee also proposed three new amendments to the Canons. The first amendment would redesignate Trinity Church in Upper Marlboro, Maryland, as Trinity Episcopal Mission. This technical and conforming amendment would reflect the transition of that parish to mission status. The second would reduce the number of members of a mission committee from eight lay individuals to no fewer than six lay individuals. The third relates to parish and vestry meetings and would:

1. expressly state that the bylaws of a parish may provide that any annual or special meeting of the parish may be conducted electronically;
2. eliminate the requirement that committees established by a vestry shall have vestry members as members of that committee; and
3. require that any executive committee established by a vestry shall be composed only of vestry members and have no fewer than two members.

RESOLUTION: REMOTE ELECTRONIC MEETINGS (ADOPTED)

Resolved,

SECTION 1. AMENDMENTS TO THE CONSTITUTION TO AUTHORIZE REMOTE ELECTRONIC MEETINGS.

Article 2 of the Constitution is amended—

- (1) in the heading, by striking “ANNUAL”; and
- (2) by adding at the end the following:

“SEC. 202. REMOTE ELECTRONIC MEETINGS.

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

DISCUSSION

Mr. Coe suggested that committees and organizations contact the chief operating officer or the chancellor of the Diocese for a model of procedures for holding remote electronic meetings.

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

RESOLUTION: EXPEDITED CONSTITUTIONAL AMENDMENT PROCESS (ADOPTED)

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

“(d) EMERGENCY AMENDMENT PROCESS.---

“(1) IN GENERAL.— Notwithstanding subsection (b), a proposed amendment shall take effect if—

“(A) the Ecclesiastical Authority—

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

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

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

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

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

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

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

“(2) VOTING AS A SINGLE BODY.— Section 501(b) shall not apply to any vote under paragraph (1).

“(3) EFFECTIVE DATE.— Notwithstanding subsection (c), a proposed amendment shall take effect—

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

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

DISCUSSION

Mr. Coe said the resolution offers a mechanism to respond to pressing emergencies that require immediate action.

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

RESOLUTION: UNANIMOUS CONSENT REQUESTS (ADOPTED)

Article 8 of the Constitution is amended—

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

(2) by inserting after section 803 the following:

“SEC. 804. UNANIMOUS CONSENT REQUESTS TO WAIVE PROCEDURAL PROVISIONS.

“(a) IN GENERAL.— The Convention may waive any provision of this Constitution, the Canons, or rule of procedure at any meeting of the Convention, if—

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

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

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

“(b) APPLICABILITY OF PROCEDURES.— The Convention may adopt canons relating to the applicability of any procedure under subsection (a).”.

DISCUSSION

Mr. Coe observed that the resolution would simplify meeting procedures.

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

RESOLUTION: AMENDMENTS RELATING TO DISABILITIES (ADOPTED)

Resolved,

SECTION 1. AMENDMENTS TO THE CONSTITUTION RELATING TO DISABILITIES.

The Constitution is amended—

(1) in section 201—

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

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

(2) in section 601—

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

(B) in subsection (c)—

(i) in paragraph (1)—

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

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

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

(3) in section 802—

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

(B) in subsection (c)—

(i) in paragraph (2)—

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

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

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

(4) in section 902—

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

DISCUSSION

Mr. Coe stated that proposed amendments replace the inaccurate use of the term “disability” with clarifying language.

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

RESOLUTION: STANDING COMMITTEE RESTRUCTURING FOR BROADER REGIONAL MEMBERSHIP (ADOPTED)

Resolved,

SECTION 1. AMENDMENTS TO THE CONSTITUTION ON THE STANDING COMMITTEE.

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

“ARTICLE 10 “STANDING COMMITTEE

“SEC. 1001. ESTABLISHMENT.

“There is established a Standing Committee.

“SEC. 1002. FIRST MEETING.

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

“(b) ELECTION OF PRESIDENT AND SECRETARY.— At the meeting of the Standing Committee described under subsection (a), the Standing Committee shall elect 1 of the members to be President and another member to be Secretary.

“SEC. 1003. RULES AND PROCEEDINGS.

“(a) RULES.— The Standing Committee may establish and modify rules that—

- (1) relate to the proceedings of the Committee; and
- (2) are consistent with the Constitution and Canons of the Diocese.

“(b) NOTICE OF MEETINGS.— The members of the Standing Committee shall be given reasonable notice of any meeting of the Committee.

“(c) QUORUM.—

“(1) IN GENERAL.— Except as provided under paragraph (2), a majority of the members shall constitute a quorum.

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

“(d) MINUTES.— The Standing Committee shall keep regular minutes of the proceedings of the Committee.”

The resolution providing for the amendment to the Canons to take effect on the day after the date of the second vote of approval of the amendment to amend Article 10 reads as follows:

Resolved,

SECTION 1. STANDING COMMITTEE.

(a) IN GENERAL.— Canon 7 is amended to read as follows:

**“CANON 7
“STANDING COMMITTEE**

“SEC. 701. MEMBERSHIP.

“(a) NUMBER OF MEMBERS.— The number of members of the Standing Committee shall be equal to the number of regions in the Diocese.

“(b) NOMINATION BY REGIONAL ASSEMBLIES.— Each Regional Assembly shall nominate an individual for election as a member of the Standing Committee.

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

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

“(A) canonically resident in this Diocese; and

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

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

“(A) at least 18 years of age; and

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

“(d) CLERICAL AND LAY MEMBERSHIP.— When making a nomination for election to the Standing Committee, each Regional Assembly may—

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

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

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

“SEC. 702. TERMS.

“(a) STAGGERED 2-YEAR TERMS.— The term for each member of the Standing Committee is 2 years. The terms of the members shall be staggered in 2 classes.

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

“(1) 3 full 2-year terms; or

“(2) 2 full 2-year terms and any part of an additional 2-year term.

“(c) SERVICE UNTIL SUCCESSORS ELECTED.— Each member of the Standing Committee shall serve until a successor is elected.

“SEC. 703. VACANCIES.

“(a) IN GENERAL.— If there is a vacancy in the membership of the Standing Committee, the remaining members —

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

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

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

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

“(d) SERVICE.—

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

“(2) REMAINDER OF TERM.— If there is any time remaining in the applicable term—

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

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

“SEC. 704. REPORTS AND RECORDS.

“(a) REPORT.-- The Standing Committee shall make an annual report to the Convention of the official acts of the Standing Committee.

“(b) EXAMINATION OF RECORDS.-- The Bishop may examine any record of the Standing Committee, including any record of the proceedings of the Standing Committee.”.

(b) CONFORMING AMENDMENT INCLUDING DEACONS AS ASSISTANT CLERGY.— Section 4707(b)(1)(A) of the Canons is amended by inserting “or deacon” after 24 “priest”.

(c) EFFECTIVE DATE.— This resolution (amending the Canons) shall take effect on the day after the date of the second vote of approval of the amendment to amend Article 10 of the Constitution of the Diocese first approved in calendar year 2023.

DISCUSSION

The Rt. Rev. Budde said she requested this change because regional gatherings are in a better position to pay attention to the diversity of nominees, which can be overlooked during the annual convention nomination process. She believed the change would contribute to more diversity among the Standing Committee membership. The Rev. Melana Nelson-Amaker of St. Christopher’s, New Carrollton, asked how the revised process would address the balance between lay and clergy members. The Rt. Rev. Budde responded that the diocese will work with the regions to address the balance.

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

NEW AMENDMENTS TO THE CANONS**RESOLUTION: TRINITY EPISCOPAL MISSION IN UPPER MARLBORO, MARYLAND**

Section 2301(b)(8) of the Canons (relating to the Southern Maryland Region) is amended by striking “St. Thomas’ Parish and Trinity Church, all in Prince George’s County” and inserting “St. Thomas’ Parish, and Trinity Episcopal Mission, all in Prince George’s County”.

APPENDIX

This appendix shows the strikes and inserts to the text of the Canons made by the proposed amendment.

(8) SOUTHERN MARYLAND REGION.— The Southern Maryland Region consists of Durham Parish, Piney Parish, Port Tobacco Parish, St. James’ Parish, Trinity Parish, and William and Mary Parish, all in Charles County; All Faith Parish, All Saints’ Parish, King and Queen Parish, Resurrection Parish, St. Andrew’s Parish, and St. Mary’s Parish, all in St. Mary’s County; and Baden Parish, Clinton Parish, King George’s Parish, Queen Anne Parish, St. Paul’s Parish, ~~St. Thomas’ Parish and Trinity Church, all in Prince George’s County~~ *St. Thomas’ Parish, and*

Trinity Episcopal Mission, all in Prince George's County.

DISCUSSION

Mr. Coe explained that Trinity Church went through a viability assessment and transitioned to mission status.

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

RESOLUTION: NUMBER OF LAY MEMBERS ON A MISSION COMMITTEE

Section 3503(f)(2)(B) of the Canons (relating to members of a mission committee) is amended by striking “8 lay individuals” and inserting “no fewer than 6 lay individuals”.

APPENDIX

This appendix shows the strikes and inserts to the text of the Canons made by the proposed amendment.

[CURRENT LAW]

(2) MEMBERS OF THE MISSION COMMITTEE.— The Mission Committee shall consist of—

(A) the Vicar; and

(B) ~~8 lay individuals~~ *no fewer than 6 lay individuals* elected from among members of the mission entitled to vote at the organizational meeting.

DISCUSSION

Mr. Coe said that the proposed resolution would make the number of lay individuals required consistent with the requirements of parish vestries. A mission can specify more than six lay members. The resolution would give missions more flexibility.

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

RESOLUTION: NUMBER OF ELECTRONIC MEETINGS OF PARISHES, COMMITTEES ESTABLISHED BY VESTRIES, AND VESTRY EXECUTIVE COMMITTEES

Resolved,

SECTION 1. ELECTRONIC MEETINGS OF A PARISH AND COMMITTEES OF A VESTRY.

(a) ELECTRONIC MEETINGS OF A PARISH.— Section 4704 of the Canons is amended by adding after subsection (f) the following:

“(g) ELECTRONIC MEETINGS AND ELECTRONIC VOTING.—

“(1) IN GENERAL.— The bylaws of a parish may provide that any annual or special meeting of the parish may be conducted electronically, including electronic voting at that meeting.

“(2) REQUIREMENTS.— Any bylaws adopted under paragraph (1) shall provide that in any electronic meeting every member of the parish

participating in the meeting is capable of simultaneously communicating with every other member participating in the meeting when recognized to speak.”.

(b) COMMITTEES ESTABLISHED BY A VESTRY.—Section 4705(j) of the Canons is amended by striking paragraph (1) and inserting the following:

“(1) COMMITTEES ESTABLISHED BY THE VESTRY.— The bylaws of each parish—

“(A) may provide that the vestry may establish committees and appoint members to those committees;

“(B) shall provide that--

“(i) any committee established under subparagraph (A) shall exercise any authority delegated by the vestry in the management of the parish; and

“(ii) any authority delegated under clause (i) shall not affect the responsibilities or duties of the vestry relating to that authority; and

“(C) shall provide that any committee established under subparagraph (A) that is an executive committee of the vestry shall—

“(i) have members who are each a member of the vestry; and

“(ii) have no fewer than 2 members on that executive committee.”.

(c) EFFECTIVE DATE.— This resolution shall take effect on the day after the last day of the annual meeting of the Diocesan Convention in calendar year 2024.

APPENDIX

This appendix shows the strikes and inserts to the text of the Canons made by the proposed amendment.

[CURRENT LAW]

(1) COMMITTEES ESTABLISHED BY THE VESTRY.— The bylaws of each parish—

(A) may provide that the vestry may establish committees and appoint members to those committees; and

(B) shall provide that--

(i) any committee established under subparagraph (A) shall—

~~(f) include at least 2 members of the vestry as members of the committee; and~~

~~(ff) exercise any authority delegated by the vestry in the management of the parish; and~~

(ii) any authority delegated under clause (i) ~~(ff)~~ shall not

affect the responsibilities or duties of the vestry relating to that authority; ; and

(C) shall provide that any committee established under subparagraph (A) that is an executive committee of the vestry shall—

(i) have members who are each a member of the vestry; and

(ii) have no fewer than 2 members on that executive committee.

DISCUSSION

Mr. Coe said that in January 2018, the convention authorized parishes to adopt bylaws to provide for electronic meetings by vestries. There was a concern that vestries were holding electronic meetings without authorization in the parish bylaws. This proposed amendment to the Canons similarly provides authorization for parishes to adopt bylaws that allow for electronic annual meetings.

The requirement that any committee established by a vestry shall include at least two members of the vestry as members ensures direct vestry representation. Any committee established by a vestry is a creation of the vestry and subject to the vestry, including the power of the vestry to change membership or terminate the committee. The proposed amendment would not affect the authority or responsibilities of the vestry. It would eliminate the requirement of two vestry members serving on a committee. The vestry would still have the authority to compose the membership of a vestry-established committee of two or any number of members of the vestry.

Finally, some parishes have an executive committee of the vestry that is authorized to take certain actions on behalf of the vestry until the full vestry is able to meet and review the actions. The proposed amendment would require that, if a vestry decides to establish an executive committee, all the members of the executive committee will also be members of the vestry and that there will be at least two members on the executive committee. This requirement would ensure that only individuals who are members of the vestry will be directly exercising authorities of the vestry through the executive committee and that no single individual exercises the authorities of the vestry, even if limited by later vestry review and approval.

Mr. Charles Hendrick of St. Bartholomew's, Laytonville, asked how remote annual parish meetings would handle voting. The Rev. Canon Walter and the Rt. Rev. Budde said VPoll and other systems are available, and voting could be addressed the same way as remote regional meetings. Mr. Hendrick suggested voting separately on the provision regarding electronic meetings. Mr. Van De Weert said parishes are already holding remote meetings, and the amendment clarifies that there is no restriction on doing so. However, remote meetings are not required.

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

REPORT OF THE COMMITTEE ON RESOLUTIONS

Mr. Roachford presented the report. Five resolutions were submitted.

RESOLUTION 1: ORDAINED DEACON COMPENSATION (ADOPTED)

Submitted by the Venerable Steve Seely, Archdeacon, Episcopal Diocese of Washington; the Rev. Patricia Alexander, St. Dunstan's, Bethesda; the Rev. Catharine Gibson, Christ Church, Durham Parish; the Rev. Jessica Hitchcock, St. Luke's, Bethesda; the Rev.

Melana Nelson-Amaker, St. Christopher's, New Carrollton; the Rev. Antonio Baxter, Atonement, DC; the Rev. Ethan Bishop-Henchman, St. Paul's, DC; the Rev. Adrienne Clamp, Redeemer, Bethesda; the Rev. Elizabeth Dixon, Deacon, St. Thomas' and St. Barnabas', Upper Marlboro; the Rev. Susan Fritz, Christ Church, Durham Parish; the Rev. David Griswold, St. Columba's, DC; the Rev. Lesley Krauland, Deacon, St. Luke's, Bethesda; the Rev. Terri Murphy, Deacon, Ascension, Silver Spring; the Ven. Sue Von Rautenkranz, retired; the Rev. Susan Walker, Christ Church, Durham Parish; Mr. Michael Fritz, St. Paul's, Piney

RESOLVED, that the [One Hundred Twenty-Ninth] Convention of the Episcopal Diocese of Washington, that parishes with deacons (permanent or vocational) assigned to said parishes shall pay deacons the Church Pension Group (CPG) minimum qualifying rate, currently established at Twenty-Five dollars (\$25) per month and pay the applicable assessment to the CPG and

RESOLVED, Be it further resolved that deacons may, solely at their individual option, decline said monthly compensation.

EXPLANATION

Those called and ordained to the diaconate currently serve in congregations without compensation. However, lack of compensation prevents deacons from access to benefits afforded other clergy through the Church Pension Group (CPG). These benefits include but are not limited to: Credo Conferences, life insurance, and resettlement and retirement compensation.

To participate in these CPG programs, the total minimum compensation to qualify, is currently set for parishes to compensate deacons at a rate of Twenty-five dollars (\$25) per month plus the normal CPG assessment of 18%. ($25.00 + 4.50 = \$29.50$) This would be an annual total cost per year of \$354 to the parish with a deacon.

With this resolution, if approved, compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for any variety of reasons (personal theology, impact on other pensions and/or compensation, tax considerations, etc.) and serve without compensation. Additionally, according to CPG rules, any deacon aged 72 or older could not participate.

Currently, 21 dioceses of The Episcopal Church have adopted similar resolutions beginning in 2019. The Association for Episcopal Deacons (AED) and CPG have worked together to make enrollment into CPG possible via this program. At General Convention in July of 2022, Resolution C047 - Establishing Compensation for Deacons came before the House of Deputies (HoD). The resolution was amended slightly by the House of Deputies and met with discussion in the House of Bishops. The HoD concurred and the resolution has been sent to an Interim Body for further study.

This resolution will not impose any cost on the diocesan budget.

INTRODUCTION

The Ven. Steve Seely reiterated that the resolution would provide a nominal payment for deacons so that they could access benefits offered by the Church Pension Group (CPG).

DISCUSSION

Mr. Steve France, Redeemer, Bethesda, acknowledged the Rev. Adrienne Clamp, who has done an amazing job serving the congregation as deacon, holding it together during a long period without a rector or staff priest.

Ms. Sarah Spencer of All Souls', DC, supported the resolution but suggested added wording to indicate that \$25 was a minimum, and churches could pay deacons more if they chose.

SPENCER AMENDMENT (FAILED)

- 1 Resolved, that the [One Hundred Twenty-Ninth] Convention of the Episcopal Diocese of Washington,
- 2 that parishes with deacons (permanent or vocational) assigned to said parishes shall pay deacons
- 3 the Church Pension Group (CPG) **at least the** minimum qualifying rate, currently established at Twenty-Five
- 4 dollars (\$25) per month and pay the applicable assessment to CPG

DISCUSSION OF SPENCER AMENDMENT

The Ven. Steve Seeley, archdeacon, said that at many dioceses, including the Diocese of Washington, deacons serve without compensation, working on average about 10 to 15 hours per week. Because they are unpaid, they cannot receive benefits from the CPG. The resolution would allow for a minimum payment that would enable deacons to receive such benefits.

Mr. Charles Hendrick of St. Bartholomew's, Laytonsville, agreed with the purpose but pointed out that the placement of the words "at least" is grammatically incorrect.

HENDRICK AMENDMENT TO THE SPENCER AMENDMENT (APPROVED)

- 1 **RESOLVED**, that the [One Hundred Twenty-Ninth] Convention of the Episcopal Diocese of Washington,
- 2 that parishes with deacons (permanent or vocational) assigned to said parishes shall pay deacons **at least**
- 3 the Church Pension Group (CPG) **at least the** minimum qualifying rate, currently established at Twenty-Five
- 4 dollars (\$25) per month and pay the applicable assessment to CPG

By a show of hands, the convention accepted the Hendrick amendment to the Spencer amendment.

DISCUSSION OF SPENCER AMENDMENT (AS AMENDED)

The Rt. Rev. Budde pointed out that if some congregations begin paying deacons while others do not, the Diocese risks creating a tiered system among deacons, similar to that which existed among priests. If deacons are to be paid, payment should be structured equally. The Rt. Rev. Budde cautioned the participants to think carefully about creating a new payment situation that will have to be addressed.

The Ven. Sue Von Rautenkranz, archdeacon emerita, who serves on the board of the Association of Episcopal Deacons, explained that "compensation" in the title is misleading. The goal of the resolution is to provide deacons with access to CPG benefits, which include resources for financial planning, for example. The figure of \$25 per month was negotiated between deacons and the CPG as a reasonable minimum to allow deacons to benefit from CPG resources.

It was noted that the phrase "at least," added by the Spencer Amendment, raises concerns about equity. The Rev. Andrew Ogletree of St. Patrick's, DC, called the question. By a show of hands, the Spencer Amendment (as amended) was defeated.

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

RESOLUTION 2: SACRED GROUND AS ANTI-RACISM TRAINING (ADOPTED)

Submitted by the Rev. David C. Wacaster, Grace Church, Georgetown; The Reverend Susan C. Fritz, Christ Church Durham Parish; The Reverend Peter Jarrett Schell, Calvary, DC.

RESOLVED, that the One Hundred Twenty-Ninth Convention of the Diocese of Washington stipulates that completing the Sacred Ground curriculum and/or completing the Healing Internalized Oppression curriculum constitutes fulfilling required Anti-racism training; and be it further

RESOLVED, all members of the diocese are encouraged to view Anti-racism Training as an on-going educational process of which Sacred Ground and Healing Internalized Oppression are a part; and be it further

RESOLVED, all members of the diocese are urged to continue to engage books, forums, classes, conversations, histories, biographies, studies, articles, movies, television programs, and other forms of media addressing racism and anti-racism as part of the aforementioned educational process.

EXPLANATION

General Convention resolution 2000-B049 requires anti-racism training for all lay and ordained leadership of The Episcopal Church and stipulates “**that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels.**” This resolution officially designates Sacred Ground and/or Healing Internalized Oppression as means of fulfilling this requirement in the Diocese of Washington. This resolution also encourages members of EDOW to view anti-racism training as an ongoing educational process and suggests some means for doing so.

INTRODUCTION

The Rev. Wacaster explained that the Sacred Ground curriculum has proven to be a popular program that helps break through White people’s social conditioning not to talk about race. The Healing Internalize Oppression curriculum offers a mechanism for people of color to reflect on racism in their lives. Both programs are successful, and both fulfill the mandate of the General Convention.

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

RESOLUTION 3: MIGRATION WITH DIGNITY (ADOPTED)

Submitted by the Rev. Dr. Sari Ateek, Rector, St. John’s, Norwood; Ms. Avril Barker, Vestry, St. John’s, Norwood; the Rev. Dr. Joan Beilstein, Rector, Ascension, Silver Spring; Mr. Kirk Campbell, St. John’s, Norwood; Ms. Carol Cropp, Co-Chair of Outreach & Social Justice Ministries and Neighbor to Neighbor, Washington National Cathedral; the Rev. Anne Derse, Deacon, St. John’s, Norwood; Mr. Martin Dickinson, Co-Chair, Neighbor to Neighbor, Washington National Cathedral; the Rev. Elizabeth Dixon, Deacon, St. Thomas’ and St. Barnabas’, Upper Marlboro; Mr. Mark Edwards, St. John’s, Norwood; Ms. Melanie Folstad, St. John’s, Norwood; the Rev. David Griswold, Deacon, St. Columba’s, DC; Ms. Andrea Guy-McFarland, Delegate to the Diocesan Convention, St. John’s, Norwood; Ms. Clara Lovett, Delegate to the Diocesan Convention, St. John’s, Norwood; Ms. Paula Mays, Delegate to the Diocesan Convention, Washington National

Cathedral; the Rev. Henry McQueen, Rector, St. John's, Olney; Ms. Lisa Raisner, Co-Chair, Social Justice Advocacy, St. John's, Norwood; the Rev. Sarah Reynolds, Associate Rector, St. John's, Norwood; Father Vidal Rivas, St. Matthew's/San Mateo, Hyattsville; Ms. Claudia Russell, Co-Chair, Sanctuary Ministry, Washington National Cathedral; the Rev. Nancy Stockbridge, Deacon, St. John's, Olney; Mr. Michael Stratmoe, Vestry, St. John's, Norwood; Ms. Elly Sullivan, St. John's, Norwood; The Vestry, St. John's, Olney; Ms. Ann Wild, St. John's, Norwood; the Rev. Shivaun Wilkinson, Associate Rector, St. John's, Olney; Ms. Penny Winder, Chair of Faith in Action, St. John's, Norwood

RESOLVED, That the 129th Convention of The Episcopal Diocese of Washington, as people of faith, honor the divine spark that animates all human beings. Therefore, we advocate for Migration with Dignity, a set of immigration policies that assure equal and respectful treatment of all people¹; and be it further

RESOLVED, that, acknowledging that grave mistreatment of ethnic minorities, migrants and refugees is on the rise in the midst of record migration across international borders, the Diocese of Washington, consistent with resolutions of the General Conventions of The Episcopal Church, declare itself to be in support of Migration with Dignity for all migrants, including refugees, asylum seekers, displaced persons and those who cross borders in search of opportunity; and be it further

RESOLVED, that the Episcopal Diocese of Washington call upon all Episcopalians in the diocese to advocate that local, state, national and international governing bodies promote Migration with Dignity by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced persons and by enacting new laws and policies guaranteeing their welcome, protection and integration into our common human journey; and be it further

RESOLVED, that the Diocese of Washington petition the 81st General Convention of The Episcopal Church that, inasmuch as all people are created in the image of God (imago Dei), the Church advocate for "Migration with Dignity," a set of immigration principles and policies that assure equal and respectful treatment of all migrant peoples without regard to status or country of origin.

EXPLANATION

Human rights specifically included within the Migration with Dignity framework of this resolution are:

- **A universal right of movement consistent with the United Nations Universal Declaration of Human Rights (UDHR)**, including freedom to leave and return to one's country of origin, freedom of movement within one's country of origin or country of settlement (Article 13).
- **The right to be secure:** from sexual violence including rape and sexual exploitation, human trafficking, slavery, forced labor and arbitrary and abusive detention.
- **The right of equality, to include:** 1) equal treatment with no discrimination under the law based on color, gender, sexual orientation, language, religion, political affiliation, national origin; and 2) equal opportunity for upward mobility.

¹ McClain, Shanna, Bruch, Carl *et al.* "Migration With Dignity: a Legal and Policy Framework," *Journal of Disaster Research*, Vol. 17, No.3, (2022).

- **Rights to a basic quality of life**, including employment rights, housing rights and food rights.
- **The right to access services** such as health care, education and legal representation.
- **Civil and political rights** guaranteeing the right to identity, to use of one's language, and to freedom of speech and religion.

This resolution is needed as a positive general statement reaffirming and updating the Episcopal Church's overall, long-standing commitment to human rights as they pertain to just treatment of the world's refugees, asylum-seekers and migrants.

This resolution is deeply grounded in Scripture. The advocacy for which it calls follows directly from the teachings of Jesus, while aligning with the world's other great religions and principled humanism.

No moral guidance is more clearly articulated in both Biblical testaments than the need to "welcome the stranger:"

"Don't mistreat any foreigners who live in your land. Instead, treat them as well as you treat citizens and love them as much as you love yourself. Remember, you were once foreigners in the land of Egypt. I am the Lord your God" (Leviticus 19:33-34).

"Be sure to welcome strangers into your home. By doing this, some people have welcomed angels as guests, without even knowing it." (Hebrews 13:2)

All six key elements of the resolution align with, and can be derived from, the United Nations Universal Declaration of Human Rights. The Episcopal Church strongly supported this landmark statement proclaimed by the United Nations General Assembly in 1948.

The resolution accords with key positions of the Anglican Communion. As set forth in the Lambeth Human Dignity Call of 2022, actions against the human dignity of God's children, including those against migrants and refugees, are sin, and hospitality to all and faithfulness to each are key marks of a godly community (1 Pt. 4:8-10).

As a single, direct, positive statement of principle, the resolution reaffirms more than 50 General Convention and Executive Council resolutions over the years. Its concision and clarity communicate our diocese's stance effectively and encourage our work alongside other pro-migrant organizations toward a community in which fundamental human rights extend to all people.

The resolution defines a much-needed, innovative response to the increasing challenge of global migration. Grave and serious mistreatment of ethnic minorities, migrants and refugees is currently on the rise both in the United States and globally in the midst of record migration across international borders. The number of international migrants grew to 281 million in 2020, meaning that 3.6% of the world's people lived outside their country of birth that year, according to the United Nations International Organization for Migration (IOM). With nearly 50 million immigrants* currently living within our borders, the U.S. leads the world as a destination for migrants.

*Including documented and undocumented immigrants regardless of when they arrived.

INTRODUCTION

Ms. Paula Mays of the Washington National Cathedral said she and her cosponsors believe this resolution is a critical affirmation of the biblical duty to welcome strangers. The concept of Migration with Dignity is that all migrants, regardless of politics or other factors, should be afforded dignity throughout the entire cycle of migration, from the country of origin to their final destination. The resolution is needed because current treatment of migrants strips them of basic human rights, which is antithetical to the Bible's directive. Each migrant is created in the image of God and should have fair treatment throughout the migration process.

DISCUSSION

The Rev. Dominique Peridans of Church of the Ascension and St. Agnes, DC, said he was perplexed by the claim that the resolution is not political. The resolution is outside the Diocese's expertise and oversteps the boundary between church and state. The Migration with Dignity framework is a legal and policy framework created by representatives of the United States and Japan, none of whom are church-based. The Migration with Dignity framework includes philosophical truths that refer to human dignity, but adding biblical references does not transform the framework into a Christian theological perspective. The Rev. Peridans continued that faith moves individuals to speak out in a public forum, but faith transcends politics. Moreover, faith does not grant churchgoers expertise in the political arena. Faith provides insight into one another as children of God. Love does not fit neatly in one political perspective. The Rev. Peridans said the resolution represents one political point of view and does not acknowledge other viewpoints.

Father Vidal Rivas of St. Matthew's/San Mateo, Hyattsville, described his own experience as a migrant and working with other migrants who have suffered mistreatment because they have been defrauded by governments. Protection of migrants is a moral, Christian obligation. The son of God was sent to earth as a migrant. Now, migrants have come to live with Americans, and they should be treated the same as when Abraham received three strangers into his home, not knowing they were angels. To be a true church of God requires compassion, mercy, and acting as a good Samaritan. Without solidarity with migrants, the church cannot claim to be a true church of God but just a group of people in a faith that is indifferent and cold. Migrants leave their homes because of political, social, and financial pressures. Father Rivas called on participants to see God alive in the faces of their migrant neighbors. Migrants are not invisible—they attend and contribute to the church and must be treated fairly and with love. God, in the form of migrants, is knocking on the door. Father Rivas called on the participants to pass the resolution for dignity and justice as a way to fulfill Jesus' commandment to love our neighbors as Jesus loves us.

Ms. Samantha Armstrong of St. David's, DC, spoke in favor of the resolution, saying it supports the call to Christians to see and treat all of God's creations as they are intended to be seen and treated.

The Rev. Lucretia Mann of St. John's, Broadview, spoke in favor of the resolution. She distinguished "partisan politics" from the broader term "politics," which describes

action in the best interest of the entire community. Jesus was a model of political action, she noted.

Mr. William Courtney of Christ Church, Georgetown, proposed an amendment to distinguish legal immigrants from all migrants. The U.S. political process is becoming more restrictive, so it is important that all legal migrants are welcomed and their human rights protected. Both major U.S. political parties are proposing to turn away illegal immigrants; this resolution should focus on legal migration.

COURTNEY AMENDMENT (FAILED)

10 *RESOLVED*, that the Episcopal Diocese of Washington call upon all Episcopalians in the diocese to
 11 advocate that local, state, national and international governing bodies promote Migration with Dignity
 12 by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced
 13 persons **and their welcome into our common human journey**, and by enacting new laws and policies
 guaranteeing their welcome, protection and integration
 14 into our common human journey **of all legal migrants into the United States;**

DISCUSSION OF COURTNEY AMENDMENT

The Rev. Michelle Morgan of St. Mark’s, DC, opposed the amendment, emphasizing that human beings may be categorized as unauthorized or undocumented migrants. As a follower of Jesus Christ, she opposed any language suggesting that any person is “legal” or “illegal.”

Mr. Stephen Simpson of St. John’s, Olney, spoke against the amendment, saying it pushes the resolution toward a political statement. It would place those who seek to help migrants in the position of determining who is documented and thus legally migrating and classifying neighbors differently. Mr. Simpson said the concept defies the gospel of loving all of one’s neighbors.

The Rev. Ricardo Sheppard of Atonement, DC, called the question. The Courtney amendment was defeated.

DISCUSSION OF RESOLUTION

The Rev. Melissa Sites, deacon of St. Christopher’s, spoke in favor of the resolution. She rejected the contention that the resolution is political in nature, citing the Holy Baptism in the Book of Common Prayer, which states, “Will you strive for justice and peace among all people and respect the dignity of every human being?”

Ms. Libby Lamancusa, St. Philips, Laurel, proposed an amendment that removes references to the legal framework known as Migration with Dignity in favor of language that supports the protection of human rights described by the framework. Ms. Lamancusa said that in her opinion, some of the restrictions cited in the framework as a whole touch on issues that governments should rightfully control, such as voting rights. Furthermore, the amendment would strike the language indicating that all Episcopalians should advocate for governing bodies to promote the Migration with Dignity framework. It is not the Diocese’s role to impose such a directive on each individual, and it should not be presumed that each individual has a gift for advocacy.

LAMANCUSA AMENDMENT (FAILED)

1 *RESOLVED*, That the 129th Convention of The Episcopal Diocese of Washington, as people of faith,
 2 honor the divine spark that animates all human beings. Therefore, we advocate for **Migration with**

3 Dignity, a set of immigration policies that the human rights specified in this resolution's explanation, which are
 4 a subset of the Migration with Dignity framework to assure equal and respectful treatment of all people;

4 and be it further

5 **RESOLVED**, that, acknowledging that grave mistreatment of ethnic minorities, migrants and refugees

6 is on the rise in the midst of record migration across international borders, the Diocese of Washington,

7 consistent with resolutions of the General Conventions of The Episcopal Church, declare itself to be in

8 support of Migration with Dignity the human rights specified in this resolution's explanation for all migrants,
 including refugees, asylum seekers, displaced persons

9 and those who cross borders in search of opportunity; and be it further

10 **RESOLVED**, that the Episcopal Diocese of Washington call upon all Episcopalians in the diocese to

11 advocate that local, state, national and international governing bodies promote Migration with Dignity

12 by enforcing existing laws and policies on behalf of refugees, migrants, asylum seekers and displaced

13 persons and by enacting new laws and policies guaranteeing the welcome, protection and integration

14 into our common human journey; and be it further

15 **RESOLVED**, that the Diocese of Washington petition the 81st General Convention of the Episcopal

16 Church that, inasmuch as all people are created in the image of God (imago Dei), the Church advocate

17 for "Migration with Dignity," the human rights specified in this resolution's explanation as set of immigration
 principles and policies that assure equal and

18 respectful treatment of all migrant peoples without regard to status or country of origin.

DISCUSSION OF LAMANCUSA AMENDMENT

Mr. Steve France of Redeemer, Bethesda, pointed out that the resolution as amended would refer to the explanation to clarify what human rights are meant, which makes the resolution less clear.

Rosemary Addy of Good Shepherd, Silver Spring, spoke against the amendment, pointing out that the U.S. Constitution describes who may vote in federal elections. The concern about voting restrictions is a misrepresentation of the resolution's intent.

Ms. Debra Sonderman of St. Monica's and St. James', DC, spoke in favor of the amendment. Residents of Washington, DC, do not have voting representation in Congress and so cannot be effective advocates for Migration with Dignity at all levels of government. She supported the amendment striking that language. By a show of hands, the amendment failed.

The Rev. David Wacaster of Grace Church, Georgetown, called the question. A majority voted in favor of proceeding to a vote on the resolution as written. By a majority via a show of hands, the resolution was approved by the convention as written.

RESOLUTION 4: CONDITIONING U.S. AID TO ISRAEL (ADOPTED)

Submitted by: Thomas Getman, elected lay delegate, St Mark's Capitol Hill, and co-sponsored by Rev. Michele Morgan, Rector, St Mark's Capitol Hill; Rev. Jeanie Martinez-Jantz, Interim Rector, St. Mary's Church; Rev. Vidal Rivas, Rector St. Matthews Hyattsville, Rev. Sally Ethelston, St. Matthews, Hyattsville;; Delegate Steve France, Redeemer Church, Bethesda; Delegate John Harbeson, Redeemer Church, Bethesda; Delegate Mary Neznok, St. Mark's Capitol Hill; Rev. Adrienne Clamp, Redeemer Church, Bethesda; Rev. Nancy Stockbridge, St. John's Olney; Rev. Peter Jarret-Schell, Rector Calvary Church, DC; Rev. Dr. Melissa Sits, St. Christopher's, New Carrollton; Rector Rev. Melana Nelson-Maker, St. Christopher's, New Carrollton.

RESOLVED, that the 129th Convention of the Diocese of Washington submit the following resolution to the 81st General Convention of The Episcopal Church:

RESOLVED, the House of Deputies concurring, that the Episcopal Church calls on the state of Israel and all armed Palestinian forces to cease attacks on civilian targets and declare the existence of a humanitarian catastrophe, and urges them to facilitate and carry out robust assistance to people confined in Gaza, especially to prevent pandemic and famine and enable the wounded and vulnerable including hostages to be evacuated to safe and fully resupplied hospitals in Occupied Palestinian territory (in Gaza or the West Bank), or in Israeli hospitals; and be it further

RESOLVED, that the Episcopal Church's Office of Government Relations and Episcopal Public Policy Network only support or enable policies which advance a peaceful, negotiated resolution to the conflict in Gaza; that both assures the future of Israel as a democratic state and leads to the establishment of a secure and self-governed Palestinian state; and be it further

RESOLVED, that the Episcopal Church reaffirm General Convention Resolution 2022-D024 and continue to urge "that U.S. military assistance and arms sales not be used to perpetuate conflict, violate human rights, or contribute to corruption, instability, or violence", consistent with Psalms assuring preference for the "weak and the poor, destitute and downtrodden"; and be it further

RESOLVED, that the Episcopal Church shall call upon the United States Government (USG) to enforce this policy on the state of Israel, as it does with all recipients, pursuant to section 502B(c) of the Foreign Assistance Act of 1961, and all other applicable statutes, by issuing a report within the time period set forth in the law detailing Israel's human rights practices relevant to its use of U.S. military aid; and be it further

RESOLVED, that, if Israel is found to be in gross violation of said conditions, the Episcopal Church shall promptly call upon the USG to suspend all military aid to Israel and vigorously implement other appropriate penalties specified in law, for as long as Israel has not provided full and effective assurances that it intends to fully abide by said conditions in a manner continuously transparent to the USG.

EXPLANATION

Five rounds of fighting have occurred between Israel and Hamas in the last 15 years in the densely populated Gaza Strip. On October 7, 2023, Hamas, an armed resistance organization, unleashed a brutal attack against Israel, killing hundreds of people, and taking some 200 hostages. Israel retaliated by launching Operation Iron Sword against Gaza, relying on heavy use of airstrikes, tanks, and artillery, when the opportunity availed to forswear vengeance and turn "swords into plowshares". Much of the military munitions have been supplied by The United States.

The death toll has risen to more than 25,000, with 70 percent being women and children, according to widely accepted Gaza Health Ministry reports. The UN has reported nearly 1.9 million people, more than 85 percent of the population, have been displaced; already by November 24, over 234,000 housing units had been damaged and more than 46,000 homes had been destroyed. The devastation is worse than the two years of bombing of Dresden.

These facts show 1) the scale of the death and destruction caused by Israel's ongoing assault on Gaza, a territory occupied by Israel, which has a duty to protect its inhabitants and infrastructure, 2) the massive material support the U.S. Government (USG) has provided, and 3) the USG failure to implement U.S. law imposing human rights conditions.

The USG has abdicated its duty to limit the scale, scope, and lethality of Israel's use of military aid against Gaza's civilians. Thus, White House on October 27 publicly stated, "We're not drawing red lines for Israel," when that is the USG's obligation. As a result, Israel has provided no accounting for the civilian deaths and destruction it has caused, has barred the entry of almost all food, water, electricity, and medical supplies since October 7, and has grossly impeded humanitarian relief efforts by governments and NGOs. This was reported on site in January by Sens. Chris Van Hollen (Md.) and Jeff Merkley (Ore.). Finally, South Africa's pending International Court of Justice case accuses Israel, by using quotes from the highest Israeli officials, of the intention of excessive violence toward civilian Gazans. The court is considering a preliminary finding in order to call a halt to the bombing.

The Episcopal Church should reaffirm the focus of General Convention 2022-D024 with regard to Israel's violations of human rights; and condemn the USG's failure to block military aid going to carry out such violations, until Israel has accounted for its actions and committed to abide by human rights norms.

INTRODUCTION

Mr. Tom Getman of St. Mark's, DC, described his long career in peacebuilding and humanitarian action with government and nongovernmental organizations, including time spent in Palestine and Israel. During his time there, he helped to implement international aid projects in the area worth a total of nearly \$7 billion, and almost all of those projects have been destroyed. The resolution would add legs to the General Convention's declaration that U.S. arms sales should not be used to perpetuate conflict and violate human rights. Mr. Getman cited Isaiah 1:17, "Stop doing wrong. Learn to do right; seek justice. Encourage and champion the oppressed." He described the efforts of former Secretary of State, James Baker, an active Episcopalian who courageously stood up to religious nationalist governments, particularly regarding arms deals, including canceling a \$10-billion loan guarantee when he learned it would be used for expansion of Israeli settlements. Mr. Getman described how Mr. Baker's religious beliefs influenced his work. He also relayed the words of an armed soldier at a checkpoint charged with preventing arms from entering a Palestinian occupied area during the Second Intifada uprising. When Mr. Getman explained his humanitarian mission to deliver relief goods to anyone in need, regardless of religion, the soldier asked Mr. Getman to help him get out of his position, because he hated what he was being told to do. This resolution is one step toward helping people stop doing things that they hate doing.

DISCUSSION

The Rev. Sally Ethelston of St. Matthew's/San Mateo, Hyattsville, spoke in favor of the resolution. Her support is based on 40 years of study, observation, and experience of the impact of conflict on innocent people and her deep love for all those who live in the Holy Land. She noted that the bishop joined with other Christians to call for a cease-fire

two months ago. Horrific violence does not justify further violence on innocent people. The death toll has more than doubled since the resolution was offered. As Christians and Episcopalians, the Rev. Ethelston said, we have a responsibility to speak and not live in fear. Furthermore, Jews should not be expected to forget the Holocaust, nor should Palestinians be expected to forget the Nakba in 1948. Both resulted in existential fear. Now, the Rev. Ethelston noted, we fear being labeled as anti-Semitic if we criticize Israel. She emphasized that the resolution is about peace, compassion, security, and accountability for all.

The Rev. Gayle Fisher-Stewart, retired, supported the resolution on the basis of human rights and racial justice. She said her Black skin means that she notices things others refuse to see. While visiting the Holy Land and following in the footsteps of Jesus Christ with a group of 50 people, the Israeli military stopped the group's bus, passing over the 48 White members, assessing and then dismissing her, the only Black female, and requested the identification of the only Eastern Asian male member of the group. During that trip, the Rev. Fisher-Stewart also saw Palestinian men in cars pulled over and searched, their vehicles' contents strewn on the streets. Palestinians cannot leave the area via the Tel Aviv airport, and only beginning in 2023 have Palestinian Americans been allowed to use the Tel Aviv airport. Palestinian Christians have described being unable to secure permits for electricity, water, and sewage systems for their homes. The Rev. Fisher-Stewart called on the group to uphold the resolution.

The Rev. Jeanie Martinez-Jantz of Trinity, St. Mary's, spoke in favor of the resolution. She said her own experience of severe childhood trauma helps her understand how Israelis feel after the October 7 attack by Hamas, but she also understands why people can turn a blind eye. In her case, it was unimaginable that such bad things could happen to a child. Right now, good people cannot imagine that Holocaust survivors could pass down such atrocities to others, even though trauma can be passed down through generations. The Rev. Martinez-Jantz reminded the participants that people are revealed through their actions, not just their words, citing Jesus Christ (Matthew 7:16). The Israeli government says it is protecting civilians but is bombing hospitals, schools, and camps where Palestinians were told they would be safe. Those missiles and bombs were supplied by U.S. tax dollars. The Rev. Martinez-Jantz said she is called by God and her baptismal vows to say it is wrong and must stop; otherwise, she is complicit in killing of children and innocent people. The Rev. Martinez-Jantz asked whether the participants would stand by to allow the bombing of a school or church just to get at one convicted felon inside.

Edward Neufville III from All Saints', Chevy Chase, offered an amendment to the resolution that calls for accountability on both sides of the conflict. He noted that the reference to armed Palestinian forces is confusing, as Palestine has no army. Rather, the conflict is being fought by various factions, some of which are not from the Palestinian region. Mr. Neufville said the main concern is not Israel or Palestine but the people on the ground who are suffering the brunt of the war. Regardless of the rights of Israelis or Palestinians, the resolution is focused on people who cannot leave the region. Mr. Neufville urged the participants to ensure that the resolution send the message that the church and people of faith care for all human lives, regardless of faith. Even if the resolution has no legal impact, it would provide some assurance to those suffering. Mr.

Neufville said that when he was a 14-year-old caught in a violent national conflict, such a resolution directed at the opposing side would have been devastating.

NEUFVILLE AMENDMENT TO THE RESOLUTION ON CONDITIONING U.S. AID TO ISRAEL (FAILED)

- 3 **RESOLVED**, that the House of Deputies concurring, that the Episcopal Church call on the state of
- 4 Israel and all armed Palestinian forces including specifically Hamas, its affiliate or supporting organizations or
- 5 countries providing material support to all armed Palestinian forces to cease attacks on civilian targets or the use
- 6 of civilians as human shields and declare the existence
- 7 of a humanitarian catastrophe, and urges them to facilitate and carry out robust assistance to people
- 8 confined in Gaza, especially to prevent pandemic and famine and enable the wounded and vulnerable
- 9 including hostages to be evacuated to safe and fully resupplied hospitals in Occupied Palestinian
- 10 territory (in Gaza or the West Bank), or in Israeli hospitals; ...
- 11 **RESOLVED**, that, if Israel either party is found to be in gross violation of said conditions, with specific to Israel,
- 12 the Episcopal Church
- 13 shall promptly call upon the USG to suspend all military aid to Israel and vigorously implement
- 14 other appropriate penalties specified in law, for as long as Israel has not provided full and effective
- 15 assurances that it intends to fully abide by said conditions in a manner continuously transparent to
- 16 the USG and if it is found that all armed Palestinian forces as described above are said to be involved in
- 17 gross human rights abuses, the Episcopal Church shall promptly call up the USG and/or the UN to implement
- 18 appropriate sanctions or condemnation against said actors.

DISCUSSION OF NEUFVILLE AMENDMENT

Mr. Steve France of Redeemer, Bethesda, spoke against the amendment. Although he acknowledged Mr. Neufville's personal experience, this resolution is aimed at military aid provided by the United States to the State of Israel. It does not address cutting aid to Hamas or other Palestinian factions because the United States has never provided such aid. The amendment takes the resolution far afield in an attempt to broker peace between Israel and Palestine. The resolution is narrow in scope, calling on the U.S. government to enforce existing legislation that prevents military aid from being used in violation of human rights. Since October 8, 99 percent of civilian casualties in the conflict have occurred in Gaza, many caused by U.S. supplies, said Mr. France.

The Rev. Timothy Cole of Christ Church, Georgetown, spoke in favor of the resolution. As an Army chaplain for 21 years who served in Bosnia, Iraq, and Afghanistan, he lived with these issues. Holding people to account for their legal responsibilities under international law and in keeping with ethical treatment poses demanding issues. The Rev. Cole said he is in favor of holding Israel to account, and the resolution is weak without the amendment that applies the same moral standard to both sides. Appalling atrocities committed in the name of God do not exempt Israel from accountability under international or moral law. American and British forces have faced such situations before. A commanding officer who strives to minimize civilian casualties may be putting his or her own troops at risk. It is a complicated moral equation, and balancing language is needed to demonstrate that the Church is not anti-Israel but rather anti-atrocity.

The Rev. Martinez-Jantz spoke against the amendment. She said the language conflates Hamas, a designated terrorist group, with the general Palestinian population.

The Rev. Ethelston opposed the amendment, noting that the wording poses a logical problem. The Israeli government turned a blind eye while Qatar funded Hamas for

years, so the resolution as amended would put Israel further in jeopardy. The goal of the resolution is to focus narrowly on what the U.S. government can do: develop a report that explores whether gross violations of human rights have occurred and whether U.S. aid was used inappropriately to conduct such violations, and then take action. The Rev. Ethelston cited reports of actions taken by Israel since October 7. No one condones Hamas, she said, but U.S. taxpayers are paying for arms to perpetuate violence in the Gaza Strip.

Mr. Neufville said that if the participants agree that Hamas is a terrorist organization, the resolution should state that the Diocese opposes the atrocities of Hamas. Neither the resolution nor the amendment dictates how Israel should conduct its war, but if arms are being sent to the region, the resolution should indicate the responsibilities of others involved; otherwise, it is one-sided.

Robert Pratt of St. Johns, Rock Creek, called the question. By a show of hands, the amendment was defeated.

DISCUSSION OF RESOLUTION

Mr. Nathan Rich of St Andrews, College Park, spoke in favor of the resolution. He acknowledged the trauma and pain following the October 7 attack on Israel, but at the same time, the people of Gaza are experiencing trauma, desperation, and pain. Mr. Rich pondered how we are to strive for justice and peace for all people in this case and determined that as a first step, we should not be a party to continuation of atrocities. If the resolution passes, more work is needed. To strive for justice and peace for all people, Mr. Rich said, we must redouble our efforts to figure out how to love and support our Jewish neighbors.

The Rev. Matthew Kozlowski of All Saints', Chevy Chase, spoke against the resolution, pointing out that the issue is deeply complex, painful, and personal for so many. The Diocese's congregants include Palestinian Christians and people in interfaith marriages. Given the Diocese's depth, breadth, and diversity, one document cannot fully represent the convictions of the entire Diocese on this complex matter. He said he is voting against the resolution not because of its sentiment but rather because one statement is not enough given the diversity of the Diocese.

Mr. James Mills of St. Luke's, DC, spoke against the resolution. Clearly, Israel has committed human rights violations, but the resolution does not mention that Hamas has also committed such violations and that it did so first with its October 7 attack on Israel. Approving this resolution will be seen as anti-Semitic and extremely biased.

Ms. Anne Sheldon of Grace Church, Silver Spring, said the resolution addresses an extremely complex and painful issue, but participants likely know where they stand. She called the question. A majority voted in favor of ending debate.

The resolution was approved by the convention as written.

RESOLUTION 5: IN SOLIDARITY WITH THE INTERNATIONAL PALESTINIAN BOYCOTT, DIVESTMENT, AND SANCTIONS MOVEMENT (ADOPTED AS AMENDED)

Submitted by Mary E. Neznec, delegate, St Mark's Capitol Hill, and co-sponsored by Rev. Michele Morgan, Rector, St Mark's Capitol Hill; Thomas Getman, delegate, St Mark's Capitol Hill; Rev. Jeanie Martinez-Jantz, Interim Rector, St. Mary's Church; Rev. Vidal Rivas, Rector St. Matthews; Rev. Sally Ethelston, St. Matthews; Rev. Peter Jarrett Schell, Rector, Calvary; Steve France, delegate, Redeemer; John Harbeson, delegate, Redeemer.

RESOLVED, That the 129th Convention of the Diocese of Washington show solidarity with the nonviolent International Palestinian "Boycott, Divestment, and Sanctions" movement known as BDS, by adopting the criteria developed - and implemented - by the Committee on Corporate Social Responsibility (CCSR) of the Executive Council of the Episcopal Church, pursuant to General Council Resolution 2018-B016, to establish a "global human rights" investment screen" in regard to investments of the Church in entities that profit from the continued occupation by the State of Israel since 1967 of the Occupied Palestinian Territories, commonly referred to as Gaza, the West Bank, East Jerusalem, and the Golan Heights; and be it further

RESOLVED, That the Diocese of Washington, consistent with General Council Resolution 2018-B016 encourage members, congregations, and institutions of the Diocese to increase positive investment in Palestine as for other under-resourced areas where human rights abuses materially impact the well-being of all people; and be it further

RESOLVED, That the Diocese of Washington support CCSR in its actions to engage in shareholder advocacy in support of human rights in Israel and the Occupied Territories by exercising the right of a shareholder to submit resolutions at a corporation's annual meeting.

EXPLANATION

The Episcopal Church has a rich history of policing its endowment investments such that they are consistent with the Church's teachings, core beliefs, and policies, for as the Gospel says, "where your treasure is, there your heart will be also." Matthew 6:21. A prominent example of such stewardship involved the Church's divestment from companies profiting from apartheid in South Africa. Today, it is the Palestinians who are suffering under an apartheid system in Israel/Palestine - as recognized by the Diocese at its annual convention in 2022 - and are asking the world through their Boycott, Divestment, and Sanctions movement (BDS) to boycott products and divest from companies profiting from Israel's apartheid system. In recent years, Christian denominations, such as the Evangelical Lutheran Church of America, the Presbyterian Church USA, the United Church of Christ, and the Society of Friends (through its American Friends Service Committee), have shown solidarity with various forms of divestment programs.

In 2018, Resolution B016, was adopted at the 79th General Convention, calling upon its Committee on Corporate Social Responsibility (CCSR), which has long handled the Church's shareholder investment screening and advocacy, to create a general global human rights screen applicable to Episcopal Church investments in Israel/Palestine,

and other countries. In 2019, CCSR placed a negative screen on the shares of three companies – Caterpillar, Inc, Motorola Solutions, and the Israel Discount Bank – all found to be complicit in illegal Israeli Occupation of Palestinian Territories of the West Bank. More companies have since been placed on the screen, while others have been identified as companies with whom active engagement would be undertaken to assess their willingness to end documented complicity with the Occupation. (The screen has been applied to other countries, including China, Myanmar, and Saudi Arabia.)

The solidarity of the Church in responsible endowment management has been replicated at the Diocesan level inconsistently and without a clear mandate. Application of the Church’s Global Human Rights Screen to the endowment portfolio of the Diocese of Washington will bring our practice into alignment with that of the Church and be an example to other dioceses.

Adoption of the resolution will have no budgetary impact on the Diocese. It will not be necessary to fund a diocesan entity to conduct reviews, or to follow up on decisions. The diocese will merely need to track the actions of CCSR and execute the requisite transactions in the ordinary course of business.

INTRODUCTION

Ms. Neznec called on participants to remember all those in pain and captive to violence in the Israeli-Palestinian conflict, citing the number of people killed. She urged the Diocese to speak against war, noting that 30,000 Gazan children have been orphaned as a result of the most intense bombing in the history of warfare. Ms. Neznec described her personal experiences visiting the area as part of a mental health mission. She said it is not anti-Semitic to speak of the pain that this conflict is causing, of homes being flattened, of bodies buried in rubble, of separate laws for Jews than others. It is not anti-Semitic to say, “No longer in our name,” as Jewish people speak out, or “Don’t weaponize our grief,” after Hamas militants killed hundreds on October 7. Violence becomes contagious, said Ms. Neznec. We must not look away but bear witness as families write their children’s names on the children’s skin so they can be identified if they are killed. How can our Diocese speak, or will we be complicit with silence? Ms. Neznec asked. The national church resolution from 2018 on screening companies that profit from Israel’s illegal occupation provides one approach. It is not anti-Semitism to call for a boycott, sanctions, or divestment of companies profiting from 75 years of Zionism’s harsh occupation of Palestinian land. In the debate on that resolution, Archbishop Michael Curry noted that such boycotts are one nonviolent step.

DISCUSSION

The Rev. Sally Ethelston of St. Matthew’s/San Mateo, Hyattsville, spoke in favor of the resolution. She said she believes in the power of economic measures as moral, nonviolent tools for change. As an American, she understands the potential power of such tools. As a Christian, she feels it is her responsibility to advocate for human rights and take action. Increasingly, nonprofits evaluate their investments; due diligence can ensure that the church’s funds are used in a way that is consistent with faith. This resolution proposes pro-people investments. Divestment in South Africa used this same approach. Ben & Jerry’s ice cream ended sales of its products in occupied territories, rejecting

Israeli policies as a barrier to peace; the company emphasized that it is not anti-Semitic to question the policies of the State of Israel.

Ms. Patricia Riley of St. Columba's, DC, proposed an amendment to delete wording specific to the boycott, divestment, and sanctions movement. The movement is controversial and has been criticized by many. Making this change does not change the intent of the amendment to look more closely at investment policies but might help reduce criticism of the resolution.

RILEY AMENDMENT TO THE RESOLUTION IN SOLIDARITY WITH THE INTERNATIONAL PALESTINIAN BOYCOTT, DIVESTMENT, AND SANCTIONS MOVEMENT (ADOPTED)

1 *RESOLVED*, That the 129th Convention of the Diocese of Washington ~~show solidarity with the~~
 2 ~~nonviolent International Palestinian "Boycott, Divestment, and Sanctions" movement known as~~
 3 ~~BDS, by adopting~~ the criteria developed - and implemented - by the Committee on Corporate
 4 Social Responsibility (CCSR) of the Executive Council of the Episcopal Church, pursuant to
 5 General Council Resolution 2018-B016, to establish a "global human rights' investment screen" in
 6 regard to investments of the Church in entities that profit from the continued occupation by the
 7 State of Israel since 1967 of the Occupied Palestinian Territories, commonly referred to as Gaza, the
 8 West Bank, East Jerusalem, and the Golan Heights;

DISCUSSION OF RILEY AMENDMENT

Ms. Libby Lamancusa of St. Philips, Laurel, spoke in support of the amendment. She said no resolution should depend on another organization with which the Diocese might not fully align.

Mr. Charles Hendrick of St. Bartholomew's, Laytonsville, spoke in favor of the amendment, noting that the boycott, divestment, and sanctions movement is opposed to the existence of the State of Israel. He noted that the sponsor mentioned 75 years of Zionist occupation, which suggests that the Diocese should object to the existence of a Zionist State of Israel.

By a show of hands, the Riley amendment passed.

DISCUSSION OF RESOLUTION AS AMENDED

The Rev. Andrew Ogletree of St. Patrick's, DC, spoke in favor of the resolution, which he called vitally important at this time. When we are silent and do not condemn anti-Semitism or condemn specific actions by the state, that is problematic. Our words have impact, and our silence is a problem. The Rev. Ogletree hoped that after this convention, the Diocese would consider making a statement that it stands in solidarity with all humans.

Mr. Steve France of Redeemer, Bethesda, spoke in favor of the resolution. He said it hurts to hear people say that objecting to policies of the State of Israel is anti-Semitic or anti-Jewish. The Palestinian-Israeli conflict is very important for Jews everywhere and for all those who care for them. The government of Israel is out of control, causing danger and discredit to all Jews because it purports to speak for all Jews. The human rights community has made it clear in the past four to five years that how Palestinians are treated in Israel and the occupied territory meets the definition of apartheid. It is a black mark against Israel. The day before this convention, the International Court of Justice ruled that there was probable cause that Israel is committing genocide; it is not

an anti-Semitic body, and it is just assessing the facts. Mr. France said we owe it to our Jewish and Palestinian friends and all humans to stop the bombing before all is lost.

The Rev. David Wacaster of Grace Church, Georgetown, called the question. A majority voted in favor of proceeding to a vote.

By a show of hands, a majority voted in favor of the resolution as amended.

SETTING OF THE DATE AND PLACE OF THE 2025 CONVENTION

Mr. Roachford moved that the 130th Annual Meeting of the Convention of the Diocese of Washington be held on Friday, January 24, and Saturday, January 25, 2025, 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 129th Annual Meeting of the Convention of the Diocese to be adjourned at 5:15 p.m.

The foregoing text constitutes the official *Journal of Proceedings at the 129th Convention of the Diocese of Washington*, held at the Cathedral Church of St. Peter and St. Paul on the 27th day of January, 2024.

Mariann Edgar Budde, President
Keith Roachford, Secretary
Dana Trevas, Rapporteur

**THE BISHOP'S OFFICIAL LIST OF CLERGY ENTITLED
TO SEAT AND VOTES AT THE 129TH 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

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

Catherine Ballinger

Andrew Barnett

Lisa Barrowclough

*Cynthia Baskin

Antonio Baxter

*Zacher Bayonne

Joan Beilstein

*William Billow

Ethan Bishop-Henchman

Norma Blackwell

*Susan Blue

*Eva Bogino

*Isaac Bonney

*Martha Bonwitt

*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

*Cassandra Burton

Linda Calkins

*Elizabeth Carl

*Elizabeth Carmody

Laura Carpenter

*Timothy Carr

*Lara Case Halsey

Patricia Catalano

Robert Catchings

*Phillip Cato

Eva Maria Cavaleri

Leslie Chadwick

*John Chane

Randolph Charles

Hope Christensen

Adrienne Clamp

Diane Clark

*Joseph Clark

*Martha Clark

*William Clarkson

Victoria Clayton

Enid Cole

Timothy Cole

Joseph Constant

Jan Cope

*Kathleen Corbett-Welch

Dana Corsello

Joan Crittenden

*Carole Crumley

Joshua Daniel

*Daniel Darko

Stephen Davenport

*Donald Henry Davis

*Prince Decker

*John Denham

Anne Derse

Elizabeth Dixon	Michele Hagans
*William Doggett	*Elizabeth Hague
*James Donald	*Jane Hague
*William Donathan	*William Hague
Cynthia Dopp	Christopher Halliday
*Kelly Douglas	*Preston Hannibal
Noreen Dubay	*John Harmon
Sarah Duggin	*Harry Harper
Rosemarie Duncan	*Lawrence Harris
Aaron Dunn	*Vincent Harris
*Frank Dunn	*Claude Harrison
*Nancy Early	Frank Harron
*Beth Echols	*Kristen Hawley
*Deirdre Eckian	Stephen Hayward
Laura Edwards	Meredith Heffner
Tilden Edwards	Katherine Heichler
Martha Eldredge	*Barbara Henry
*Clinton Esonu	Yoimel Hernández
Sally Ethelston	Janice Hicks
Shawn Evelyn	Nancy Hildebrand
Mitchell Felton	Olivia Hilton
*Sarah Fischer	Jessica Hitchcock
Robert Fisher	Geoffrey Hoare
Gayle Fisher-Stewart	*Charles Hoffacker
*Carol Flanagan	*Lucy Hogan
*Susan Flanders	Randolph Hollerith
*Carol Flett	*James Holmes
*Arthur Fouts	Glenna Huber
Robyn Franklin-Vaughn	Nathan Huddleston
Susan Fritz	*Kimberly Hudson-Delmore
Javier García-Ocampo	Marian Humphrey
Virginia Gerbasi	*Mary Humphrey
Catharine Gibson	Brooks Hundley
*Jule Gill	*Margaret Ingalls
*Robert Gillespie	*Hannah Irving
*Anne Gilson	James Isaacs
*Sarabeth Goodwin	Peter Jarrett-Schell
John Graham	Rondesía Jarrett-Schell
*Douglas Greenaway	Anne-Marie Jeffery
*Anne Grieb	Marilyn Jenkins
Emily Griffin	Martha Jenkins
David Griswold	Bruce Jenneker
Diana Gustafson	*Constance Jenson
Emily Guthrie	Harold Johnson
Caron Gwynn	*Karen Johnson
*Jacques Hadler	*Theodore Johnson

Allan Johnson-Taylor	*Amanda Molina-Moore
*John Jones	Michele Morgan
*Nancy Lee Jose	Jerome Moriyama
Maria Kane	Melanie Mullen
*Ted Karpf	Terri Murphy
Linda Kaufman	Jonathan Musser
John Kellogg	*Stephanie Nagley
*Timothy Kennedy	*Earl Neil
*Stuart Kenworthy	Melana Nelson-Amaker
Patrick Keyser	*Nancy Noall
Shell Kimble	*Mitzi Noble
Robert Kirby	Elizabeth O'Callaghan
Deborah Kirk	Sarah Odderstol
*Travers Koerner	Andrew Ogletree
Matthew Kozlowski	Anna Olson
Lesley Krauland	*Ebele Onuigbo Onuigbo
Richard Kukowski	*Harrison Owen
*Sarah Lamming	Alison Palmer
Ledlie Laughlin	*Ciritta Park
*John Lawrence	Albert Pearson
*Christian Lehrer	*Nan Peete
*Luis Leon	Dominique Peridans
Sally Lermond	August Peters
William Lewis	Julie Petersmeyer
Leonard Lipscomb	John Peterson
Emily Lloyd	*Francis Peyton
*Alethea Long-Green	Robert Phillips
*Joseph Lund	*Samuel Pinzon
Patricia Lyons	Kristen Pitts
*Jeffrey MacKnight	Savannah Ponder
Linda Mahler	*David Potter
*Hershey Mallette Stephens	*Betty Powell
*Timothy Malone	*Kathleen Price
Catherine Manhardt	*James Quigley
Lucretia Mann	Constance Reinhardt
*Stephen Marcoux	Sarah Reynolds
Jeanie Martinez-Jantz	Vidal Rivas
*Mary McCarty	*Joel Rogge
*John McDuffie	Loran Rose
Sheila McJilton	Rachelle Sam
*Kathryn McMahan	*Deirdre Sandoe
*Margaret McNaughton	Lisa Saunders Ahuja
Henry McQueen	Mary Sebold
Mark Michael	Steven Seely
*Mary Miller Flowers	Francisco Serrano
*Ann Moczydlowski	*William Shand

Ricardo Sheppard	*Samuel Van Culin
Sarah Shirley	Adela Vasquez
Thomas Sinclair	Linda von Rautenkranz
Melissa Sites	David Wacaster
Sarah Slater	*Francis Wade
Martin Smith	*William Wagnon
*Leslie St. Louis	Samuel Walker
Randolph Stephenson	Susan Walker
Nancy Stockbridge	Richard Wall
John Stonesifer	*Martha Wallace
*Emily Stribling	Andrew Walter
*Shawn Strout	Richard Weinberg
*Harriette Sturges	*Louis Wheeler
Gregory Syler	Christopher Wilkins
*Jo Tartt	*Randall Wilkinson
*Roberta Taylor	Shivaun Wilkinson
Larry Thomas	Wesley Williams
*Elena Thompson	David Wolf
Susan Thon	*Christopher Worthley
Sara Thorne	*Eugene Wright
Edward Thornley	Charles Wynder
*Claudia Tielking	Creamilda Yoda
*Helen Trainor	Amy Yount
*Joseph Trigg	*Paul Zahl
*Mpho Tutu van Furth	Lisa Zaina
Adelyn Tyler-Williams	Albert Ziobro
*William Underhill	
Jose Valle	

CLERGY ENTITLED TO SEAT AND VOICE BUT NO VOTE

*Eleanor Abarno	*Frederick Erickson
*Robert Abarno	Pierre Gabaud
Carolyne Adhola	*Linda Grenz
*Thomas Allain	Melissa Hollerith
*Emmett Anderson	*Robert Ihloff
*Allen Bartlett	*Martha Johns
*Thomas Bauer	*Linda Kapurch
*Julie Buenting	*Elizabeth Keeler
William Buracker	*William Kregel
*Sarah Coakley	*Edward Little
*Morsal Collier	*Margaret Lloyd
Michael Creighton	*James Mathes
*David Crosby	*Allison Michael
*Kevin Cross	*Richard Miles
*Pedro Cuevas Feliz	William Morris
*Georgia DuBose	*Jo-Ann Murphy

*Bertram Nagarajah

Laura Natta

*Anne Nicholson

Elizabeth Orens

James Pahl

Sara Palmer

*J. Pham

*John Price

*Anne Ritchie

*V. Robinson

*Jason Shank

*Kevin-Antonio Smallwood

*Thelma Smullen

*Leslie Steffensen

*James Stewart

Robert Trache

*Joseph Vought

Elliott Waters

*Martha Watson

*Anne Weatherholt

*Stephen Wedgwood-Greenhow

*Prince Williams

*Jean Ann Wright

**THE SECRETARY'S LIST OF LAY DELEGATES ENTITLED TO SEAT AND VOTES
AT THE 129TH CONVENTION**

ALL FAITH, CHARLOTTE HALL

Amy Clifton

ALL SAINTS', CHEVY CHASE

Shireen David

Eric Fedowitz

Edward Neufville

Gary Wieder

ALL SAINTS', OAKLEY

Gerry Hughes

ALL SOULS'

vEnessa Acham

Sarah Spencer

**ASCENSION & ST. GEORGE'S
CHURCHES**

Eric Delk

Margaret Stamper

ASCENSION AND ST. AGNES

Rebecca Giles

ASCENSION, GAITHERSBURG

Elizabeth Baker

Arturo Rodriguez

ASCENSION, SLIGO PARISH

Fred Paul

Jacki Smith

ATONEMENT

Georgia Little

Paul S. Trotter

CALVARY CHURCH

Timothy Grandy

*Charles Livingston

CHRIST CHURCH, CHAPTICO

Keith Owens

CHRIST CHURCH, CLINTON

JoAnn Appold

CHRIST CHURCH, DURHAM

Richard Posey

CHRIST CHURCH, GEORGETOWN

Newman Ainsley

Tiffany Clark

Bill Courtney

Sheila Ward

Robert Zirkelbach

CHRIST CHURCH, KENSINGTON

Raymond Barry

Kathy McKay

CHRIST CHURCH, PORT TOBACCO

Danielle Webber

CHRIST CHURCH, ROCKVILLE

*Alan Blakley

*Melissa Scales

CHRIST CHURCH, WASHINGTON

Stephen Bellum

Lynne Mallonee Schlimm

Alternate seated: Greg Lebel

CHRIST CHURCH, WAYSIDE

*Larry Poe

EPIPHANY, DC

Rasheen Carbin

Bea Dermer

EPIPHANY, FORESTVILLE

Erline Vaughan

GOOD SHEPHERD

Rosemary Addy

GRACE CHURCH, GEORGETOWN

Vicki Carlton

Aternate seated: James Hamilton

GRACE CHURCH, SILVER SPRING

Patsy Lloyd

Steve Miller

Cheryl Peterson

Anne L. Sheldon

HOLY COMFORTER

Matthew Virgo

HOLY COMMUNION

*Pam Spencer

OUR SAVIOUR, BROOKLAND

Sandra Ingram-Johnson

OUR SAVIOUR, HILLANDALE

Elizabeth Adegboyedga-Panox

Araceli Ma

REDEEMER Steve France John Harbeson	ST. GEORGE'S, DC Anica Allen Keith Roachford
ST. ALBAN'S Mary Beth Albright Alternate Seated: Mark Minukas Candice Brown Stephanie Curcuru	ST. GEORGE'S, GLENN DALE Cynthia Griffith Jenna Jones Alternate seated: Adele Miller
ST. ANDREW'S, COLLEGE PARK Vicki Cheeseman Nathan Rich	ST. JAMES', INDIAN HEAD *Steve Zdradzinski
ST. ANDREW'S, LEONARDTOWN Susan Bennett Dee McRae Alternate seated: Mary Maker	ST. JAMES', POTOMAC Opeyemi Agboola Laurence Canete
ST. ANNE'S Pam Brewer Steve Potisk	ST. JOHN'S, BROAD CREEK Robert Pratt
ST. AUGUSTINE'S Matthew Powers	ST. JOHN'S, GEORGETOWN *John Wise
ST. BARNABAS' CHURCH OF THE DEAF Fran Ralson Croft	ST. JOHN'S, LAFAYETTE SQUARE Anthony Anikeeff Sigi Block Abbott McCartney Hilary West
ST. BARNABAS', LEELAND Allison Newsam	ST. JOHN'S, MT. RAINIER Avril George Paul Ruffins
ST. BARNABAS', TEMPLE HILLS Patty Renwick	ST. JOHN'S, NORWOOD PARISH Mark R. Edwards Andrea Guy-McFarland Clara Lovett
ST. BARTHOLOMEW'S Charles Hendricks	ST. JOHN'S, OLNEY Carolyn Schopp Stephen Simpson
ST. CHRISTOPHER'S William Agunloye	ST. JOHN'S, ZION PARISH Dawn Cave Lorraine Walker
ST. COLUMBA'S Anne Davenport Kristin McNavage Patricia Riley Chris Schumann Ann M. Wakefield	ST. LUKE'S, BRIGHTON Robin Peuser
ST. DAVID'S Samantha Armstrong James Beardsley	ST. LUKE'S, DC Joyce Howland Alternate seated: Brenda Robles June Lendore
ST. DUNSTAN'S Leo Bouma	ST. LUKE'S, TRINITY PARISH James Mills Patricia Rogers
ST. FRANCIS Erica McNeilly Patrick McNeilly	ST. MARGARET'S Jessica Church Helen Templin

ST. MARK'S, DC

Thomas Getman
Mary Neznok

ST. MARK'S, FAIRLAND

Charles Smith
Alternate seated: Janis Smith

ST. MARY MAGDALENE

Michele Glidden
Marion Marshall

ST. MARY'S

LaVerne Naughton

ST. MATTHEW'S

Edith Montoya
Audrey Pabs-Garnon
Edwin Rodriguez
Idalia Velasquez

ST. MICHAEL & ALL ANGELS

Debbie Gibbs

ST. MONICA'S AND ST. JAMES'

Debra Sonderman

ST. NICHOLAS' PARISH

Robert McCartin

ST. PATRICK'S

Charles Johnson

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 THE EVANGELIST

Pamela Taylor

ST. PHILIP'S, BADEN

Kathy Davis

ST. PHILIP'S, LAUREL

Libby Lamancusa
Trei Massie

ST. STEPHEN & THE INCARNATION

*Ryan Knight

ST. THOMAS', DC

Jason Forman

ST. THOMAS', P.G. COUNTY

Sharon Voros
Alternate seated: Gary Hogue

ST. TIMOTHY'S

Brenda Neal
*Barbara VanDyke

TRANSFIGURATION

Craig Carter
Alternate Seated: Mary Flynn

**TRINITY PARISH, NEWPORT &
HUGHESVILLE**

Elizabeth Graves

TRINITY, DC

Tracy Anderson
Lincoln Marshall

TRINITY, ST. MARY'S

Caroline Braun

TRINITY, UPPER MARLBORO

Linda Pennoyer
Alternate seated: Patricia Smith

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
*Michael Armstrong, Diocesan Council
Linda Baily, Diocesan Council
*Regina Bowman-Goldring, Co-Chair, St. Mary's Scholarship Committee
Nathan Brown, Deputy to General Convention
Anthony Coe, Committee on the Constitution and Canons
*Lee Davis, Committee on the Constitution and Canons
Eric Delk, Diocesan Council
Gordon Donnelly, Diocesan Council
*Ellen Fishwick Martin, Chair, Investment Committee
Iona Harrison, Standing Committee
*Tom Johnson, Chair, Holy Land Committee
Matthew Klaus, Standing Committee
*Adebayo Laniyonu, Diocesan Council
Gregory Lebel, Standing Committee
Elizabeth Lee, Committee on the Constitution and Canons
*Karen Lowry, Co-Chair, St. Mary's Scholarship Committee
Jennifer Luna, Chair, Committee on Human Resources
*Charles Lundelius, Chair, Audit Committee
Michael Mangiapane, Diocesan Council
P. Abbott McCartney, Chair, Southern Africa Link Committee
Mary Neznec, Deputy to General Convention
Kay Pierson, Standing Committee
*David Schnorrenberg, Committee on the Constitution and Canons
*Matthew Taylor, Deputy to General Convention
William Thomas, Diocesan Council
Emma Tucker, Diocesan Council
Anton Vanterpool, Deputy to General Convention

REPORT OF THE TELLERS ON THE FIRST BALLOT

STANDING COMMITTEE

CLERICAL - two to be elected for two year-terms. The Rev. Meredith Heffner and the Rev. Marilyn Jenkins were elected.

Number of Clerical Votes Cast	124	Number of Lay Votes Cast	119
Clerical Votes Needed to Elect	63	Lay Votes Needed to Elect	60
		Total Votes Cast	243

	CLERICAL VOTE	LAY VOTE	TOTAL VOTE	ELECTION
The Rev. Meredith Heffner	82	72	154	Pass
The Rev. Marilyn Jenkins	91	88	179	Pass
The Rev. Jon Musser	60	68	128	

LAY - two to be elected for two year-terms. Iona Harrison was elected. A second ballot was ordered retaining Greg Lebel and Jon Wyss.

Number of Clerical Votes Cast:	121	Number of Lay Votes Cast	127
Clerical Votes Needed to Elect:	61	Lay Votes Needed to Elect:	64
		Total Votes Cast:	248

	CLERICAL VOTE	LAY VOTE	TOTAL VOTE	ELECTION
Iona Harrison	92	94	186	Pass
Greg Lebel	59	84	143	Retain
Jon Wyss	77	61	138	Retain

REPORT OF THE TELLERS ON THE SECOND BALLOT

MEMBERS OF STANDING COMMITTEE

LAY – one to be elected for a two-year term. Greg Lebel was elected.

Number of Clerical Votes Cast:	104	Number of Lay Votes Cast:	102
Clerical Votes Needed to Elect:	53	Lay Votes Needed to Elect:	52
		Total Votes Cast:	206

	CLERICAL VOTE	LAY VOTE	TOTAL VOTE	ELECTION
Greg Lebel	53	56	109	Pass
Jon Wyss	51	46	97	

REPORTS SUBMITTED BY TITLE

REPORT OF THE STANDING COMMITTEE

FEBRUARY 1, 2023 – JANUARY 31, 2024

Committee Members: The Rev. Dr. Maria Kane (President, '25), The Rev. John Graham (2025), The Rev. Meredith Heffner (2024), The Rev. Marilyn Jenkins (2024), Mr. Matt Klaus (2025), Gregory Lebel (2024); Ms. Kay Pierson (2025); Mr. Anton Vanterpool (Secretary, 2024).

MEMBERSHIP

Upon the resignation of Jewell Little in May, Mr. Gregory Lebel (Christ Church Washington Parish) was appointed to the Standing Committee in September.

APPROVAL OF TESTIMONIALS FOR ORDINATION TO THE PRIESTHOOD

Yaa Addison

Andrew Ogletree

Eva Bogino

Creamilda Shirley Nortey Yoda

Lara Case

Katie Beth Miska

APPROVAL FOR CANDIDACY FOR ORDINATION TO THE VOCATIONAL DIACONATE

Dawn Booth

Mary Alcuin Kelly

Diana Edwards

Donna Stinchcomb

Miriam Felipe Perez

Annemarie Quigley

APPROVAL OF CANDIDACY FOR ORDINATION TO THE TRANSITIONAL DIACONATE

Aaron Dunn

Caitlin Frazier

CONSENTS TO ELECTION AND ORDINATION OF BISHOPS

The Rt. Rev. Sally French, New Jersey

The Rt. Rev. Ann Ritonia, Suffragan of the Armed Forces

The Rt. Rev. John Harmon, Arkansas

The Rt. Rev. Kristin Uffelman White, Southern Ohio

The Rev. Charlie Holt, Florida (*split vote; TEC-wide consent denied*)

The Rt. Rev. Jeremiah Williamson, Albany

The Rt. Rev. Carrie Schofield-Broadbent, Maryland

The Rt. Rev. David G. Read, West Texas

The Rt. Rev. Austin Keith Rios, California

ACTIONS CONCERNING REAL PROPERTY

April 2023: Approved St. Thomas Dupont Circle's request to sign a 7-year lease with the Gay Men's Chorus of DC.

June 2023: Approved St. Nicholas, Germantown's request to refinance their diocesan-subsidized mortgage with the stipulation that they sell some of their property within the next two years and submit quarterly progress reports to the diocesan Finance Committee.

October 2023: Approved request from St. Patrick's sell property formerly used as host site for the St. Patrick's Middle School.

Approved two requests from Resurrection Parish to sell Essex House property and use proceeds to build a solar panel farm on adjacent property to the parish; and partner with St. Mary's Community Development Corporation to install "Hopeful" sign on church façade.

REPORT OF THE FINANCE COMMITTEE FEBRUARY 2023 – JANUARY 2024

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 voice or 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:

Trinity Episcopal Mission: Recommended approval of the mission's request to lease its administrative building.

Diocesan Budget: Reviewed the draft 2024 Diocesan Budget and recommended Council approval.

Recommendations to the Standing Committee:

St. Thomas, Dupont Circle: Recommended approval of the parish's request to lease space on its third floor to the Gay Men's Chorus of DC.

Resurrection Parish: Recommended approval for the parish to 1) sell the "Essex House" with use of the proceeds for a solar panel field to be situated on St. George's campus, with the stipulations that a) If, for some reason, the solar panel project falls through, the parish return to the Finance and Standing Committee with a proposal for how to use the Essex House sale proceeds, and b) the parish provide quarterly written reports on the property sale and solar panel installation, until the solar panels are operational; and, 2) sign a five-year lease with the St. Mary's County Community Development

Corporation for the installation of the “Hopeful” sign, with the stipulation that the parish work with outside counsel to reduce liability to the parish.

St. Patrick’s DC: Recommended approval for the sale of the parish’s property at 4925 MacArthur Blvd.

REPORT OF THE DIOCESAN COUNCIL FEBRUARY 2023 – DECEMBER 2023

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 approved the selection and appointment of Dr. Angelina Arrington as Bishop Walker School’s next Head of School. Council approved to accept the Bishop Walker School’s FY23-24 Budget.

March: Council approved Trinity Episcopal Mission to use \$4000 from their savings for the purpose of moving their parish office, as well as to enter into the proposed lease with Christ Way Cathedral in which the diocese will be listed as the landlord, and Canon Andrew Walter will serve as signatory on behalf of the diocese. Bishop Mariann announced staff changes taking place on diocesan staff. Missioner Rudy Logan shared the status of the Reparations Committee applications, including a few facts on applicants: Among 18 responses, 44.4% were interested in serving on the Education Working Group, 22.2% were interested in serving on the Policy Working Group, and 33.3% were interested in both; 6 of the 8 regions were represented and 55.6% of the applicants identify as African American.

April: Missioner Mildred Reyes shared an update, including some statistics, on the Latino Ministries in the Diocese of Washington. The six Spanish-speaking faith communities that provide a spiritual home to people of many countries and cultures currently active in the diocese include: Iglesia Episcopal de San Esteban y la Encarnación (Misa Alegría) (St. Stephen & the Incarnation); Iglesia Episcopal de San Albano (St. Alban’s); Iglesia Episcopal de Nuestro Salvador (Our Saviour, Hillandale); Misión Episcopal Buen Pastor (Good Shepherd); Iglesia Episcopal de la Ascensión, Gaithersburg (Ascension, Gaithersburg); Iglesia Episcopal de San Mateo (St. Matthew’s). There are 11 clergy in the Diocese of Washington that identify themselves as Latino/Hispanic. There are four retired clergy that are occasionally invited to preside or preach, three Latino deacons that have been fully deployed, one Latino deacon candidate in the process, four priests whose primary language is Spanish, and two priests in which Spanish is their second language.

Bishop Mariann announced there are two positions open on Diocesan Staff: 1) Director for the School for Christian Faith and Leadership; and 2) Convention and Data Manager.

Council received a report on congregational pledging for 2023 from Canon Andrew Walter.

May: Council received a report on the Tending our Soil initiative from Canon Anne-Marie Jeffery. Council received a report on applications for the Reparations Committee

from Bishop Mariann. Council received the positive financial operating results for the first quarter.

June: Council approved funding grants proposed by the Congregational Growth Grant Committee.

The Rev. Dr. Maria Kane, Chair of the Assessment Committee for All Saints, Oakley, provided the Canon 54 Assessment Report on All Saints. It was the Committee's assessment that All Saints, Oakley did not fulfill the standards to be an independent parish as outlined in Canon 54.

Council accepted the Committee's report, and the report would be given to parish leadership at All Saints, Oakley where they will be invited to read it, respond to it, and request a meeting with the Council.

The Rev. Ricardo Sheppard, Chair of the Assessment Committees on St. Philip's and Holy Communion, provided a draft of the Canon 54 Assessment Report on the two parishes.

Council approved the hiring of the Rev. Rondesia Jarett-Schell as the church planter in Bowie, MD and the compensation package for Rev. Rondesia. Funding for the position would come from the Closed Parish Fund, which Council also approved.

July: No meeting held.

August: Council heard from Mick Blackistone (Senior Warden, All Saints Oakley), Myra Hughes (Junior Warden, All Saints Oakley), Rev Greg Syler and Rev. Joan Crittenden on the parish's response to its Canon 54 Assessment.

The Rev. Ricardo Sheppard reported the recommendations from the Canon 54 Assessment Committee for St. Philip's and Holy Communion. The first recommendation was that both congregations receive an audit. The second recommendation was to formally join the congregations, as they both have expressed the desire to continue to worship together and not be split apart. Rev. Ricardo then recommended that after they are formally joined, work begin to merge the two parishes. The final recommendation was to review the covenant between Bishop Walker School and Holy Communion. This would ensure the covenant is being adhered to and that Holy Communion would have the space to grow when the opportunity arises.

Council approved Trinity Episcopal Mission's request for repair and renovation work, except for the downstairs renovation, on which Council wanted more information. Canon Andrew Walter would inform Trinity Episcopal Mission of the decision and request that they provide more detailed information regarding the plans for the downstairs renovation.

Council approved amending the current year budget.

September: Council approved the recommendations for 2024 compensation and benefits submitted by the Human Resources Committee.

Council approved a recommendation to the Bishop that she direct All Saints' Oakley to enter into a cooperative relationship with Resurrection Parish. In this model, All Saints' would share clergy, leadership and administrative support with Resurrection Parish. With support from the Diocese and in accordance with diocesan canons, All Saints'

and Resurrection Parish would draft a Covenant of Agreement (within the calendar year 2023) outlining mutual goals, responsibilities, parameters for engagement, and a timeline for implementation and review. As a first step of this agreement, All Saints' would be required to undergo an external financial audit with Diocesan assistance and shared funding. The Council further recommended that a review of viability and sustainability of the relationship established by this Covenant be done one year from the signing of the Covenant.

Canon Andrew Walter provided a draft of the Stewardship Strategy for Parish Facilities and Finances, which would fulfill one of the strategic plan goals. A final draft of the strategy will be provided to the diocese at Convention in January.

Council received a report on financial operating results. While congregational giving was behind budget, expenses were also under budget. A balanced budget is expected for the year.

October: Council approved the 2024 budget for Trinity Episcopal Mission.

Theresa Harris and Barbara Bess, Vestry members at St. Philip's, provided the parish response to its Canon 54 Assessment. After hearing from them, Council agreed that Bishop Mariann and Canon Andrew Walter should meet with the congregation to further discuss the assessment.

Pam Spencer, Gaye Jackson, and Erica Baylor (Vestry members and Senior Warden from Holy Communion) provided their parish's response to its Canon 54 Assessment. They had questions and expressed hesitation at the recommendation of yoking Holy Communion and St. Philip's.

Council spent time reflecting on the Canon 54 Assessment process and ways in which it might be improved.

November: Council approved the diocesan parental leave policy. Council reviewed a draft of the 2024 budget and provided feedback. Council approved of the diocese serving as a co-sponsor for a White House Peace Vigil.

December: Council approved \$26,010 in congregational grants as recommended by the Congregational Grants Committee. Council approved the establishment of a Committee on Black Ministries. Council accepted the dissolution of the Hunger Fund and the Race and Social Justice Committee.

Council approved a resolution, put forward by the Rev. Jessica Hitchcock, to form A Committee on Congregational Stewardship and Diocesan Support. Formation of the Committee will be announced at Diocesan Convention, and applications to serve on the Committee would be accepted soon thereafter.

Council reviewed an updated draft of the 2024 budget and provided feedback.

Missioner Amanda Akes-Cardwell reported on this year's work in Campus Ministry/ Ministry with University Neighbors, Young Adult Episcopalians, and Youth Ministry Visioning Committee.

ANNUAL REPORTS OF THE COMMISSIONS, COMMITTEES, AND TASK FORCES OF THE DIOCESE OF WASHINGTON

129TH CONVENTION, JANUARY 27, 2024

REPORT OF THE HISTORIOGRAPHER

During 2023 the Historiographer worked closely with the Congregational History Partners of the Reparations Task Force. Several parishes asked for and received information about the origins of their churches, as well as any Diocesan records that might inform the writing of their histories. Many were referred to our mother diocese, the Diocese of Maryland, and their very patient Archivist, Mary Klein. The Historiographer visited several parishes for consultations on records management and archiving procedures.

Throughout the year there were questions about baptism and confirmation records, as well as genealogy queries. On the 50th anniversary of women's ordination, several researchers were in touch, interested in the Diocese's place in the history of women's ordination, asking about the "irregular" ordinations and celebrations of the Eucharist by women clergy. Processing boxes of records is an ongoing project as well. The Historiographer continues her duties as Secretary to the Board of the Historical Society of the Episcopal Church, as well as a member of the Virginia Theological Seminary African American Episcopal Historical Collection Steering Committee.

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: Marc Fetterman, Elody Crimi, Janet Owen, Rex Tomb, and Linda Wirth; as well as to Intern Theana Kastens. New volunteers are always welcome to apply to join the continuing preservation of Diocesan materials in the Archives. The Diocesan Archives are open Monday through Friday from 10 a.m. until 2 p.m. 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, recommends changes in procedures, human resources policies, or insurance plans to Diocesan Council. In 2023, the committee consisted of The Rev. Maria Kane, Chairperson (Rector, St. Paul's Waldorf), Nadirah Majied (Office Manager, St. Paul's Rock Creek), The Rev. Patricia Alexander (Rector, St. Dunstan's), and Jennifer Luna (Parish Administrator, Christ Church Kensington).

In August 2023 the committee met to review offerings for health insurance plans for 2024 as well as consider COLA adjustments for the coming year. Based on a review of plan enrollment across the Diocese, the committee recommended no changes to the health plan offerings, with the exception of pharmacy benefits. In 2022, the committee recommended that we offer, on a one year trial basis, the Premium level pharmacy benefits. After meeting with a representative from CPG to evaluate pharmacy benefits usage in the Diocese over the past year, it was determined that utilization of the premium

benefits was minimal and that the savings to the enrollees realized by moving back to the Standard pharmacy plan would help to offset any increased costs to those few members who were using the premium benefits. Therefore the committee recommended that the Diocesan Council approve a change to pharmacy benefits from the Premium plan to the Standard plan. After considering CPI Data and other projections of compensation increases in the DC area, the Committee recommended that Diocesan Council approve a 3% Cost-of-Living Adjustment for 2024. The committee also recommended that the Council affirm the committee's recommendation that parish leaders consider up to a 4% increase if possible, particularly for merit and other performance-based pay for exceptional service during the last year.

During 2023, the final edits were completed on the updated Clergy Manual. A new policy for Paid Parental Leave was added and the HR Committee met to discuss language and recommendations around this policy. In November 2023, the Committee recommended to Diocesan Council that a paid parental leave policy be adopted which provides for 12 weeks of paid parental leave for eligible clergy and lay employees working 20 hours per week or more. The policy recommendation included a total of 12 weeks paid parental leave, to be taken as short-term disability for those who are eligible, and paid time off for those who are not covered by short term disability policies, or a combination of the two if short term disability was available but did not cover the full 12 weeks.

At the end of 2023, Maria Kane ended her term as the Chair of the HR Committee and Jennifer Luna agreed to step into the role of Chair. The HR Committee would also like to recognize and express our gratitude to Kathleen Hall for her exceptional service as the Director of Human Resources for the Diocese and thank her for being an exceptional partner and steward of the needs of Diocesan employees. We look forward to working with the new Director, the Rev. Stuart Wright in 2024, and to continuing work on the update to the handbook for lay employees now that the clergy handbook update has been completed.

REPORT OF THE INVESTMENT COMMITTEE

The Investment Committee was established in 1950 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. The Fund was valued at \$46,561,459 as of December 31, 2023, and has 54 participants including the Diocese.

The Ruth Gregory Soper Fund came under the management of the Diocese in 2013 and was valued at \$35,718,492 as of December 31, 2023. Vanguard Institutional Advisory Services has served as the investment manager for both the Diocesan Investment Fund and the Ruth Gregory Soper Fund.

In December 2023, Vanguard Investment Advisory Services (VIAS) advised all VIAS clients that this institutional division of Vanguard had entered into an agreement to be acquired by Mercer Investments, LLC, a large and respected institutional investment management and consulting firm with headquarters in Boston. The Investment

Committee has been advised that the entire VIAS investment management team with whom we have been working will join Mercer, and that the management of our portfolios as well as the fees charged by Mercer will remain the same post-acquisition. Since this announcement, the Investment Committee has engaged in appropriate fiduciary due diligence and anticipates following our VIAS manager team to Mercer once the merger is completed for the management of the Diocesan Investment Fund and the Ruth Gregory Soper Fund.

The Committee also reviews those Trusts of which the Diocese is a beneficiary to ascertain that those trusts are being invested appropriately so as to maximize the return to the Diocese while minimizing risk to ensure that the Diocesan objectives of income and reasonable growth consistent with safety are being 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 trustee. The Charitable Trust was valued at \$45,420,547 as of December 31, 2023, and the Retired Clergy Fund was valued at \$3,517,394.

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 Diocesan investments. The Committee believes that the professional supervision that 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/depreciation) consistent with prudent risk parameters and employing a balanced portfolio approach. The importance of asset allocation and diversification is well recognized as an important 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 perform differently under varying market conditions, with those asset classes to be periodically strategically 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. The Investment Committee receives and reviews reports from Vanguard Institutional Advisory Services for the Diocesan Investment Fund and the Ruth Gregory Soper Fund, including reports on investment performance, and meets with the managers on a regular basis. This process will continue with Mercer following its acquisition of Vanguard Institutional Advisory Services. 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.

We conclude this report with the sad news that Paul Gambal, a member of the Diocesan Investment Committee for many years, died on June 22, 2023 after battling a rare form of melanoma for six years. Paul was a faithful Christian and Episcopalian who devoted countless hours in service to our Diocese. We are grateful for his life, his friendship, and his steadfast service to our Diocese.

REPORT OF THE COMMITTEE ON DIOCESAN REPARATIONS

I. BACKGROUND

In mid-2019, an informal working group composed of members from congregations within around the Episcopal Diocese of Washington (“EDOW” or “Diocese”) began meeting to consider what it would mean for the Diocese of Washington to undertake a project of reparation for its participation in, and benefit from, anti-Black racism. The initial goal of this group was to investigate the financial legacy of chattel slavery in the Diocese. The group developed a proposal to commission and share a research project investigating the history of Diocesan antecedents and their entanglements with the institution of chattel slavery.

Later that year, the Diocesan council approved funds to support this research initiative and commissioned the informal working group as a task force of the Diocese. In addition to the history research project, the Reparations Task Force commissioned a survey and qualitative analysis of institutional reparations initiatives around the country over the last ten years to glean and discern best practices in this work. The Reparations Task Force also convened a community of congregational research partners, who had committed to research and share their own parochial histories with racism. As information was uncovered and shared, the Reparations Task Force, working in collaboration with the School for Christian Leadership and Formation, developed a series of adult education sessions to help congregations of the Diocese share this knowledge.

These educational initiatives culminated in “Repairing the Breach,” a day-long symposium on reparations for congregational leaders in the Diocese of Washington.

At the 2023 Diocesan Convention, the Reparations Task Force presented a resolution formally commissioning a Committee on Diocesan Reparations (“Committee” or “Reparations Committee”). The resolution passed with an overwhelming majority. The Committee, resulting from the resolution, includes two working groups: a Policy Working Group and an Education Working Group. The resolution charged the Committee with 1) continuing the work of researching and sharing the Diocesan history of its legacy of slavery and subsequent embrace of anti-Black racism, and 2) presenting a reparations proposal outlining transformational policies and structural changes for the consideration of Convention in 2025.

II. 2023 ACCOMPLISHMENTS

In the year since its creation, the Reparations Committee has undertaken significant efforts and initiatives to push the work forward.

A. Review of Institutional Reparations Programs and Lessons Learned The Policy Working Group has reviewed and researched the 2022 survey and qualitative analysis of institutional reparations initiatives from around the country. In doing so, members are considering best practices, lessons learned, and potential models for reparations in the Diocese, with an eye to the specific context, history and needs of our congregations and communities in the Washington, DC, area. With these elements in mind, the Policy Working Group has begun workshopping possible reparations proposals to present to the convention in 2025.

B. Survey of Racial Justice Ministries The Education Working Group conducted a survey of current parochial racial ministries within the Diocese. Survey topics included educational programs, worship review with a racial lens, equity policies, and advocacy work. To date, 72 congregations, or 85 percent, of the Diocese responded. (Please see the Reparations section in the EDOW website for complete survey data).

C. Communications: Creating the Foundation for Current and Future Education and Outreach During 2023, our Communication Team, in collaboration with EDOW Communications, developed and implemented a plan for building the foundation for the Committee's outreach to, and communication with, parishes and parishioners. The key elements of this communications plan focus on the Reparations section of the EDOW website, email communications, and social media.

1. Reparations section on the EDOW website The Communication Team redesigned the Reparations section of the EDOW website and greatly expanded the content available; with the goal of providing comprehensive and easy-to-navigate resource on our reparations work in the Diocese. The section is designed to grow as the work of the Committee continues and new information is shared with the Diocese. EDOW Communications approved and implemented all updates.

The new pages within this section of the website include:

a. News and Events: This page provides links to all newsletter articles from the Reparations Committee published in the EDOW Bulletin in 2023. It also provides a comprehensive collection of videos, presentations, and other materials from the October 2022 EDOW event: "Repairing the Breach: A Symposium on Reparations" All future reparations events and news regarding the Committee's work will be featured on this page.

b. Reparations Training and Educational Resources: This page highlights "Repairing the Breach," the two-session video curriculum developed by the Reparations Task Force as well as the EDOW "Race and Reckoning: An Exploration into Reparations" symposium attended by 400 participants. Future reparations education events will also be featured on this page.

c. Parish History Projects: This page provides resources for the beginning parish historian to conduct a parish history project. Information on the Congregational History Partners is also available, who meet monthly to support each other's work. The page includes video testimonials from three parishes as well as a Parish History Spotlight, which will be rotated regularly.

d. Research on Reparations: This page highlights two research projects sponsored by EDOW: (1) “An Analysis of Current Reparations Programs in the United States”, and (2) “Historical Involvement with Enslaved and Free Black Populations in the Eighth Root Parishes of the Diocese of Washington, 1692-1864”. This page also provides a link to an archival records management document developed by the Episcopal Church, “Consulting the Past Through the Archival Record: A Guide for Researching the Impact of Slavery on Church Life and African Americans”.

e. Committee on Diocesan Reparations: This page lists each member of the Committee and their home parish, including ex-officio membership, and our EDOW staff liaison.

2. Email Communication: We launched reparations email communications in the fall with a special email from Bishop Mariann Budde regarding the survey, and a follow-up email sent after the regional gatherings to all who attended. In 2024, in collaboration with EDOW Communications, we will expand our email footprint with one article per month in the EDOW Bulletin (e-newsletter).

3. Social Media (EDOW Facebook and Instagram Accounts): The Communication Team worked with EDOW Communications on a visual identity for our social media posts, similar to identities created for EDOW’s Black History Month and Pride month series on its social accounts. Starting in November 2023, EDOW posted content from the Reparations Committee once a week, (on Monday), to highlight our activities, build engagement, and encourage visitors to explore the reparations content available on the EDOW website.

III. 2024 INITIATIVES

The Reparations Committee is dedicated to collecting quantitative and qualitative data. We are also focused on engaging and empowering parishioners and members of the Diocese with opportunities at different levels for participation in a reparations program.

A. Listening Sessions on Reparations: The Reparations Committee will select several dates and times for virtual and/or in-person events to host EDOW clergy and lay people; providing the time and a safe space for them to voice their concerns, questions, and comments on reparations and enable the Committee to actively listen and address them.

B. Individual Story-Sharing to Identify Harms: The Reparations Committee will conduct events to enable individuals with stories of personal hurts to speak and be heard. The events may also include speakers who are prepared to tell their stories, as well as Diocesan leaders and clergy who will actively listen with open hearts. LEGO® Serious Play® may be part of the format, as it is intended to facilitate difficult discussions.

C. Parish Story Circles: The Reparations Committee will canvas EDOW members to gather, hear, and share stories about EDOW’s past Black parish that closed due directly or indirectly to systemic anti-Black bias, institutional racism, and related factors. Once stories are identified, the Committee will conduct an event(s) either virtually or in-person to explore (in a safe environment) where breaches have occurred in terms of historic Black congregations. From there, the Committee will gather information regarding the harm, the impact of the harm, and what restitution could or would look like.

D. Claggett Retreat: The retreat scheduled for February 2 - 4, 2024, will provide an opportunity for the Reparations Committee to work together to develop a strategic plan and deliverables for 2024.

E. First Draft Report (June 2024): Once all engagement concludes, e.g., research, listening sessions, story sharing, etc., the Reparations Committee's first reparations proposal draft is due. The Policy Working Group will determine what a Gospel-oriented approach to a reparations policy looks like by addressing those Diocesan programs or recommendations that can be advanced to EDOW to facilitate reparations to the parishes, parishioners, other people, and/or communities harmed by the Diocese.

F. Final Draft Report (1 October 2024): The Policy Working Group will submit a final report and make a presentation to Diocesan Convention 2025. Analysis will include, but is not limited to topics such as:

1. What is the scope of harm/redress to which EDOW will commit itself?
2. What are the mechanisms available to ensure EDOW remains accountable to any approved reparations policy?
3. Will the focus of reparations also include policy proposals that change the culture of EDOW from the top down?

G. Expansion of Parish History Projects: The Education Working Group continues to encourage each EDOW parish to examine its history through the lens of race and racism. The Congregation History Partners group offers a safe and supportive space for parishes to begin this work. Although the focus of this Committee is reparations at the Diocesan level, it is impossible to truly understand the need for reparations without a thorough knowledge of the history of each EDOW parish.

H. Completion of EDOW's Maryland Parish History Project: By December 2024, Franklin Robinson will complete his research project titled, "Historical Involvement with Enslaved and Free Black Populations in the Eighth Root Parishes of the Diocese of Washington, 1692-1864". This work explores the participation of the eight Diocesan antecedents in the institution of chattel slavery in Maryland.

IV. DEVELOPING REPARATIONS POLICY PROPOSALS FOR THE DIOCESE OF WASHINGTON

The Policy Working Group began developing a proposal for a Diocesan Reparation Policy in the fall of 2023. As part of a proposed reparations policy document, the working group compiled a list of the many complex issues that must be addressed in the policy. The list is based on a review of other church reparations initiatives, as well as a review of other source materials, such as *Reparations: A Christian Call for Repentance and Repair*, by D. Kwon and G. Thompson.

Questions under consideration include but are not limited to:

A. What time period should be taken into consideration? Some reparations programs focused on harms to enslaved people prior to the end of the Civil War. Others focus on the Jim Crow era (1865-1960s), while others focus on harms done in recent times (circa 1970s to the present).

B. Should the policies include parishes that are now in the Diocese of Washington, but were previously in the Diocese of Maryland? While the content of this reparations policy proposal will be within the context of harms done by the Diocese, it is important to specify whether the focus includes the era of slavery, as that occurred prior to the creation of the Diocese of Washington.

C. Who was harmed? To develop a fair and transparent reparations policy, especially one that includes restitution (*i.e.*, financial disbursements), we must identify the criteria used to determine recipients. We must also specify whether recipients will include individuals, parishes, or other organizations (e.g., community-based non-profits and educational organizations, as some reparations programs have done).

D. What types of harms should be considered? The list is potentially endless. Beyond the terrible harms associated with slavery, harms directly attributable to the Diocese must also be determined. These harms may include reduced education, employment opportunities, limited income and assets, health status and healthcare access, property loss, some of which continue to affect individuals and parishes.

E. Who is responsible for the harms? The focus of this proposal, as per the January 2023 Diocesan resolution, centers around harms committed by the Episcopal Diocese of Washington. Should the focus also include parishes or individuals? If so, what does that responsibility look like?

F. What types of reparations should be considered? While the Diocese has specified that there will be a financial commitment to the work of reparations, the amount available for restitution and redress is not yet clear. We know that no amount of money could ever completely repair all the harms done through 400 years of American slavery, and the subsequent legacy of segregation and discrimination. In addition to financial reparations as part of the policy proposal, should there be other non-financial reparations and what should those be? Examples of financial and non-financial reparations may include:

1. Hiring forensic accountants trained to research organizational finances so that there is a clear accounting of what EDOW did with assets of Black parishes that closed. Once the report from the forensic accountant apology, and repentance would be appropriate to begin facilitating reconciliation.
2. Upon request, replacing stained-glass windows in historically Black churches with more culturally appropriate figures.
3. Developing curricula on EDOW's racial history for all EDOW schools and for Christian Education.
4. Developing special exhibits to increase awareness.
5. Naming of special sites or remembrance and reconciliation.

G. Who will provide the funds for financial reparations? The Diocese has clearly stated that any financial reparations funding will be from the Diocese, and not from individual churches. This does not preclude any parish from establishing a reparations fund and making disbursements if it so chooses.

H. What should the size of financial reparations be? As previously noted, financial reparations can never fully compensate for the harms of the slavery and Jim Crow eras,

in addition to economic disparities that continue to exist. However, it is critical that a reparations package go beyond small “symbolic” amounts. Reparations should be substantial enough to repair some of the harm that has been done, within the scope of what is feasible.

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? What oversight, reporting, and accountability for fund disbursement will be implemented to ensure that funds are used effectively and appropriately? Perhaps more importantly, who will make those determinations? Do they need to be made at all? If a financial reparations package is disbursed, there is a case for adopting a “hands-off” approach and allowing established churches and other organizations to use the funds as they see fit.

J. Who will receive reparations? The process of identifying who was harmed will help to identify who should receive reparations. Should the recipients be individuals, parishes, or non-profit organizations that work in the affected communities? If individuals, which individuals? If parishes, which parishes? If non-profits, which nonprofits? What decision process is needed to identify them, and how can conflicts between individuals and parishes be avoided?

K. What is the time frame for the EDOW reparations process? Will this program be time-limited, or will EDOW develop a continual process to monitor harms and the need for restitution?

It is clear from this list of important issues that developing a transparent, fair, and effective reparations program is a serious and thoughtful undertaking. At the same time, keeping all of these issues in mind is critical to defining the work ahead. The list can be used as a discussion guide for the policy and education working groups, but it also can be used by parishes and other committees of the Diocese as we all work toward becoming a Beloved Community truly committed to speaking truth to power.

PART III: OFFICIAL ACTS, BUDGET, AND STATISTICAL REPORTS

THE BISHOP'S OFFICIAL ACTS, 2023

NECROLOGY

The Rev. Anne D. Monahan, March 20, 2023
 The Rev. Dr. Carol Jablonski, June 19, 2023
 The Rev. James William Flanders, Jr., November 15, 2023
 The Rev. Mary M. McCue, December 28, 2023

POSTULANTS ADMITTED (DIACONATE)

Michelle Dibblee, 10/12/2023	Jane Osgood, 10/12/2023
Kurt Ellison, 10/12/2023	Jennifer Page, 10/12/2023
Steven Miller, 10/12/2023	

POSTULANTS ADMITTED (PRIESTHOOD)

None.

CANDIDATES FOR HOLY ORDERS ADMITTED (DIACONATE)

Dawn Booth, 06/28/23	Mary Alcuin Kelly, 06/28/23
Diana F. Edwards, 05/24/23	Annemarie Quigley, 05/24/23
Miriam Felipe Perez, 05/24/23	Donna Stinchcomb, 06/28/23

CANDIDATES FOR HOLY ORDERS ADMITTED (PRIESTHOOD)

None.

DEACONS ORDAINED (DIACONATE)

None.

DEACONS ORDAINED (PRIESTHOOD)

Yaa Addison, 01/19/2023	Katherine Miksa, 01/19/2023
Eva Bogino, 01/19/2023	Andrew Ogletree, 01/19/2023
Lara Case Halsey, 01/19/2023	Creamilda Yoda, 01/19/23

PRIESTS ORDAINED

Yaa Addison, 08/03/2023	Katherine Miksa, 08/03/2023
Eva Bogino, 08/03/2023	Andrew Ogletree, 08/03/2023
Lara Case Halsey, 08/03/2023	Creamilda Yoda, 08/03/23

CLERGY RECEIVED

Anna Olson	02/21/2023	Diocese of Los Angeles
Jeanie Martinez-Jantz	02/27/2023	Diocese of Virginia
Sarah Reynolds	05/12/2023	Diocese of Los Angeles
Laura Carpenter	03/27/2023	Diocese of Maryland
Albert Pearson	05/01/2023	Diocese of Texas
Adelyn Tyler-Williams	11/01/2023	Diocese of Arkansas
Spencer Brown	12/01/2023	Diocese of the Rio Grande

CLERGY TRANSFERRED

Yolanda Rolle	01/18/2023	Diocese of Massachusetts
Jennifer Gamber	02/14/2023	Diocese of Virginia
Juan Pastor Reyes	04/20/2023	Diocese of Long Island
Mpho Tutu van Furth	04/30/2023	Convocation of Episcopal Churches in Europe
William Stafford-Wittaker	06/01/2023	Diocese of Virginia
Kathryn Beaver	08/01/2023	Diocese of Upper South Carolina
Jadon Hartsuff	09/01/2023	Diocese of Michigan
Katie Beth Miksa	09/19/2023	Diocese of Southern Virginia
Savanna C. Ponder	10/01/2023	Diocese of Rhode Island

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

David Wacaster, Rector, January 8, 2023, Grace Church, Georgetown
Victoria Clayton, Rector, January 22, 2023, St. Bartholomew's
Kim Baker, Rector, February 5, 2023, St. Luke's, DC
Tim Carr, Rector, March 19, 2023, Christ Church, Rockville
Peter Ackerman, Rector, March 25, 2023, Christ Church, Chaptico
Robert Bunker, Rector, September 17, 2023, St. Philip's, Laurel
Francisco Valle, Rector, September 10, 2023, Church of our Saviour, Hillandale
Bertie Pearson, Rector, October 29, 2023, St. Alban's
Andrew Ogletree, Rector, November 18, 2023, St. Patrick's, DC
Steve Seely, Archdeacon, October 18, 2023, Episcopal Diocese of Washington

INSTITUTIONS OF CANONS

None

NON-RESIDENT CLERGY LICENSED TO OFFICIATE

Eleanor J. Abarno	Metro DC Synod, ELCA
Robert N. Abarno	Metro DC Synod, ELCA
Carolyne A. Adhola	Diocese of Bondo, Anglican Church of Kenya

Thomas Alexander Allain	Diocese of Mississippi
Emmett Bernard Anderson	Diocese of Maryland
Allen Bartlett	Diocese of Pennsylvania
Thomas W. Bauer	Diocese of Maryland
Morsal O. Collier	Southeast Michigan Synod, ELCA
Michael W. Creighton	Diocese of Central Pennsylvania
David M. Crosby	Diocese of Virginia
Kevin M. Cross	Diocese of Easton
Pedro G. Cuevas Feliz	Diocese of the Rio Grande
Pierre S. Gabaud	Diocese of Southeast Florida
Melissa K.Z. Hollerith	Diocese of Virginia
Robert W. Ihloff	Diocese of Maryland
Martha D. Johns	Diocese of Los Angeles
William Erich Krengel	Diocese of Connecticut
Edward S. Little	Diocese of Northern Indiana
Margaret E. Lloyd	Diocese of Massachusetts
James R. Mathes	Diocese of San Diego
Allison Z. Michael	Member of Lutheran Church, ELCA
Richard A.K. Miles	Diocese of North Carolina
William H. Morris	Diocese of London
Jo-Ann R. Murphy	Diocese of Virginia
Bertram Nagarajah	Diocese of El Camino Real
Laura Natta	Diocese of California
Anne L. Nicholson	Diocese of Maryland
Elizabeth M. Orens	Diocese of Maryland
J. Peter Pham	Diocese of Chicago
John R. Price	Diocese of Maryland
Anne G. Ritchie	Diocese of Virginia
V. Gene Robinson	Diocese of New Hampshire
Jason Shank	Diocese of Northwest Pennsylvania
Thelma A. Smullen	Diocese of Maryland
Leslie N. Steffensen	Diocese of Virginia
James MacGregor Stewart	Diocese of North Carolina
Joseph M. Vought	Metro DC Synod, ELCA
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
Jean Ann F. Wright	Diocese of Atlanta

REPORTS RECEIVED FROM NON-PAROCHIAL AND RETIRED PRIESTS

Paul Abernathy	Anne Gilson	Margaret McNaughton
Amanda Akes-Cardwell	Sarabeth Goodwin	Sarah Motley Fischer
James Anderson	John M Graham	Mitzi Noble
John Ball	Anne Katherine Grieb	Anna Olson
Catherine Ann Ballinger	Caron Gwynn	Harrison Owen
Lisa Barrowclough	Michele Hagans	Ciritta Park
Cynthia Baskin	William Hague	Nan Peete
William Billow	Preston Hannibal	Francis Peyton
Martha Bonwitt	Vincent Harris	Kristen Pitts
Errol Booth	Robert Harrison	Kathleen Price
Elly Brown	Charles Hoffacker	Rachelle Sam
Enrique Brown	Lucy Hogan	William Shand
Betsy Carmody	James Holmes	Sarah Slater
Eva Cavaleri	Marian Humphrey	Martin Smith
Leslie Chadwick	Margaret Ingalls	Leslie St Louis
John Chane	Hannah J Irving	Robert Stephenson
Joseph Clark	Anne-Marie Jeffery	John Stonesifer
Martha Clark	H. Vance Johnson, Jr	Emily Blair Stribling
Kathy Corbett-Welch	Karen Johnson	Shawn Strout
John Daniels	Nancy Jose	Susan Thon
Daniel Darko	Ted Karpf	Claudia Tielking
Kortright Davis	Timothy Kennedy	Joseph Trigg
James Donald	Stuart Kenworthy	Francis Wade
Larry Donathan	Travers Koerner	William Wagnon
Noreen Dubay	Richard Kukowski	Susan Walker
Frank Dunn	Sarah Lamming	Martha Wallace
Beth Echols	John Lawrence	David Wolf
Deirdre Eckian	Luis Leon	Paul Zahl
Gayle Fisher-Stewart	Jeffrey MacKnight	Lisa Zaina
Carol Flett	Timothy Malone	
Arthur Fouts	John McDuffie	

CONSENT GIVEN FOR THE ELECTION OF A BISHOP

Melissa Skelton, Diocese of Olympia, 1/4/2023
 Justin S. Holcomb, Diocese of Central Florida, 1/22/2023
 Sally French, Diocese of New Jersey, 2/6/2023
 David G. Read, Diocese of West Texas, 3/6/2023
 Ann Ritonia, Armed Forces and Federal Ministres, 3/27/2023
 Carrie Schofield-Broadbent, Diocese of Maryland, 4/4/2023
 John T. W. Harmon, Diocese of Arkansas, 9/6/2023
 Jeremiah Williamson, Diocese of Albany, 9/13/2023
 Kristin Uffelman White, Diocese of Southern Ohio, 10/03/2023
 Austin Keith Rios, Diocese of California, 12/09/2023

CONSENT GIVEN FOR THE RESIGNATION OF A BISHOP

David Bailey, Navajoland Area Mission, 2/20/2023
 Maria Griselda Delgado, del Carpio Cuba, 3/23/2023
 William H. Stokes, Diocese of New Jersey, 5/19/2023
 Gregory O. Brewer, Diocese of Central Florida, 6/6/2023
 Mark Hollingsworth, Jr., Diocese of Ohio, 6/7/2023
 David M. Reed, Diocese of West Texas, 8/3/2023
 Samuel Johnson Howard, Diocese of Florida, 9/26/23

CONFIRMATIONS AND VISITATIONS, 2023

Confirmations listed are those for which paperwork is on file with the diocesan office.

BISHOP MARIANN EDGAR BUDDÉ'S CONFIRMATIONS AND VISITATIONS

DATE	PLACE	NUMBER CONFIRMED	NUMBER RECEIVED	NUMBER REAFFIRMED
01/22/2023	St. John's, Olney			
02/05/2023	St. Philip's, Baden			
02/12/2023	St. James', Potomac			
02/26/2023	St. Barnabas', Temple Hills			
03/05/2023	St. Barnabas', Church of the Deaf			
03/19/2023	St. George's, DC			
03/26/2023	St. Mary Magdalene			
04/02/2023	Calvary Church, DC			
04/09/2023	Washington National Cathedral			
04/23/2023	Grace Church, Silver Spring			
04/30/2023	St. Stephen and the Incarnation			
05/07/2023	St. Mark's, DC			
05/14/2023	Atonement			
05/20/2023	<i>Washington National Cathedral for</i>			
	Christ Church, Kensington	5	3	1
	Holy Comforter	1	0	0
	St. Alban's	1	2	0
	St. George's, Glenn Dale	8	4	0
	St. John's, Georgetown	1	0	0
	St. John's, Norwood	14	0	0
	St. Margaret's	3	4	0
	St. Mark's, DC	9	1	2
05/21/2023	St. Margaret's, DC			
06/04/2023	Christ Church, Georgetown	12	1	0
06/11/2023	San Mateo/St. Matthew's	26	12	4
06/18/2023	Christ Church, Clinton			
09/10/2023	St. John's, Norwood			
09/17/2023	St. Philip's, Laurel			
10/01/2023	Our Saviour, Brookland			
10/15/2023	St. Paul's, K Street	9	3	0
10/22/2023	Christ Church, Kensington			

DATE	PLACE	NUMBER CONFIRMED	NUMBER RECEIVED	NUMBER REAFFIRMED
10/29/2023	St. Alban's, DC			
11/04/2023	<i>Washington National Cathedral for</i>			
	Atonement	0	2	0
	Christ Church, Chaptico	2	3	0
	Christ Church, Clinton	1	0	0
	St. Alban's	9	5	0
	St. John's, Mt. Ranier	2	0	0
	St. Margaret's	3	0	0
	St. Stephen & the Incarnation	2	0	0
11/05/2023	St. Thomas, DC			
11/19/2023	All Saints', Chevy Chase	6	0	0
12/03/2023	Trinity, DC			
12/10/2023	Good Shepherd			
12/17/2023	St. Francis	10	1	1
12/24/23	Washington National Cathedral			

BISHOP ANN RITONIA CONFIRMATIONS AND VISITATIONS

DATE	PLACE	NUMBER CONFIRMED	NUMBER RECEIVED	NUMBER REAFFIRMED
22/4/2023	<i>Washington National Cathedral for</i>			
	Ascension, Sligo Parish	8	0	0
	Christ Church, Rockville	5	1	0
	Grace Church Silver Spring	4	1	1
	St. John's Lafayette Square	2	4	2
	St. George's, DC	2	1	0

BISHOP JAMES J. "BUD" SHAND'S CONFIRMATIONS AND VISITATIONS

DATE	PLACE	NUMBER CONFIRMED	NUMBER RECEIVED	NUMBER REAFFIRMED
5/20/2023	<i>Washington National Cathedral for</i>			
	St. Mary's, Foggy Bottom	1	0	0
	St. John's Olney	7	0	0
	St James', Potomac	3	2	0
	St. John's, Lafayette Square	3	2	3
	St. Monica's & St. James'	7	1	0
	Christ Church, DC	8	1	0

BISHOP CHILTON KNUDSEN CONFIRMATIONS AND VISITATIONS

DATE	PLACE	NUMBER CONFIRMED	NUMBER RECEIVED	NUMBER REAFFIRMED
5/20/2023	<i>Washington National Cathedral for</i>			
	St. Stephen's & the Incarnation	4	2	0
	St. David's, DC	4	0	0
	All Saints, Igno Anglican	31	0	0

BISHOP V. GENE ROBINSON CONFIRMATIONS AND VISITATIONS

DATE	PLACE	NUMBER CONFIRMED	NUMBER RECEIVED	NUMBER REAFFIRMED
5/20/2023	<i>Washington National Cathedral for</i>			
	St. Luke's, DC	0	1	0
	St. Patrick's	2	0	0
	St. Thomas, PG County	2	0	0
	Washington National Cathedral	6	11	3
	St. Thomas, DC	2	0	0
	Trinity, DC	4	0	0
	Grace Church, Silver Spring	4	2	0
11/5/23	St. Columba's	12	0	0

LICENSED LAY MINISTRIES

This is a list of all licenses issued in 2023 for various lay ministries. Congregations that have been omitted had no licenses issued in 2023. 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 FAITH, CHARLOTTE HALL

Alison Carmack: EM
 Amy Clifton: EM
 Keith Clifton: EM

Charles Sommerkamp: EM
 Emily Turner: EM
 Jennifer Winters: EM

ALL SAINTS', CHEVY CHASE

JD Carr: P

ASCENSION, SLIGO PARISH

Jared Hughes: EM

CHRIST CHURCH, ROCKVILLE

Susan Anastasi: EV
 Christine Carrico: EM
 Julianna Chitwood: WL
 Gary Correll: EM
 William Gardner: WL
 Melene Glynn: EM
 Charles Griffiths: EV
 Tippy Irwin: EV

Gwendolyn Jackson: EM
 Robert James: EM
 Emily Pearce: EV, EM, WL
 Jeremy Snider: WL
 James Suit: EV, EM
 Emil Von Arx: EM

CHRIST CHURCH, WASHINGTON

Gary Albrecht: PL
 Keith Lopes: EM

Lynne Mallonee Schlimm: PL

DIOCESE OF WASHINGTON

Midred Reyes: PL

HOLY COMMUNION

Concha Johnson: EM

OUR SAVIOUR, BROOKLAND

Valaria Alston: WL
 Sandra Ingram-Jonson: EV
 Franklyn Malone: EM, EV

Ravon McCrary: EM
 Pamela Murphy: EM, WL, P
 Roy Priest: EM, EV, WL

OUR SAVIOUR, HILLANDALE

Margaret Gordon: PL

ST. ALBAN'S

Erin Ennis: PL

Edward Hayes: EM

ST. COLUMBA'S

Caroline Willis: EM

ST. JAMES', INDIAN HEAD

Mary Cobb: EV

Shirley Evans: EM, EV, WL

Adah Morgan: EM, EV, PL, WL

Thomas Peterson: EM, EV, PL, WL

Brenda Peterson: EM, EV, P, WL

Diane Ryan: EV, WL

Martha Williams: EV

ST. JOHN'S, BROAD CREEK

Charles Day: EM

ST. JOHN'S, LAFAYETTE SQUARE

John Dalton: EM

Lansing Lee: EM

ST. JOHN'S, MT. RAINIER

Shona Bramble: EM

Simone Bramble: PL

ST. LUKE'S, DC

Diane Brice-Williams: EM, EV

Robert Caldwell: EM, EV

Charlotte Cureton: EM, EV

June Lendore: EM, EV

George Nichol, Jr.: EM, EV

George Nichol, Sr.: EM, EV

Florence Pritchett: EM, EV

Paula E. Singleton: EM, EV

Audrey Thurman: EM, EV

Ruby VanCroft: EM, EV

Angela Wright: EM, EV

ST. MARK'S, DC

David Deutsch: PL

ST. MARK'S, FAIRLAND

Erwin Avila: EV, EM

Pypu Bright-Rennie: EM

Alta Cannady: EV, EM

Kim Hazel: EM

Olivia Lee: EM

Charles Smith: EM

Janis Smith: EV, EM

Kristianne Tawell: EM

Elizabeth Walton: EV, EM

ST. MARY'S

Sara Maddux: EM

ST. PATRICK'S

Paul Schmitz: EM, EV

ST. PAUL'S, PINEY

Scott Wesley: EM

ST. THOMAS', DC

Aaron Adkins: EV

ST. THOMAS', PG COUNTY

Gayla Bergren: C

THE NATIONAL CATHEDRAL SCHOOL FOR GIRLS

Josie Jordan: PL

Rachel Mumford: EM, PL

TRINITY, DC

Keeva Harmon: EM

WASHINGTON NATIONAL CATHEDRAL

Catherine Able Thomas: PL

Lana May: EV

Alice Alsterberg: EM

Paula Mays: EM

Alma Anderson Bright: EM

Michael McCarthy: PL

Erica Aungst: EM

Richard McKinney: EM

Lew Baylor: EM

Joyce Michellini: PL

Mary Baylor: EM, EV, PL

Jennifer Moulton-post: PL

Christine Bingaman: EM

Jack Moyer: EM

Lora Bingaman: EM

Kenute Myrie: EM

Christopher Cannedy: EM

Maggie Osborn: EM

Edie Ching: EM

Tonya Parham: EM

Billy Cramer: EM

Norman Pugh-Newby: EM

Espy Crisostomo: EM

Margaret Rawls: EM

David Deal: EV

Paul Reavis: EM

Kathy Deal: EV

Bob Reeg: EM

Daniel Demus: EM

Vern Rinker: PL

Michelle Dibblee: EM

Andrew Rothe: EM

Patricia Dillard: EM

Beverly Rude: EM

Bob Dorch: EM

Scott Sanders: PL

Matthew Eldred: EM

Steve Saphos: PL

Susan Galbraith: EM

Helen Schmitz: EM, EV

Jeff Gary: EM, EV

Nancy Sekfo: EM

Duane Gelderloos: EM

Thomas Sheehan: PL

Mariam Gillis: EM

Alexander Shradly: EM

Jan Gravel: EM

Heather Simpson: EM

Margaret Guthrie: EM

Thomas Sjoblom: EM

June Harper: EM

Robert Sollinger: EM

Mark Harvey: EM

Ellen Spencer: EM, EV

Daniel Hewitt: PL

Jeffrey Stitz: EM

Ginger Ingells: EM

Brandon Straub: PL

E. Claire Jerry: EM, EV

Ken Swain: EM

Barbara Powell Johnson: EM

Torrence Thomas: PL

Michelle Kannan: EM

David Torrealba: EM

Doro Koch: EM

Stanley Utterback: PL

Carole Lambert: EM

Pamela West-Morrison: EM

Anne Leamon: EM

Juanita White: EM

Catherine Lincoln: EM

Tom Wright: EM

Carmini Luther: EM

Miriam Young: EM

2023 FINANCIAL COMMITMENTS

	GIVING PLEGGED	GIVING RECEIVED
REGION: NORTH MONTGOMERY COUNTY		
Ascension, Gaithersburg	30,000	29,999.99
St. Anne's	0	0
St. Barnabas' Church of the Deaf	7,976	7,976
St. Bartholomew's	10,239	10,239
St. John's, Olney	6,000	9,000
St. Luke's, Brighton	7,200	7,200
St. Nicholas' Parish	7,000	2,940
St. Peter's	10,000	10,000
TOTAL: NORTH MONTGOMERY COUNTY	78,415	77,354.99
REGION: CENTRAL MONTGOMERY COUNTY		
Christ Church, Kensington	36,186	36,186
Christ Church, Rockville	40,000	33,333.31
Good Shepherd	3,000	3,000
Our Saviour, Hillandale	6,000	6,000
St. Francis	56,470	54,163.01
St. James', Potomac	53,000	53,000.04
St. Luke's, Trinity Parish	50,000	41,666
St. Mark's, Fairland	5,000	5,000
St. Mary Magdalene	10,000	8,334
Transfiguration	7,500	7,500
TOTAL: CENTRAL MONTGOMERY COUNTY	267,156	248,182.36
REGION: SOUTH MONTGOMERY COUNTY		
All Saints', Chevy Chase	50,000	45,000
Ascension, Sligo Parish	27,247	27,246.96
Grace Church, Silver Spring	93,500	76,500
Redeemer	36,000	36,000
St. Dunstan's	32,000	32,000
St. John's, Norwood Parish	50,000	50,000
TOTAL: SOUTH MONTGOMERY COUNTY	288,747	266,746.96
REGION: NORTH DISTRICT OF COLUMBIA		
All Souls'	32,000	32,000
Holy Comforter	3,750	3,750
St. Alban's	123,550	123,550
St. Columba's	190,931	175,006
St. David's	34,000	34,000
St. Patrick's	41,000	34,136.18
St. Paul's, Rock Creek	75,000	70,000
Trinity, DC	16,000	14,400
Washington National Cathedral	100,000	100,000
TOTAL: NORTH DISTRICT OF COLUMBIA	616,231	586,842.18

	GIVING PLEGGED	GIVING RECEIVED
REGION: CENTRAL DISTRICT OF COLUMBIA		
Ascension and St. Agnes	36,720	36,720
Christ Church, Georgetown	100,000	100,000
Epiphany, DC	38,300	41,491.95
Grace Church, Georgetown	10,000	8,309.96
Our Saviour, Brookland	6,000	7,000
St. George's, DC	10,000	10,000
St. John's, Georgetown	6,000	6,000
St. John's, Lafayette Square	135,000	135,000
St. Luke's, DC	20,000	20,000
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	6,500	6,500
St. Thomas', DC	14,333	13,499.67
TOTAL: CENTRAL DISTRICT OF COLUMBIA	452,853	454,521.58
REGION: SOUTH DISTRICT OF COLUMBIA		
Atonement	5,500	6,000
Calvary Church	9,930	9,930
Christ Church, Washington	84,486	77,280
Holy Communion	1,500	1,500
St. Augustine's	7,200	7,200
St. Mark's, DC	45,000	35,917.50
St. Monica's and St. James'	14,000	12,700
St. Philip the Evangelist	7,200	9,600
St. Timothy's	36,185	33,169.59
TOTAL: SOUTH DISTRICT OF COLUMBIA	211,001	193,297.09
REGION: NORTH PRINCE GEORGE'S COUNTY		
Epiphany, Forestville	3,100	0
St. Andrew's, College Park	31,250	31,250
St. Christopher's	17,000	17,000
St. George's, Glenn Dale	37,440	37,440
St. John's, Mt. Rainier	4,800	5,200
St. John's, Zion Parish	16,000	14,666.66
St. Matthew's	15,000	15,000
St. Michael & All Angels	5,880	5,880
St. Philip's, Laurel	27,000	28,000
TOTAL: NORTH PRINCE GEORGE'S COUNTY	157,470	154,436.66

	GIVING PLEGGED	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

2023 Vs 2024 OPERATING BUDGET

	2023 BUDGET	2023 Y/E PROJECTION	2024 BUDGET	VARIANCE 23 vs. 24
REVENUE				
Congregational Giving	2,300,000	2,230,000	2,250,000	(50,000)
Soper Income (Operating)	1,727,815	1,727,815	1,627,576	(100,239)
Closed Parish Fund Draw (Council Approved)	0	0	168,382	168,382
Lilly Endowment Grant Funding (Including Parish Participation Fees)	250,800	250,800	157,200	(93,600)
Corten Education Fund	145,000	145,000	155,000	10,000
Bishop's Annual Appeal	150,000	180,340	150,000	0
Interest & Dividend Income	100,000	175,339	160,000	60,000
Other Income	90,000	175,517	90,000	0
TEC Grant for Latino Church Plant	10,000	10,000	0	(10,000)
TEC Grant for Bowie Church Plant	0	0	10,000	10,000
Latino Ministry Support From Reserves	15,000	15,000	0	(15,000)
General Convention/Lambeth Support from Reserves	0	0	32,000	32,000
TOTAL REVENUE	4,788,615	4,909,811	4,800,158	11,543
EXPENSE				
DIOCESAN MINISTRIES				
CHURCH REVITALIZATION				
Strategic Advisors	15,000	10,000	15,000	0
New Worshipping Communities	24,000	10,000	24,000	0
Black Church Ministries	0	0	10,000	10,000

	2023 BUDGET	2023 Y/E PROJECTION	2024 BUDGET	VARIANCE 23 vs. 24
Congregational Grants	200,000	200,000	0	(200,000)
Latino Ministry Grants and Support	120,322	120,322	73,476	(46,846)
Lilly Endowment Grant Expenditures	340,533	340,533	291,355	(49,178)
Growing Young - Congregations	13,000	10,000	0	(13,000)
Aid to Congregations in Transition: Transitions/ Strategic Opportunities	65,000	65,000	65,000	0
TOTAL CHURCH REVITALIZATION	777,855	755,855	478,831	(299,024)
FAITH AND LEADERSHIP				
Campus/Young Adult Ministries	89,000	80,000	50,000	(39,000)
School for Christian Faith & Leadership	32,500	30,000	32,500	0
Youth Ministry	7,500	4,506	7,500	0
Clergy Discernment & Development	18,000	26,723	20,000	2,000
Seminarian Support	18,250	23,937	18,250	0
Ordination Process Expense	18,250	20,000	30,000	11,750
Vocational Deacons	17,750	18,828	17,750	0
Diocesan Confirmation	20,000	26,299	20,000	0
TOTAL FAITH AND LEADERSHIP	221,250	230,293	196,000	(25,250)
EQUITY AND JUSTICE				
Reparations Committee	0	15,000	36,000	36,000
Program Support	22,500	19,283	22,500	0
TOTAL EQUITY AND JUSTICE	22,500	34,283	58,500	36,000

	2023 BUDGET	2023 Y/E PROJECTION	2024 BUDGET	VARIANCE 23 vs. 24
TOTAL DIOCESAN MINISTRIES	1,021,605	1,020,431	733,331	(288,274)
NATIONAL & INTERNATIONAL MINISTRIES				
TEC	522,230	522,230	529,327	7,097
Provincial Synod	13,372	12,928	13,372	0
TOTAL NATIONAL & INTERNATIONAL MINISTRIES	535,602	535,158	542,699	7,097
SALARIES & BENEFITS	2,564,514	2,768,553	2,830,232	265,718
GENERAL ADMINISTRATION				
Advisers	30,000	22,000	30,000	0
Bank Fees	30,000	32,554	30,000	0
Audit	72,000	61,245	72,000	0
Investment Expense	7,500	7,350	7,500	0
Parking	31,500	0	31,500	0
Telecom	42,000	48,000	48,000	6,000
Building Maintenance	17,500	19,500	20,500	3,000
Lease & Maintenance of Peripherals	15,000	15,103	15,000	0
Equipment	5,000	3,000	5,000	0
Depreciation	45,000	25,270	30,000	(15,000)
Property Taxes	30,000	32,844	30,000	0
Insurance	75,000	74,733	75,000	0
Postage & Mailing	7,500	5,000	7,500	0
Office Supplies	20,000	20,000	20,000	0

	2023 BUDGET	2023 Y/E PROJECTION	2024 BUDGET	VARIANCE 23 vs. 24
Archival	6,000	13,064	6,000	0
Legal Services	20,000	11,826	20,000	0
Cloud Based Service & Software	55,000	52,539	55,000	0
Staff Development & Travel	12,500	22,500	25,000	12,500
Catering for Meetings & Church House Functions	12,000	23,181	20,000	8,000
Staff Sabbatical Expense/Reserve	5,000	5,000	5,000	0
Miscellaneous/Reserve	30,000	7,446	0	(30,000)
TOTAL GENERAL ADMINISTRATION	568,500	502,155	553,000	(15,500)
GOVERNANCE				
General Convention/Lambeth	0	0	60,000	60,000
Diocesan Convention Expense	60,000	72,063	60,000	0
Diocesan Council Expense	7,500	2,082	5,000	(2,500)
Diocesan Standing Committee Expense	600	0	600	0
Diocesan Regional Assemblies	2,000	500	2,000	0
Committees of Convention & Council	1,000	0	1,000	0
Interpreter for Deaf	7,500	0	7,500	0
TOTAL GOVERNANCE	78,600	74,645	136,100	57,500



The Convention of the Protestant Episcopal Church of the Diocese of Washington

Audited Financial Statements

*Years ended December 31, 2023 and 2022
(with summarized comparative totals for 2022)
with Report of Independent Auditors*



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, 2023 and 2022, and the related statement of activities for the year ended December 31, 2023 and the statements of functional expenses and cash flows for the years ended December 31, 2023 and 2022, 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, 2023 and 2022, 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
December 5, 2024

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Statements of Financial Position

As of December 31, 2023 and 2022

	2023	2022
Assets		
Cash and cash equivalents	\$ 4,248,259	\$ 10,809,539
Certificates of deposit	3,712,841	2,158,371
Investments, fair value	16,090,831	12,008,376
Soper fund investments, fair value	35,718,492	31,793,379
Funds invested by parishes	30,560,381	25,352,934
Parish giving receivables	338,977	215,943
Notes receivable, net	504,368	504,368
Pledges receivable, net	492,254	677,418
Other receivables	497,394	443,072
Land and buildings	1,579,657	1,579,657
Operating leases, right of use (ROU) assets	3,212,524	3,285,813
Finance leases, ROU assets	46,619	64,690
Property and equipment, net	118,817	131,678
Beneficial interests in perpetual trusts	26,607,748	23,815,702
Other assets	196,037	119,575
Total assets	\$ 123,925,199	\$ 112,960,515
Liabilities and net assets		
Liabilities:		
Accounts payable and accrued expenses	\$ 449,710	\$ 531,502
Deferred revenue	-	1,762
Operating leases, net	-	2,818,088
Finance leases, net	47,523	64,918
Funds invested by parishes	30,560,381	25,352,934
Funds held for others	18,607	84,798
Total liabilities	31,076,221	28,854,002
Net assets:		
Without donor restrictions	11,911,184	10,567,263
With donor restrictions	80,937,794	73,539,250
Total net assets	92,848,978	84,106,513
Total liabilities and net assets	\$ 123,925,199	\$ 112,960,515

See accompanying notes to the financial statements.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Statement of Activities

Years ended December 31, 2023 with summarized comparative totals for 2022

	2023			2022
	Without donor restrictions	With donor restrictions	Total	Total
Revenues, gains and other support:				
Parish giving	\$ 2,212,075	\$ -	\$ 2,212,075	\$ 2,352,689
John T. Walker School gifts and grants	3,144,757	-	3,144,757	4,847,993
Distribution from trusts	-	3,226,643	3,226,643	1,224,354
Gifts and grants	468,804	19,726	488,530	818,781
Miscellaneous revenue	140,604	-	140,604	322,337
Investment income, net	512,931	218,826	731,757	452,128
Total revenue	6,479,171	3,465,195	9,944,366	10,018,282
Net assets released from restriction	3,449,074	(3,449,074)	-	-
Expenses:				
Program Services				
Congregational Vitality	1,565,478	-	1,565,478	1,593,147
Faith Formation/Discipleship	1,332,851	-	1,332,851	370,188
Justice & Latino/Multicultural Ministries	207,169	-	207,169	408,085
Ministry Development & Transition	-	-	-	1,035,957
National & International Ministries	535,159	-	535,159	581,094
Parish Support	383,755	-	383,755	129,903
Communications	285,352	-	285,352	153,379
Bishop Walker School	3,733,420	-	3,733,420	3,740,141
Other Programs	322,486	-	322,486	294,766
Total program services	8,365,670	-	8,365,670	8,306,660
Supporting Services				
Management & general	816,972	-	816,972	799,669
Fundraising	484,747	-	484,747	483,201
Total supporting services	1,301,719	-	1,301,719	1,282,870
Total expenses	9,667,389	-	9,667,389	9,589,530
Change in net assets before non-operating gains (losses)	260,856	16,121	276,977	428,752
Non-operating gains (losses):				
Net change in fair value of beneficial interest in perpetual trusts	-	6,717,159	6,717,159	(6,998,046)
Net change in fair value of investments	1,083,065	665,264	1,748,329	(10,327,623)
Total non-operating gains (losses)	1,083,065	7,382,423	8,465,488	(17,325,669)
Change in net assets	1,343,921	7,398,544	8,742,465	(16,896,917)
Net assets, beginning of year	10,567,263	73,539,250	84,106,513	101,003,430
Net assets, end of year	\$ 11,911,184	\$ 80,937,794	\$ 92,848,978	\$ 84,106,513

See accompanying notes to the financial statements.

The Convention of the Protestant Episcopal Church of the Diocese of Washington
 Statements of Functional Expenses

Years ended December 31, 2023 and 2022

	Program Services										Supporting Services			2023 Total
	Church Recalliation	Faith & Leadership	Equity & Justice	National & Minorities	Parish Support	Communications	Bishop Walker School	Other Programs	Total Program Services	Management & General	Fundraising	Total Supporting Services	2022 Total	
2023	\$ 1,008,952	\$ 414,116	\$ 169,843	\$ 55,159	\$ 261,344	\$ 242,190	\$ 2,408,910	\$ 180,243	\$ 4,487,198	\$ 506,984	\$ 158,634	\$ 5,052,816	\$ 5,342,586	
Salaries & Benefits	63,988	183,634	11,696	-	82,758	6,669	6,5423	37,514	451,662	13,975	158,634	662,478	791,950	
Meeting, Development & Travel	6,918	4,381	1,260	-	2,154	1,796	8,7843	-	104,352	3,776	326,313	340,288	1081,728	
Postage & Office Supplies	31,767	14,050	5,785	-	8,802	8,250	262,478	39,461	331,232	17,338	326,313	17,338	348,570	
Equipment, Software & Depreciation	26,388	11,671	4,866	-	7,995	6,832	19,786	3,914	76,896	14,402	14,402	91,298	105,570	
Consultants	13,969	6,178	2,544	-	3,914	3,627	419,499	-	449,731	7,624	-	7,624	457,355	
Rent, Maintenance & Utilities	320,910	669,614	-	55,159	14,638	-	75,765	64,480	75,765	196,392	-	196,392	272,157	
Accounting & Legal	339,251	2,302	-	9,513	-	13,563	11,033	108	1,610,196	49,320	-	49,320	1,610,196	
Contributions / Support	1,565,478	1,332,851	207,169	535,159	383,755	285,332	3,733,420	322,486	8,366,670	816,972	484,747	9,301,719	9,667,389	
Other	-	-	-	-	-	-	70,009	188,921	-	-	-	-	288,271	
Total	\$ 1,565,478	\$ 1,332,851	\$ 207,169	\$ 535,159	\$ 383,755	\$ 285,332	\$ 3,733,420	\$ 322,486	\$ 8,366,670	\$ 816,972	\$ 484,747	\$ 9,301,719	\$ 9,667,389	

	Program Services										Supporting Services			2022 Total
	Church Recalliation	Faith Formation / Discipleship	Justice & Latino / Multicultural Ministries	Ministry Transition	National & International Ministries	Parish Support	Communication	Bishop Walker School	Other Programs	Total Program Services	Management & General	Fundraising	Total Supporting Services	
2022	\$ 1,159,147	\$ 370,188	\$ 408,085	\$ 1,035,957	\$ 581,094	\$ 129,903	\$ 153,379	\$ 3,740,141	\$ 294,766	\$ 8,306,660	\$ 799,669	\$ 1,282,870	\$ 9,589,530	
Salaries & Benefits	51,671	24,273	28,259	138,312	112,705	47,060	115,394	23,705	109,737	45,377	41,073	193,206	308,206	
Meeting, Development & Travel	5,671	3,374	1,796	3,374	1,127	1,127	804	71,664	109,737	45,377	289,917	308,489	208,596	
Postage & Office Supplies	48,640	9,995	12,533	8,729	4,185	4,185	1,512	178,705	202,746	5,850	19,522	5,850	217,320	
Equipment, Software & Depreciation	44,115	5,890	7,614	24,831	2,543	2,543	19,046	9,473	35,529	23,418	13,202	13,202	132,437	
Consultants	21,098	4,162	5,436	3,766	1,815	1,815	2,436	645,893	684,626	9,425	-	9,425	247,883	
Rent, Maintenance & Utilities	323,735	50,138	102,443	603,511	581,094	4,687	4,288	25,000	225	25,225	-	245,069	684,051	
Accounting & Legal	56,153	10,746	14,378	3,775	-	-	280,377	-	1,660,921	52,604	-	52,604	1,660,921	
Contributions / Support	1,593,147	370,188	408,085	1,035,957	581,094	129,903	153,379	3,740,141	294,766	8,306,660	799,669	1,282,870	9,589,530	
Other	-	-	-	-	-	-	70,009	188,921	-	-	-	-	288,271	
Total	\$ 1,593,147	\$ 370,188	\$ 408,085	\$ 1,035,957	\$ 581,094	\$ 129,903	\$ 153,379	\$ 3,740,141	\$ 294,766	\$ 8,306,660	\$ 799,669	\$ 1,282,870	\$ 9,589,530	

See accompanying notes to the financial statements.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Statements of Cash Flows

Years ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Cash flows from operating activities		
Change in net assets	\$ 8,742,465	\$ (16,896,917)
Adjustments to reconcile change in net assets to net cash from operating activities:		
Depreciation and amortization	84,189	44,970
Non-cash lease expense	73,289	(117,685)
Net change in the fair value of investments	(6,951,663)	10,327,624
Changes in assets and liabilities:		
Beneficial interests in perpetual trusts	(2,792,046)	6,998,047
Parish giving receivables	(123,034)	(65,624)
Pledges receivable	185,164	131,271
Other receivables	(54,322)	(160,933)
Other assets	(76,462)	236,317
Accounts payable and other liabilities	(83,554)	26,665
Operating lease liability	<u>(2,818,088)</u>	<u>(58,373)</u>
Net cash from operating activities	(3,814,062)	465,362
Cash flows from investing activities		
Sales or maturities of certificates of deposit pledged as guarantees	(1,554,470)	(2,026,877)
Purchase of investments	(7,059,248)	(4,756,367)
Proceeds from sale of investments	5,938,933	5,850,369
Purchase of property and equipment	<u>(53,257)</u>	<u>(15,904)</u>
Net cash from investing activities	(2,728,042)	(948,779)
Cash flows from financing activities		
Finance lease payment	<u>(19,176)</u>	<u>(1,598)</u>
Net cash from financing activities	<u>(19,176)</u>	<u>(1,598)</u>
Change in cash and cash equivalents	(6,561,280)	(485,015)
Cash and cash equivalents, beginning of year	<u>10,809,539</u>	<u>11,294,554</u>
Cash and cash equivalents, end of year	<u>\$ 4,248,259</u>	<u>\$ 10,809,539</u>
Supplementary disclosure of cash flow information:		
Interest paid	<u>\$ 1,782</u>	<u>\$ 525</u>

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, 2023 and 2022

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, 2023 and 2022. 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.

Adoption of Accounting Standard

The Diocese adopted Accounting Standards Update (ASU) 2016-13 and subsequent amendments, Financial Instruments - Credit Losses (Topic 326) (the guidance) on January 1, 2023. The guidance replaces the incurred loss impairment model with an expected loss model, also referred to as the current expected credit loss (CECL) model. The model requires the Diocese to measure expected credit losses on financial assets measured at amortized cost and record an allowance for credit loss against those assets. The Diocese adopted the guidance using the modified retrospective approach. There was no impact to the Diocese from adopting the standard as of January 1, 2023.

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.

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)

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, 2022, from which the summarized information was derived.

Subsequent Events

The Diocese has evaluated subsequent events for disclosure and recognition through December 5, 2024, the date on which these financial statements were available to be issued. All material subsequent events have been disclosed as of that date.

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 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 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 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.

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)*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, 2023 and 2022. 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.

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, 2023 or 2022.

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, 2023 or 2022.

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)*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.

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.

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)*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.

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.

The Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

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:

	2023	2022
Cash and cash equivalents	\$ (1,237,044)	\$ 1,025,161
Parish giving and other receivables	705,384	559,585
Operating investments	13,239,900	8,838,300
	\$ 12,708,240	\$ 10,423,046

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. The Diocese has 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:

	<u>2023</u>	<u>2022</u>
Funds invested in real property	\$ 1,833,690	\$ 1,825,915
Closed parish funds	3,055,358	2,856,662
Soper income fund	3,022,159	2,227,930
Missionary development fund	1,337,155	1,337,138
Wilmer conference center	590,312	565,675
Other funds	669,195	606,894
Edward Williams fund	215,823	215,823
Edward Corten fund	397,295	381,169
Bishops housing funds	129,893	129,893
Discretionary	104,179	68,322
Phillip's fund	(19,036)	(19,046)
Bishop John T. Walker School fund	(1,348,757)	(842,688)
Other	<u>1,923,918</u>	<u>1,213,576</u>
Total net assets without donor restrictions	<u>\$ 11,911,184</u>	<u>\$ 10,567,263</u>

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.

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, 2023 and 2022 were \$1,946,728 and \$1,409,621, respectively, and are presented within distribution from trusts in the statement of activities.

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)

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:

	<u>2023</u>	<u>2022</u>
Subject to expenditure for specified purpose:		
Faith Formation/Discipleship Activities		
Bishop Houseman children programs fund	\$ 13,798	\$ 17,678
St. Mary's Normal and Industrial School fund	3,477	17,486
Evangelism & Community Engagement Activities		
Katherine Winthrop Kean Christian hospitality fund	293,789	287,889
Justice & Latino/Multicultural Ministries Activities		
Hopper/Global South fund	20,591	20,591
Ministry Development & Transition Activities		
W. Seton Belt Trust fund for the aid of retired clergy	4,105,257	3,453,860
Anne E. Berlinghame eye glasses for the poor fund	58,901	56,884
Barringer poor clergy and seminarian support fund	150,839	138,889
Ruth N. Hoxie fund for housing for the elderly and poor	85,518	82,014
Angus Dun fund for clergy continuing education	90,545	91,776
Edward Corton fund for clergy education	1,248,832	1,396,509
Lily Grant Endowment	312,192	568,208
Other funds for retired and poor clergy	322,127	308,667
Bishop Walker School Activities		
Capital Campaign Fund	<u>5,496,030</u>	<u>5,912,827</u>
	12,201,896	12,353,278
Subject to passage of time:		
Beneficial interests in assets held by others	<u>26,294,216</u>	<u>23,815,702</u>
	<u>38,496,112</u>	<u>36,168,980</u>
Subject to endowment spending policy and appropriation:		
Faith Formation/Discipleship Activities		
St. Mary's Normal and Industrial School fund	642,951	557,283
Evangelism & Community Engagement Activities		
Katherine Winthrop Kean Christian hospitality fund	1,643,451	1,424,474
Ministry Development & Transition Activities		
Barringer poor clergy and seminarian support fund	381,361	-
Ruth N. Hoxie fund for housing for the elderly and poor	355,335	307,989
Angus Dun fund for clergy continuing education	792,299	686,731
George C. Remy fund	588,869	510,407
Margaret Wister Meiger Girls Friendship Society		
Memorial fund	338,908	293,751
Seminary Support fund	281,554	244,039
Other funds for retired and poor clergy	1,002,101	932,789
Funding of Bishop Walker School operations	696,361	619,428
Ruth G. Soper fund	<u>35,718,492</u>	<u>31,793,379</u>
	<u>42,441,682</u>	<u>37,370,270</u>
Total net assets with donor restrictions	<u>\$ 80,937,794</u>	<u>\$ 73,539,250</u>

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, 2023 and 2022:

	2023	2022
Purpose restriction	\$ 3,449,074	\$ 3,006,794
Net assets released from restriction	\$ 3,449,074	\$ 3,006,794

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. Remy 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, 2023 and 2022, respectively:

	<u>2023</u>	<u>2022</u>
Donor-restricted endowment net assets, beginning of year	\$ 37,370,270	\$ 47,194,028
Investment return, net	7,018,140	(8,341,617)
Appropriation of endowment assets pursuant to spending rate policy	<u>(1,946,728)</u>	<u>(1,482,141)</u>
Donor-restricted endowment net assets, end of year	<u>\$ 42,441,682</u>	<u>\$ 37,370,270</u>

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:

	2023	2022	Level
Investments:			
Mutual funds and exchange traded funds:			
U.S. equity funds	\$ 24,196,230	\$ 18,448,132	1
Fixed income funds	10,894,685	9,406,940	1
International equity funds	9,173,791	7,708,263	1
Real estate funds	2,386,506	1,796,444	1
Total Investments	\$ 46,651,212	\$ 37,359,779	
Value per unit of the Investment Fund	\$ 78.26	\$ 66.26	

Investments in the Ruth G. Soper fund held by the Diocese are recorded at fair value as of December 31 as follows:

	2023	2022	Level
Soper Fund:			
U.S. equity mutual funds	\$ 18,924,584	\$ 16,107,440	1
Fixed income mutual funds	6,104,597	5,776,684	1
International equity mutual funds	8,833,525	8,185,163	1
Real estate mutual funds	1,855,786	1,724,092	1
Total Soper Fund Investments	\$ 35,718,492	\$ 31,793,379	

All investment securities are considered by management to be valued using level 1 fair value inputs in accordance with GAAP as of December 31, 2023 and 2022.

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, 2022	\$ 30,813,748
Distributions	(1,264,354)
Net change in fair value	(5,733,692)
Balance as of December 31, 2022	23,815,702
Distributions	(1,149,386)
Net change in fair value	3,941,432
Balance as of December 31, 2023	\$ 26,607,748

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:

	<u>2023</u>	<u>2022</u>
Mutual funds	\$ 122,657	\$ 128,911
Common stock	19,810,432	16,809,076
Fixed income securities	5,939,566	5,985,594
Money market funds	<u>735,093</u>	<u>892,121</u>
Total	<u>\$ 26,607,748</u>	<u>\$ 23,815,702</u>

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:

	<u>2023</u>	<u>2022</u>
Pledges receivable:		
Due in one to three years	\$ 30,000	\$ 175,000
Less: Discount on long-term portion	<u>(246)</u>	<u>(3,582)</u>
	29,754	171,418
Due in less than one year	<u>462,500</u>	<u>506,000</u>
	<u>\$ 492,254</u>	<u>\$ 677,418</u>

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, 2023 and 2022. 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, 2023 and 2022 was \$204,368. In addition, the Diocese makes short term advances to employees and clergy members.

As of December 31, 2023 and 2022, 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 \$141,000 and \$133,000 as of December 31, 2023 and 2022, respectively, are included in the certificates of deposit in the statements of financial position.

Loan guarantees consisted of the following as of December 31, 2023:

	<u>Amount</u>	<u>Maturity date</u>
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, 2024, disclosed that the Clergy Plan was in an overfunded position with net assets available for benefits of \$14.23 billion and accumulated plan benefit obligations of \$5.93 billion. The Group's audited financial statements as of March 31, 2024, disclosed that the Lay Plan was in an overfunded position with net assets available for benefits of approximately \$276.1 million and accumulated plan benefit obligations of \$196.1 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, 2023 and 2022. The total contributions by the Diocese to the Group were \$305,120 and \$325,963 for the years ended December 31, 2023 and 2022, 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:

	2023	2022
Bishop John T. Walker School	\$ 3,177,228	\$ 3,129,967
Leasehold improvements	546,112	546,112
Furniture and fixtures	898,345	892,349
	4,621,685	4,568,428
Less accumulated depreciation and amortization	(4,502,868)	(4,436,750)
	\$ 118,817	\$ 131,678

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, 2023 and 2022. 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, 2023 and 2022.

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, 2023 and 2022.

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 \$276,056 as of December 31, 2023 and 2022.

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, 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 Convention of the Protestant Episcopal Church of the Diocese of Washington

Notes to Financial Statements (Continued)

Note 14 - Commitments, Contingencies, and Risks (Continued)

The Diocese's lease costs, terms and discount rates are as follows for the years ending December 31, 2023 and 2022:

	2023	2022
Finance lease cost:		
Amortization of right-of-use (ROU) asset	\$ 18,071	\$ 10,079
Operating lease cost:		
Lease cost	73,290	73,290
Total lease cost	\$ 91,361	\$ 83,369
<u>Other Information</u>		
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows from finance leases	\$ 19,176	\$ 10,376
Operating cash flows from operating leases	\$ 2,818,088	\$ 249,348
ROU assets obtained in exchange for new finance lease liabilities	\$ -	\$ 74,769
ROU assets obtained in exchange for new operating lease liabilities	\$ -	\$ 3,168,128
Weighted-average remaining lease term - finance leases	3.23 years	4.04 years
Weighted-average remaining lease term - operating leases	43.83 years	44.83 years
Weighted-average discount rate - finance leases	3.35 %	3.18 %
Weighted-average discount rate - operating leases	6.75 %	6.75 %

Future minimum lease payments and reconciliation to the balance sheet as of December 31, 2023 are as follows:

	Finance
2024	\$ 19,176
2025	12,792
2026	9,600
2027	8,800
Total undiscounted future lease payments	50,368
Less: present value adjustment	(2,844)
Lease liability	\$ 47,524

TABLE 1 – DIOCESE OF WASHINGTON: SACRAMENTS, CELEBRATIONS OF HOLY COMMUNION, AND OTHER SERVICES 2023

	BAPTISMS				CONFIRMATIONS			MARRIAGES		BURIALS		HOLY EUCHARISTS			OTHER SERVICES
	CHILDREN		ADULTS		CHILDREN	ADULTS	TOTAL	RECEIVED	TOTAL	SUNDAYS *	WEEKDAYS *	PRIVATE †	TOTAL		
NORTH MONTGOMERY COUNTY															
161	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
202	3	0	0	0	0	0	0	0	2	6	91	4	0	95	
203	0	0	0	0	0	0	0	0	0	1	49	1	7	57	
204	13	2	15	2	5	7	1	3	5	108	17	70	195	8	
206	3	1	4	0	0	0	0	1	2	52	2	6	60	156	
217	1	1	2	0	0	0	0	1	0	159	9	3	171	159	
222	1	0	1	0	0	0	0	1	2	100	4	8	112	0	
223	3	0	3	0	0	0	0	0	2	114	16	1	131	0	
TOTAL NORTH MONTGOMERY COUNTY															
	24	4	28	2	5	7	1	8	18	673	53	95	821	333	
CENTRAL MONTGOMERY COUNTY															
201	6	0	6	3	0	3	1	0	6	57	10	0	67	23	
209	3	0	3	3	1	4	3	0	7	143	3	13	159	199	
212	0	1	1	0	0	0	0	0	4	108	2	6	116	50	
213	14	0	14	0	0	0	0	2	13	204	0	0	204	0	
214	1	0	1	0	0	0	0	0	2	104	2	0	106	90	
215	16	1	17	5	6	11	2	0	15	57	65	37	159	184	
216	1	0	1	0	0	0	0	0	2	103	4	0	107	1	
219	3	0	3	0	0	0	0	0	3	106	6	0	112	38	
220	2	0	2	0	0	0	0	1	11	208	53	14	275	6	
221	2	0	2	3	0	3	2	0	4	163	16	0	179	13	
TOTAL CENTRAL MONTGOMERY COUNTY															
	48	2	50	14	7	21	8	3	67	1,253	161	70	1,484	604	

TABLE 1 – DIOCESE OF WASHINGTON: SACRAMENTS, CELEBRATIONS OF HOLY COMMUNION, AND OTHER SERVICES 2023

	BAPTISMS			CONFIRMATIONS			MARRIAGES			BURIALS			HOLY EUCHARISTS			OTHER SERVICES
	CHILDREN	ADULTS	TOTAL	CHILDREN	ADULTS	TOTAL	RECEIVED	SUNDAYS *	WEEKDAYS *	PRIVATE *	TOTAL	SUNDAYS *	WEEKDAYS *	PRIVATE *	TOTAL	
CENTRAL DC																
103	8	0	8	0	0	0	1	4	6	0	51	0	51	0	51	0
104	17	1	18	5	2	7	0	5	12	54	92	5	151	5	151	26
105	20	3	23	2	11	13	2	8	11	187	84	9	280	9	280	190
106	4	1	5	0	0	0	0	1	4	0	53	0	53	0	53	34
107	1	0	1	0	0	0	0	0	6	156	41	3	200	3	200	11
112	1	0	1	0	0	0	0	2	2	104	11	0	115	0	115	0
113	1	2	3	0	9	9	3	2	9	106	203	39	348	39	348	226
114	6	0	6	6	0	6	3	1	7	106	0	0	106	0	106	416
118	0	0	0	0	0	0	0	0	2	102	5	0	107	0	107	0
119	4	0	4	1	2	3	1	4	0	52	6	2	60	2	60	1
121	0	0	0	0	0	0	0	0	1	21	0	0	21	0	21	31
122	6	1	7	2	1	3	4	1	9	52	4	30	86	30	86	92
126	1	0	1	0	1	1	0	0	1	0	0	0	0	0	0	0
130	0	0	0	1	0	1	2	0	1	0	0	0	0	0	0	0
TOTAL CENTRAL DC	69	8	77	17	26	43	16	28	71	940	550	88	1,578	88	1,578	1,027
SOUTH DC																
102	18	0	18	5	3	8	1	0	1	110	57	0	167	0	167	0
108	0	0	0	0	0	0	0	0	1	51	0	0	51	0	51	51
116	5	0	5	6	3	9	1	2	12	196	5	0	479	0	479	424
117	1	1	2	0	0	0	0	1	2	101	14	0	115	0	115	3

TABLE I

TABLE 1 – DIOCESE OF WASHINGTON: SACRAMENTS, CELEBRATIONS OF HOLY COMMUNION, AND OTHER SERVICES 2023

	BAPTISMS			CONFIRMATIONS			MARRIAGES			BURIALS			HOLY EUCHARISTS			OTHER SERVICES
	TOTAL			TOTAL			TOTAL			TOTAL			TOTAL			
	CHILDREN	ADULTS		CHILDREN	ADULTS	RECEIVED	SUNDAYS *	WEEKDAYS *	PRIVATE *	SUNDAYS *	WEEKDAYS *	PRIVATE *	SUNDAYS *	WEEKDAYS *	PRIVATE *	
123 Holy Communion	1	0	1	0	0	0	1	1	0	2	0	0	0	0	0	
127 Calvary Church	2	0	2	0	0	0	52	0	6	10	0	0	0	58	312	
131 St. Timothy's	0	5	5	0	0	0	106	0	0	2	0	0	0	106	104	
132 Atonement	0	5	5	0	0	2	104	15	45	10	104	15	45	164	0	
134 St. Philip the Evangelist	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	
TOTAL SOUTH DC	27	11	38	11	6	17	721	92	51	43	721	92	51	1,142	894	
NORTH PRINCE GEORGE'S COUNTY																
305 St. John's, Zion Parish	2	0	2	0	0	0	52	14	31	2	52	14	31	97	30	
307 Holy Trinity, Collington	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
308 St. Philip's, Laurel	9	1	10	0	5	5	104	0	20	9	104	0	20	124	104	
310 St. Matthew's	44	6	50	11	15	26	205	36	11	0	205	36	11	252	0	
311 Epiphany, Forestville	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
314 St. John's, Mt. Rainier	0	0	0	2	0	2	0	7	0	7	0	7	0	7	2	
315 St. Andrew's, College Park	3	0	3	4	0	4	102	6	0	4	102	6	0	108	89	
316 St. Michael & All Angels	0	0	0	0	0	0	52	3	4	1	52	3	4	59	0	
320 St. Christopher's	4	0	4	0	0	0	98	3	0	2	98	3	0	101	52	
321 St. George's, Glenn Dale	1	2	3	3	5	8	105	8	12	4	105	8	12	125	197	
TOTAL NORTH PRINCE GEORGE'S COUNTY	63	9	72	20	25	45	718	77	78	29	718	77	78	873	474	

TABLE 1 – DIOCESE OF WASHINGTON: SACRAMENTS, CELEBRATIONS OF HOLY COMMUNION, AND OTHER SERVICES 2023

	BAPTISMS			CONFIRMATIONS			MARRIAGES			BURIALS			HOLY EUCHARISTS			OTHER SERVICES
	CHILDREN	ADULTS	TOTAL	CHILDREN	ADULTS	TOTAL	RECEIVED	SUNDAYS *	WEEKDAYS *	PRIVATE *	TOTAL	SUNDAYS *	WEEKDAYS *	PRIVATE *	TOTAL	
SOUTHERN MARYLAND																
301	0	0	0	0	0	0	0	41	3	2	46	7	3	2	46	
302	0	0	0	0	0	0	0	0	5	0	5	0	5	0	5	
303	2	2	4	0	0	0	0	52	10	0	62	0	10	0	62	
304	0	1	1	0	0	0	0	50	2	0	52	1	2	0	52	
309	1	0	1	2	0	2	0	110	4	0	114	129	4	0	114	
317	0	0	0	0	0	0	0	103	3	25	131	35	3	0	131	
319	0	0	0	1	0	1	0	32	3	0	35	0	3	0	35	
323	1	0	1	0	0	0	0	32	2	0	34	21	2	0	34	
401	0	1	1	0	0	0	0	50	0	0	50	7	0	0	50	
402	2	0	2	0	0	0	0	0	6	0	0	0	0	0	0	
403	1	0	1	0	0	0	0	52	0	17	69	204	0	0	69	
404	3	0	3	0	0	0	12	40	0	0	40	16	0	0	40	
405	1	0	1	0	0	0	0	104	6	0	110	52	6	0	110	
406	3	0	3	0	0	0	0	142	6	11	159	12	6	11	159	
501	0	0	0	1	0	1	0	154	9	40	203	0	9	40	203	
502	3	0	3	1	0	1	3	104	21	14	139	16	21	14	139	
503	0	0	0	0	0	0	0	0	47	0	47	0	47	0	47	
504	2	0	2	0	0	0	0	90	2	6	98	0	2	6	98	
505	0	0	0	0	0	0	1	132	8	0	140	29	8	0	140	
506	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

TABLE 1 – DIOCESE OF WASHINGTON: SACRAMENTS, CELEBRATIONS OF HOLY COMMUNION, AND OTHER SERVICES 2023

	BAPTISMS			CONFIRMATIONS			MARRIAGES			HOLY EUCHARISTS			OTHER SERVICES	
	CHILDREN	ADULTS	TOTAL	CHILDREN	ADULTS	TOTAL	RECEIVED	MARRIAGES	BURIALS	SUNDAYS *	WEEKDAYS *	PRIVATE *		TOTAL
TOTAL SOUTHERN MARYLAND	19	4	23	3	2	5	16	14	79	1288	131	115	1534	529
TOTAL DIOCESE OF WASHINGTON														
INCLUDING CATHEDRAL	367	61	428	98	109	207	81	101	414	7,425	1,435	724	9,862	5,089
EXCLUDING CATHEDRAL	346	56	402	98	94	192	71	92	398	7,317	1,285	705	9,585	4,664

**This number represents in-person, hybrid and online attendance*

TABLE 2 – DIOCESE OF WASHINGTON: CHURCH MEMBERSHIP, PLEDGE, AND SPIRITUAL FORMATION 2023

	MEMBERS		COMMUNICANTS IN GOOD STANDING				OTHER ACTIVE PERSONS	AVERAGE SUNDAY ATTENDANCE	2023 PLEDGES		SPIRITUAL FORMATION (CHILDREN)
	TOTAL BAPTIZED	ADULTS	UNDER 16	TOTAL	PLEDGE UNITS	AVERAGE PER WEEK					
									0	1	
NORTH MONTGOMERY COUNTY											
161	28	0	0	0	0	0	0	2	0.00	0	
202	389	300	76	376	300	300	85	47	94.13	16	
203	80	57	10	67	57	57	36	30	82.79	14	
204	646	340	96	436	340	340	134	86	96.90	60	
206	68	35	2	37	35	35	25	0	0	5	
217	410	120	10	130	120	120	129	93	647.63	25	
222	318	100	5	105	100	100	59	49	95.50	0	
223	331	155	18	173	155	155	49	29	96.93	12	
	2,270	1,107	217	1,324	1,107	1,107	517	336	1,113.88	132	
TOTAL NORTH MONTGOMERY COUNTY											
CENTRAL MONTGOMERY COUNTY											
201	478	368	37	405	368	368	142	108	87.63	16	
209	394	297	76	373	297	297	119	114	69.94	45	
212	346	85	8	93	85	85	60	43	51.89	0	
213	268	255	13	268	255	255	304	154	37.34	0	
214	337	185	47	232	185	185	96	98	85.17	35	
215	333	180	40	220	180	180	104	116	99.25	44	
216	233	116	7	123	116	116	40	41	106.84	0	
219	299	214	40	254	214	214	64	83	52.67	12	
220	242	194	18	212	194	194	63	38	59.49	0	
221	295	222	23	245	222	222	106	76	87.01	12	
	3,225	2,116	309	2,425	2,116	2,116	1,098	871	737.22	164	
	TOTAL CENTRAL MONTGOMERY COUNTY										

TABLE 2

TABLE 2 – DIOCESE OF WASHINGTON: CHURCH MEMBERSHIP, PLEDGE, AND SPIRITUAL FORMATION 2023

	TOTAL BAPTIZED MEMBERS		COMMUNICANTS IN GOOD STANDING			OTHER ACTIVE PERSONS	AVERAGE SUNDAY ATTENDANCE	2023 PLEDGES		SPIRITUAL FORMATION (CHILDREN)
	Adults	Under 16	Under 16	Total	Pledge Units			Average Pledges Per Week		
SOUTH MONTGOMERY COUNTY										
205	775	380	240	620	380	177	189	50.73	73	
207	1011	611	86	697	611	198	265	88.55	136	
208	1685	787	220	1007	787	283	233	115.69	181	
210	849	235	14	249	235	92	128	60.93	50	
211	199	110	15	125	110	46	53	115.76	15	
218	193	163	30	193	163	73	54	120.17	12	
	4,712	2,286	605	2,891	2,286	869	922	551.82	467	
NORTH DC										
101	1600	1553	43	1596	1553	985	160	127.81	0	
109	849	768	81	849	768	213	236	98.60	75	
110	127	0	0	0	0	51	25	47.69	26	
111	110	56	7	63	56	17	31	69.36	6	
120	356	249	31	280	249	130	60	90.59	12	
124	71	68	0	68	68	50	69	91.12	0	
125	2469	832	190	1022	832	411	580	86.45	115	
128	372	298	74	372	298	78	97	85.83	52	
129	540	380	60	440	380	155	112	81.26	50	
	6,494	4,204	486	4,690	4,204	2,090	1,370	778.70	336	
	4,894	2,651	443	3,094	2,651	1,105	1,210	650.89	336	

TABLE 2 – DIOCESE OF WASHINGTON: CHURCH MEMBERSHIP, PLEDGE, AND SPIRITUAL FORMATION 2023

	MEMBERS		COMMUNICANTS IN GOOD STANDING			OTHER ACTIVE PERSONS	AVERAGE SUNDAY ATTENDANCE	2023 PLEDGES		SPIRITUAL FORMATION (CHILDREN)
	TOTAL BAPTIZED	ADULTS	UNDER 16	TOTAL	PLEDGE UNITS			AVERAGE PER WEEK		
CENTRAL DC										
103 St. John's, Georgetown	507	300	8	308	300	95	78	62.65	0	
104 St. John's, Lafayette Square	1020	716	95	811	716	88	338	64.27	56	
105 Christ Church, Georgetown	1589	801	120	921	801	341	377	77.34	86	
106 Epiphany, DC	173	142	6	148	142	36	50	108.83	0	
107 Ascension and St. Agnes	203	91	30	121	91	87	56	167.27	16	
112 Grace Church, Georgetown	284	284	0	284	284	43	53	113.88	5	
113 St. Paul's, K Street	785	182	15	197	182	179	161	71.04	19	
114 St. Stephen & the Incarnation	166	136	30	166	136	83	51	77.25	18	
118 St. Luke's, DC	110	106	4	110	106	60	66	51.92	0	
119 St. Thomas', DC	183	149	27	176	149	81	60	73.87	20	
121 Our Saviour, Brookland	80	32	9	41	32	24	32	45.58	9	
122 St. Margaret's	216	164	21	185	164	89	113	82.20	4	
126 St. Mary's	96	0	0	93	0	0	0	0	0	
130 St. George's, DC	257	133	1	134	133	58	50	88.82	0	
TOTAL CENTRAL DC	5,669	3,236	366	3,602	3,236	1,264	1,485	1,084.92	233	
SOUTH DC										
102 Christ Church, Washington	526	343	145	488	343	204	165	78.56	105	
108 St. Augustine's	83	0	0	0	0	34	41	72.77	8	
116 St. Mark's, DC	712	441	156	597	441	197	251	67.91	52	
117 St. Monica's and St. James'	160	0	0	0	0	46	31	105.46	0	
123 Holy Communion	50	22	0	22	22	20	17	0	0	

TABLE 2

TABLE 2 – DIOCESE OF WASHINGTON: CHURCH MEMBERSHIP, PLEDGE, AND SPIRITUAL FORMATION 2023

	TOTAL BAPTIZED MEMBERS		COMMUNICANTS IN GOOD STANDING		OTHER ACTIVE PERSONS	AVERAGE SUNDAY ATTENDANCE	2023 PLEDGES		SPIRITUAL FORMATION (CHILDREN)
	Total	Adults	Under 16	Total			Pledge Units	Average per Week	
127 Calvary Church	288	57	63	120	57	46	0	0	0
131 St. Timothy's	137	125	12	137	125	92	59	59.75	12
132 Atonement	204	135	12	147	135	71	53	46.81	4
134 St. Philip the Evangelist	53	53	0	53	53	1	20	51.97	0
TOTAL SOUTH DC	2,213	1,176	388	1,564	1,176	711	637	483.22	181
NORTH PRINCE GEORGE'S COUNTY									
305 St. John's, Zion Parish	280	230	40	270	230	83	81	81.11	40
307 Holy Trinity, Collington	0	0	0	0	0	0	0	0.00	0
308 St. Philip's, Laurel	485	190	40	230	190	110	110	40.21	30
310 St. Matthew's	1340	775	435	1210	775	460	245	15.51	160
311 Epiphany, Forestville	173	0	0	0	0	0	0	0	0
314 St. John's, Mt. Rainier	169	0	0	0	0	106	67	45.28	15
315 St. Andrew's, College Park	395	348	47	395	348	106	78	109.40	31
316 St. Michael & All Angels	111	86	25	111	86	50	47	30.57	12
320 St. Christopher's	147	0	0	0	0	52	0	0	0
321 St. George's, Glenn Dale	282	200	16	216	200	93	88	67.23	16
TOTAL NORTH PRINCE GEORGE'S COUNTY	3,382	1,829	603	2,432	1,829	1,060	716	389.31	304
SOUTHERN MARYLAND									
301 St. John's, Broad Creek	172	85	7	92	85	43	33	69.31	8
302 St. Paul's, Baden	62	32	2	34	32	19	20	52.48	0
303 St. Barnabas', Leeland	186	136	32	168	136	67	18	102.25	20
304 Trinity, Upper Marlboro	36	33	3	36	33	27	36	31.83	0

TABLE 2 – DIOCESE OF WASHINGTON: CHURCH MEMBERSHIP, PLEDGE, AND SPIRITUAL FORMATION 2023

	TOTAL BAPTIZED MEMBERS	COMMUNICANTS IN GOOD STANDING			OTHER ACTIVE PERSONS	AVERAGE SUNDAY ATTENDANCE	2023 PLEDGES		SPIRITUAL FORMATION (CHILDREN)
		ADULTS	UNDER 16	TOTAL			PLEDGE UNITS	AVERAGE PER WEEK	
309	90	79	11	90	79	39	33	48.28	7
317	103	40	12	52	40	28	13	61.13	11
319	135	106	22	128	106	40	34	39.59	10
323	104	41	4	45	41	24	46	15.74	0
401	63	51	3	54	51	30	25	68.37	0
402	195	83	26	109	83	35	28	65.16	11
403	72	59	2	61	59	27	24	59.13	2
404	46	36	10	46	36	34	17	37.04	0
405	76	70	6	76	70	30	24	64.75	0
406	277	230	40	270	230	90	95	57.89	29
501	97	62	35	97	62	25	13	62.63	35
502	201	160	12	172	160	91	55	48.48	6
503	279	176	6	182	176	80	79	54.89	0
504	175	94	2	96	94	70	78	39.75	2
505	389	62	7	69	62	50	51	68.86	10
506	18	18	0	18	18	0	8	33.65	0
TOTAL SOUTHERN MARYLAND	2,776	1,653	242	1,895	1,653	849	730	1,081.23	151
TOTAL DIOCESE OF WASHINGTON									
INCLUDING CATHEDRAL	30,741	17,607	3,216	20,823	17,607	8,458	7,067	6,220.30	1,968
EXCLUDING CATHEDRAL	29,141	16,054	3,173	19,227	16,054	7,473	6,907	6,092.49	1,968

**TABLE 3 – DIOCESE OF WASHINGTON:
ATTENDANCE AND APPORTIONMENT OF LAY DELEGATES**

Average Sunday Attendance (ASA) of 2021, 2022, and 2023; Average Attendance (2021–2023); and Number of Lay Delegates for the 2025 Diocesan Convention. The median of the average attendance in 2021–2023 was 64. Therefore, in accordance with Canon 3, Lay Delegates for the 2025 Convention will be apportioned as follows:

AVERAGE ATTENDANCE OF:	1 – 64	1 Lay Delegate
	65 – 128	2 Lay Delegates
	129 – 192	3 Lay Delegates
	193 – 256	4 Lay Delegates
	257+	5 Lay Delegates

	ASA 2023	ASA 2022	ASA 2021	TOTAL 2021+23	AVERAGE 2021+23	LAY DELEGATES
<i>NORTH MONTGOMERY COUNTY</i>						
161 St. Barnabas' Church of the Deaf	7	0	13	20	7	1
202 St. Peter's	85	79	68	232	77	2
203 St. Bartholomew's	36	37	22	95	32	1
204 St. John's, Olney	134	104	74	312	104	2
206 St. Luke's, Brighton	25	23	22	70	23	1
217 Ascension, Gaithersburg	129	117	108	354	118	2
222 St. Anne's	59	91	91	241	80	2
223 St. Nicholas' Parish	49	52	52	153	51	1
NORTH MONTGOMERY COUNTY AVG/TOTAL					62	12
<i>CENTRAL MONTGOMERY COUNTY</i>						
201 Christ Church, Rockville	142	58	90	290	97	2
209 Christ Church, Kensington	119	108	53	280	93	2
212 St. Mary Magdalene	60	39	43	142	47	1
213 Our Saviour, Hillandale	304	233	191	728	243	4
214 St. Luke's, Trinity Parish	96	70	56	222	74	2
215 St. Francis	104	85	70	259	86	2
216 Good Shepherd	40	41	45	126	42	1
219 Transfiguration	64	52	39	155	52	1
220 St. Mark's, Fairland	63	56	56	175	58	1
221 St. James', Potomac	106	74	59	239	80	2
CENTRAL MONTGOMERY COUNTY AVG/TOTAL					87	18
<i>SOUTH MONTGOMERY COUNTY</i>						
205 Grace Church, Silver Spring	177	165	302	644	215	4
207 St. John's, Norwood Parish	198	170	143	511	170	3
208 All Saints', Chevy Chase	283	228	132	643	214	4
210 Ascension, Sligo Parish	92	70	50	212	71	2
211 St. Dunstan's	46	37	25	108	36	1
218 Redeemer	73	94	120	287	96	2
SOUTH MONTGOMERY COUNTY AVG/TOTAL					134	16

	ASA 2023	ASA 2022	ASA 2021	TOTAL 2021-23	AVERAGE 2021-23	LAY DELEGATES	
NORTH DC							
101	Washington National Cathedral	985	423	423	1831	610	3
109	St. Alban's	213	197	111	521	174	3
110	St. Paul's, Rock Creek	51	79	79	209	70	2
111	Holy Comforter	17	18	12	47	16	1
120	Trinity, DC	130	79	64	273	91	2
124	All Souls'	50	63	62	175	58	1
125	St. Columba's	411	332	211	954	318	5
128	St. Patrick's	78	64	51	193	64	1
129	St. David's	155	143	131	429	143	3
NORTH DC Avg/TOTAL					172	21	
CENTRAL DC							
103	St. John's, Georgetown	95	115	68	278	93	2
104	St. John's, Lafayette Square	88	186	405	679	226	4
105	Christ Church, Georgetown	341	306	190	837	279	5
106	Epiphany, DC	36	37	43	116	39	1
107	Ascension and St. Agnes	87	63	51	201	67	2
112	Grace Church, Georgetown	43	33	40	116	39	1
113	St. Paul's, K Street	179	169	118	466	155	3
114	St. Stephen & the Incarnation	83	75	75	233	78	2
118	St. Luke's, DC	60	51	99	210	70	2
119	St. Thomas', DC	81	65	46	192	64	1
121	Our Saviour, Brookland	24	25	0	49	16	1
122	St. Margaret's	89	68	67	224	75	2
126	St. Mary's	0	41	41	82	27	1
130	St. George's, DC	58	56	49	163	54	1
CENTRAL DC Avg/TOTAL					92	28	
SOUTH DC							
102	Christ Church, Washington	204	154	112	470	157	3
108	St. Augustine's	34	25	47	106	35	1
116	St. Mark's, DC	197	172	135	504	168	3
117	St. Monica's and St. James'	46	40	57	143	48	1
123	Holy Communion	20	21	38	79	26	1
127	Calvary Church	46	35	37	118	39	1
131	St. Timothy's	92	93	90	275	92	2
132	Atonement	71	72	8	151	50	1
134	St. Philip the Evangelist	1	1	23	25	8	1
South DC Avg/Total					69	14	
NORTH PRINCE GEORGE'S COUNTY							
305	St. John's, Zion Parish	83	50	29	162	54	1
308	St. Philip's, Laurel	110	90	96	296	99	2
310	St. Matthew's	460	347	293	1100	367	5

TABLE 3

	ASA 2023	ASA 2022	ASA 2021	TOTAL 2021-23	AVERAGE 2021-23	LAY DELEGATES
311 Epiphany, Forestville	0	28	28	56	19	1
314 St. John's, Mt. Rainier	106	95	44	245	82	2
315 St. Andrew's, College Park	106	84	85	275	92	2
316 St. Michael & All Angels	50	58	58	166	55	1
320 St. Christopher's	52	114	114	280	93	2
321 St. George's, Glenn Dale	93	66	44	203	68	2
NORTH PRINCE GEORGE'S COUNTY AVG/TOTAL					103	18
SOUTHERN MARYLAND						
301 St. John's, Broad Creek	43	72	72	187	62	1
302 St. Paul's, Baden	19	18	17	54	18	1
303 St. Barnabas', Leeland	67	12	12	91	30	1
304 Trinity, Upper Marlboro	27	30	30	87	29	1
309 St. Thomas', P.G. County	39	36	33	108	36	1
317 St. Barnabas', Temple Hills	28	20	13	61	20	1
319 Christ Church, Clinton	40	52	21	113	38	1
323 St. Philip's, Baden	24	19	16	59	20	1
401 Christ Church, Durham	30	27	25	82	27	1
402 Christ Church, Port Tobacco	35	35	25	95	32	1
403 Christ Church, Wayside	27	20	20	67	22	1
404 Trinity Parish, Newport & Hughesville	34	36	40	110	37	1
405 St. James', Indian Head	30	20	14	64	21	1
406 St. Paul's, Piney	90	89	77	256	85	2
501 All Faith, Charlotte Hall	25	28	25	78	26	1
502 Christ Church, Chaptico	91	63	46	200	67	2
503 Ascension & St. George's Churches	80	96	117	293	98	2
504 St. Andrew's, Leonardtown	70	39	39	148	49	1
505 Trinity, St. Mary's	50	48	28	126	42	1
506 All Saints', Oakley	0	12	6	18	6	1
SOUTHERN MARYLAND AVG/TOTAL					38	23

TOTAL LAY DELEGATES FOR THE 2025 CONVENTION 150

TABLE 4 – REVENUES OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	PLATE AND PLEDGE	OFFERINGS	INVESTMENTS	OTHER OPERATING INCOME	NORMAL OPERATING INCOME	FROM DIOCESE	TOTAL OPERATING REVENUE	NON- OPERATING REVENUE	TOTAL REVENUE
NORTH MONTGOMERY COUNTY									
161		22,025	29,750	0	51,775	0	51,775	0	51,775
202		313,827	0	223,000	542,327	0	542,327	11,020	553,347
203		141,651	12,306	2,464	156,421	0	156,421	42,050	198,471
204		527,573	1,300	35,383	564,256	0	564,256	53,422	617,678
206		100,266	204	15,194	115,664	0	115,664	0	115,664
217		464,679	10,158	69,093	553,401	2,420	555,821	40,324	596,145
222		271,380	0	94,393	367,591	0	367,591	209,124	576,715
223		200,632	0	20,525	221,157	0	221,157	36,300	257,457
		2,042,933	53,718	460,952	2,572,592	2,420	2,575,012	392,240	2,967,252
CENTRAL MONTGOMERY COUNTY									
201		654,200	0	183,515	855,435	0	855,435	0	855,435
209		464,770	169	65,439	530,378	0	530,378	28,208	558,586
212		161,882	6,926	27,358	262,815	0	262,815	2,534	265,349
213		354,416	0	74,802	429,218	0	429,218	66,903	496,121
214		469,034	0	114,508	583,542	0	583,542	108,050	691,592
215		633,990	453	445,499	1,079,942	0	1,079,942	254,603	1,334,545
216		250,952	4,000	85,824	340,776	0	340,776	149,324	490,100
219		237,255	0	74,467	311,722	0	311,722	31,595	343,317
220		150,355	215,000	127,665	493,507	0	493,507	255,799	749,306
221		457,288	24,783	126,171	610,742	48,127	658,869	153,873	812,742
		3,834,142	251,331	1,325,248	5,498,077	48,127	5,546,204	1,050,889	6,597,093

TABLE 4

TABLE 4 – REVENUES OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	PLATE AND PLEDGE	OFFERINGS	INVESTMENTS	OTHER OPERATING INCOME	NORMAL OPERATING INCOME	FROM DIOCESE	TOTAL OPERATING REVENUE	NON- OPERATING REVENUE	TOTAL REVENUE
SOUTH MONTGOMERY COUNTY									
205	673,599	143,088	441,817	1,258,504	0	0	1,258,504	149,843	1,408,347
207	1,313,975	50,000	468,043	1,832,018	0	0	1,832,018	351,471	2,183,489
208	1,817,549	222,657	329,782	2,403,263	0	0	2,403,263	142,891	2,546,154
210	409,359	0	75,084	484,443	0	0	484,443	7,425	491,868
211	358,256	207	195,816	566,779	0	0	566,779	93,619	660,398
218	417,941	0	41,274	469,215	0	0	469,215	15,082	484,297
	4,990,679	415,952	1,551,816	7,014,222	0	0	7,014,222	760,331	7,774,553
NORTH DC									
101	3,359,367	5,203,407	17,533,838	26,096,612	0	0	26,096,612	28,197,734	54,294,346
109	1,651,105	244,609	176,422	2,072,136	0	0	2,072,136	146,552	2,218,688
110	119,166	928,205	165,728	1,213,099	0	0	1,213,099	5,036	1,218,135
111	137,391	3,950	11,053	156,662	0	0	156,662	11,053	167,715
120	315,026	0	278,477	593,503	0	0	593,503	6,175	599,678
124	351,113	34,850	15,197	438,501	0	0	438,501	328,857	767,358
125	2,751,460	0	497,356	3,248,816	0	0	3,248,816	385,223	3,634,039
128	528,023	16,471	27,968	572,462	0	0	572,462	136,589	709,051
129	539,393	78,000	66,700	684,093	0	0	684,093	281,205	965,298
	9,752,044	6,509,492	18,772,739	35,075,884	0	0	35,075,884	29,498,424	64,574,308
	6,392,677	1,306,085	1,238,901	8,979,272	0	0	8,979,272	1,300,690	10,279,962

TABLE 4 – REVENUES OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	PLATE AND PLEDGE	OFFERINGS	INVESTMENTS	OTHER OPERATING INCOME	NORMAL OPERATING INCOME	FROM DIOCESE	TOTAL OPERATING REVENUE	NON- OPERATING REVENUE	TOTAL REVENUE
CENTRAL DC									
103	St. John's, Georgetown	312,877	0	476,734	932,323	13,114	945,437	0	945,437
104	St. John's, Lafayette Square	1,182,566	866,788	55,178	2,104,532	0	2,104,532	6,508,801	8,613,333
105	Christ Church, Georgetown	1,666,301	500,000	90,260	2,256,561	0	2,256,561	1,210,449	3,467,010
106	Epiphany, DC	433,387	170,000	122,392	842,917	0	842,917	598,776	1,441,693
107	Ascension and St. Agnes	722,399	300,000	14,275	1,036,674	0	1,036,674	1,193,970	2,230,644
112	Grace Church, Georgetown	378,338	0	54,556	432,894	0	432,894	46,096	478,990
113	St. Paul's, K Street	657,552	35,761	127,396	820,709	0	820,709	812,752	1,633,461
114	St. Stephen & the Incarnation	295,476	0	314,234	609,710	0	609,710	14,157	623,867
118	St. Luke's, DC	300,547	20,278	115,297	436,122	0	436,122	16,765	452,887
119	St. Thomas', DC	240,631	231,275	248,112	720,018	0	720,018	203,567	923,585
121	Our Saviour, Brookland	99,702	0	22,196	121,898	0	121,898	33,986	155,884
122	St. Margaret's	535,017	0	87,784	622,801	0	622,801	37,058	659,859
126	St. Mary's	0	0	0	0	0	0	0	0
130	St. George's, DC	292,491	0	12,324	304,815	0	304,815	0	304,815
	TOTAL CENTRAL DC	7,117,284	2,124,102	1,740,738	11,241,974	13,114	11,255,088	10,676,377	21,931,465
SOUTH DC									
102	Christ Church, Washington	716,604	32,966	179,527	929,097	0	929,097	23,010	952,107
108	St. Augustine's	180,416	0	114,800	295,216	0	295,216	19,905	315,121
116	St. Mark's, DC	927,107	0	238,514	1,165,621	0	1,165,621	41,367	1,206,988
117	St. Monica's and St. James'	279,936	0	23,645	303,581	0	303,581	4,222	307,803
123	Holy Communion	16,389	0	9,500	25,889	0	25,889	0	25,889
127	Calvary Church	170,478	0	121,763	292,741	0	292,741	35,927	328,668
131	St. Timothy's	243,285	0	115,885	359,170	0	359,170	38,807	397,977

TABLE 4

TABLE 4 – REVENUES OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	PLATE AND PLEDGE	OFFERINGS	INVESTMENTS	OTHER OPERATING INCOME	NORMAL OPERATING INCOME	FROM DIOCESE	TOTAL OPERATING REVENUE	NON- OPERATING REVENUE	TOTAL REVENUE
132	Atonement	274,722	0	13,200	287,922	0	287,922	9,000	296,922
134	St. Philip the Evangelist	7,603	0	4,750	12,353	0	12,353	0	12,353
	TOTAL SOUTH DC	2,816,540	32,966	821,584	3,671,590	0	3,671,590	172,238	3,843,828
NORTH PRINCE GEORGE'S COUNTY									
305	St. John's, Zion Parish	392,702	7,874	12,761	413,337	0	413,337	244,913	658,250
307	Holy Trinity, Collington	0	0	0	0	0	0	0	0
308	St. Philip's, Laurel	4,000	25,000	0	29,000	0	29,000	25,000	54,000
310	St. Matthew's	41,472	0	98,683	140,155	21,750	161,905	145,231	307,136
311	Epiphany, Forestville	0	0	0	0	0	0	0	0
314	St. John's, Mt. Rainier	167,537	0	37,577	205,114	0	205,114	755,714	960,828
315	St. Andrew's, College Park	643,070	0	50,277	694,347	0	694,347	20,100	714,447
316	St. Michael & All Angels	102,159	0	46,040	148,199	0	148,199	13,547	161,746
320	St. Christopher's	207,466	0	4,100	211,566	0	211,566	1,560	213,126
321	St. George's, Glenn Dale	325,272	15,813	36,250	377,335	0	377,335	23,758	401,093
	TOTAL NORTH PRINCE GEORGE'S COUNTY	1,883,678	48,687	285,688	2,219,953	21,750	2,240,803	1,229,823	3,470,626
SOUTHERN MARYLAND									
301	St. John's, Broad Creek	167,086	0	0	167,086	0	167,086	26,608	193,694
302	St. Paul's, Baden	66,716	12,733	10,142	91,791	0	91,791	10,795	102,586
303	St. Barnabas', Leeland	131,125	130,162	279,281	540,568	0	540,568	728,177	1,268,745
304	Trinity, Upper Marlboro	71,734	9,263	94,146	175,143	0	175,143	237	175,380
309	St. Thomas', P.G. County	126,623	5,000	85,851	217,474	0	217,474	11,351	228,825
317	St. Barnabas', Temple Hills	73,454	92,195	51,260	216,909	0	216,909	3,610	220,519
319	Christ Church, Clinton	101,000	0	20,493	121,493	0	121,493	2,000	123,493
323	St. Philip's, Baden	48,567	0	0	48,567	0	48,567	0	48,567

TABLE 4 – REVENUES OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	PLATE AND PLEDGE OFFERINGS	INVESTMENTS	OTHER OPERATING INCOME	NORMAL OPERATING INCOME	FROM DIOCESE	TOTAL OPERATING REVENUE	NON- OPERATING REVENUE	TOTAL REVENUE
401	Christ Church, Durham	2,365	58,536	179,829	0	179,829	13,512	193,341
402	Christ Church, Port Tobacco	60,682	62,651	219,486	3,950	223,436	75,665	299,101
403	Christ Church, Wayside	30,547	23,500	180,232	3,950	184,182	0	184,182
404	Trinity Parish, Newport & Hughesville	0	147,820	207,400	0	207,400	1,045	208,445
405	St. James', Indian Head	12,000	4,346	126,187	0	126,187	0	126,187
406	St. Paul's, Piney	323,753	19,109	342,862	0	342,862	34,500	377,362
501	All Faith, Charlotte Hall	46,185	24,649	78,834	0	78,834	0	78,834
502	Christ Church, Chaptico	184,925	21,493	206,418	0	206,418	0	206,418
503	Ascension & St. George's Churches	290,400	0	290,400	0	290,400	134,241	424,641
504	St. Andrew's, Leonardtown	188,622	62,929	251,551	0	251,551	0	251,551
505	Trinity, St. Mary's	206,160	23,619	232,751	0	232,751	12,911	245,662
506	All Saints, Oakley	51,103	8,470	62,296	0	62,296	350	62,646
TOTAL SOUTHERN MARYLAND		2,583,140	998,295	3,957,277	7,900	3,965,177	1,055,002	5,020,179
TOTAL DIOCESE OF WASHINGTON								
INCLUDING CATHEDRAL		35,019,540	25,956,160	71,250,669	93,311	71,343,980	44,835,324	116,179,304
EXCLUDING CATHEDRAL		31,660,173	8,422,322	45,154,057	93,311	45,247,368	16,637,590	61,884,958

TABLE 5

TABLE 5 – DISBURSEMENTS OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	TO DIOCESE	OUTREACH	ALL OTHER	OPERATING	EXPENSES	TOTAL	OPERATING	EXPENSES	MAJOR	IMPROVEMENTS	EXPENSES OF	OUTREACH	AND MISSION	SPECIAL	OFFERINGS	TOTAL NON-	OPERATING	EXPENSE	TOTAL	EXPENDITURES	
NORTH MONTGOMERY COUNTY																					
161	7,976	0	13,307	21,283	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	21,283	
202	10,000	4,170	494,581	508,751	0	0	9,143	0	0	0	9,143	0	0	0	0	0	0	9,143	0	517,894	
203	10,239	0	158,000	168,239	14,671	0	0	14,671	0	0	0	0	0	0	0	0	0	14,671	0	182,910	
204	6,000	0	547,733	553,733	192,041	0	15,730	0	0	0	15,730	0	0	0	0	0	0	207,771	0	761,504	
206	7,000	2,000	101,799	110,799	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	110,799	
217	30,000	0	525,821	555,821	0	0	628	0	0	0	628	0	0	0	0	0	0	628	0	556,449	
222	0	231	335,837	336,068	91,345	0	24,753	8,647	0	0	24,753	8,647	0	0	0	0	0	124,745	0	460,813	
223	3,520	0	224,631	228,151	32,000	0	4,300	0	0	0	4,300	0	0	0	0	0	0	36,300	0	264,451	
	74,735	6,401	2,401,709	2,482,845	330,057	54,554	8,647	393,258	2,876,103												
CENTRAL MONTGOMERY COUNTY																					
201	40,000	15,100	710,370	765,470	68,250	0	0	0	0	0	0	0	0	0	0	0	0	68,250	0	833,720	
209	36,186	2,176	532,902	571,264	29,618	6,067	6,067	3,010	0	0	6,067	3,010	0	0	0	0	0	38,695	0	609,959	
212	10,000	0	169,611	179,611	29,795	0	0	0	0	0	0	0	0	0	0	0	0	29,795	0	209,406	
213	5,000	6,486	473,773	485,259	8,826	645	645	0	0	0	645	0	0	0	0	0	0	9,471	0	494,730	
214	50,000	20,000	528,881	598,881	23,026	16,103	16,103	71,546	0	0	16,103	71,546	0	0	0	0	0	110,675	0	709,556	
215	41,667	0	1,139,680	1,181,347	11,000	0	0	43,557	0	0	0	43,557	0	0	0	0	0	43,557	0	1,224,904	
216	3,785	6,412	333,000	343,197	11,000	10,400	10,400	6,412	0	0	10,400	6,412	0	0	0	0	0	27,812	0	371,009	
219	7,500	0	318,737	326,237	19,063	3,757	3,757	8,775	0	0	3,757	8,775	0	0	0	0	0	31,595	0	357,832	
220	5,000	5,717	473,973	484,690	130,524	215,000	215,000	0	0	0	215,000	0	0	0	0	0	0	345,524	0	830,214	
221	53,000	10,117	673,534	736,651	62,753	2,505	2,505	15,582	0	0	2,505	15,582	0	0	0	0	0	80,840	0	817,491	
	252,138	66,008	5,354,461	5,672,607	382,855	254,477	148,882	786,214	6,458,821												

TABLE 5 – DISBURSEMENTS OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	TO DIOCESE	OUTREACH	ALL OTHER OPERATING EXPENSES	TOTAL OPERATING EXPENSES	MAJOR IMPROVEMENTS	EXPENSES OF OUTREACH AND MISSION	SPECIAL OFFERINGS	TOTAL NON-OPERATING EXPENSE	TOTAL EXPENDITURES
SOUTH MONTGOMERY COUNTY									
205	93,630	3,535	971,941	1,069,106	5,946	22,140	320	28,406	1,097,512
207	50,000	65,691	1,688,922	1,804,613	0	337,470	0	337,470	2,142,083
208	58,300	125,872	2,343,447	2,527,619	143,126	0	0	143,126	2,670,745
210	27,247	3,000	430,829	461,076	5,500	0	1,930	7,430	468,506
211	32,000	3,359	483,581	518,940	31,326	17,335	0	48,661	567,601
218	36,000	0	438,978	474,978	0	4,991	9,032	14,023	489,001
	297,177	201,457	6,357,698	6,856,332	185,898	381,936	11,282	579,116	7,435,448
NORTH DC									
101	324,774	15,252,532	8,567,477	24,144,783	37,085,739	0	0	37,085,739	61,230,522
109	123,574	108,000	0	231,574	452,000	0	0	452,000	683,574
110	75,000	78,833	961,799	1,115,632	246,764	5,036	0	251,800	1,367,432
111	3,750	1,650	107,419	112,819	12,050	608	0	12,658	125,477
120	16,000	3,340	594,015	613,355	7,378	6,050	0	13,428	626,783
124	32,000	9,400	393,076	434,476	1,033,373	0	800	1,034,173	1,468,649
125	197,000	118,297	3,166,603	3,481,900	57,194	48,349	0	105,543	3,587,443
128	41,000	0	504,477	545,477	21,495	100,180	8,998	130,673	676,150
129	34,000	11,515	724,848	770,363	342,783	0	16,040	358,823	1,129,186
	847,098	15,583,567	15,019,714	31,450,379	39,258,776	160,223	25,838	39,444,837	70,895,216
	522,324	331,035	6,452,237	7,305,596	2,173,037	160,223	25,838	2,359,098	9,664,694

TABLE 5

TABLE 5 – DISBURSEMENTS OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	TO DIOCESE	OUTREACH	ALL OTHER	OPERATING	EXPENSES	EXPENSES	MAJOR	IMPROVEMENTS	EXPENSES OF	OUTREACH	AND MISSION	SPECIAL	OFFERINGS	TOTAL NON-	OPERATING	EXPENSE	TOTAL
			OPERATING	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES	EXPENSES OF	OUTREACH	AND MISSION	SPECIAL	OFFERINGS	TOTAL NON-	OPERATING	EXPENSE	TOTAL
CENTRAL DC																	
103	St. John's, Georgetown	78,000	20,348	850,315	948,663	63,000	0	6,000	0	0	0	0	6,000	69,000	0	1,017,663	
104	St. John's, Lafayette Square	135,000	109,375	2,101,010	2,345,385	124,669	0	0	0	0	0	0	0	124,669	0	2,470,054	
105	Christ Church, Georgetown	100,000	150,711	1,884,587	2,135,298	1,773,127	180,060	0	1,953,187	0	0	0	0	1,953,187	0	4,088,485	
106	Epiphany, DC	38,226	3,447	769,814	811,487	52,211	369,116	1,667	422,994	0	0	0	0	422,994	0	1,234,481	
107	Ascension and St. Agnes	36,720	9,649	1,430,806	1,477,175	0	0	0	0	0	0	0	0	0	0	1,477,175	
112	Grace Church, Georgetown	10,000	0	441,902	451,902	21,001	8,461	0	29,462	0	0	0	0	29,462	0	481,364	
113	St. Paul's, K Street	40,000	33,826	737,230	811,056	59,883	2,303	14,131	76,317	0	0	0	0	76,317	0	887,373	
114	St. Stephen & the Incarnation	6,500	0	537,262	543,762	0	7,500	3,500	11,000	0	0	0	0	11,000	0	554,762	
118	St. Luke's, DC	20,000	15,000	483,417	473,417	14,994	16,463	850	32,307	0	0	0	0	32,307	0	505,724	
119	St. Thomas', DC	14,258	3,079	826,763	844,100	685,285	85,000	0	770,285	0	0	0	0	770,285	0	1,614,385	
121	Our Saviour, Brookland	6,000	10,790	111,202	127,992	6,666	1,335	23,772	31,773	0	0	0	0	31,773	0	159,765	
122	St. Margaret's	30,000	0	631,329	661,329	38,496	55,948	0	94,444	0	0	0	0	94,444	0	755,773	
126	St. Mary's	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
130	St. George's, DC	10,000	0	284,792	294,792	0	5,681	0	5,681	0	0	0	0	5,681	0	300,473	
	TOTAL CENTRAL DC	524,704	356,225	11,045,429	11,926,358	2,839,332	731,867	49,920	3,621,119	0	0	0	0	3,621,119	0	15,547,477	
SOUTH DC																	
102	Christ Church, Washington	84,163	25,000	626,987	736,150	58,175	1,123	53,634	112,932	0	0	0	0	112,932	0	849,082	
108	St. Augustine's	7,200	900	305,462	313,562	0	14,785	0	14,785	0	0	0	0	14,785	0	328,347	
116	St. Mark's, DC	36,000	33,984	1,125,524	1,195,508	0	0	0	1,195,508	0	0	0	0	1,195,508	0	1,195,508	
117	St. Monica's and St. James'	14,075	2,524	195,563	212,162	70,983	0	980	71,963	0	0	0	0	71,963	0	284,125	
123	Holy Communion	1,500	0	26,378	27,878	0	0	0	0	0	0	0	0	0	0	27,878	
127	Galvary Church	9,930	0	321,791	331,721	0	23,209	0	23,209	0	0	0	0	23,209	0	354,930	
131	St. Timothy's	37,993	5,700	350,168	393,861	6,835	250	2,439	9,524	0	0	0	0	9,524	0	403,385	

TABLE 5 – DISBURSEMENTS OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	TO DIOCESE	OUTREACH	ALL OTHER OPERATING EXPENSES	TOTAL OPERATING EXPENSES	MAJOR IMPROVEMENTS	EXPENSES OF OUTREACH AND MISSION	SPECIAL OFFERINGS	TOTAL NON-OPERATING EXPENSE	TOTAL EXPENDITURES
132 Atonement	5,000	0	291,922	296,922	0	7,000	0	7,000	303,922
134 St. Philip the Evangelist	7,200	0	194,499	201,699	0	0	0	0	201,699
TOTAL SOUTH DC	203,061	68,108	3,438,294	3,709,463	135,993	46,367	57,053	239,413	3,948,876
NORTH PRINCE GEORGE'S COUNTY									
305 St. John's, Zion Parish	16,000	9,620	395,309	420,929	194,305	7,412	13,482	215,199	636,128
307 Holy Trinity, Collington	0	0	0	0	0	0	0	0	0
308 St. Philip's, Laurel	27,000	30,000	0	57,000	0	0	0	0	57,000
310 St. Matthew's	15,000	1,203	352,699	368,902	0	0	0	0	368,902
311 Epiphany, Forestville	0	0	0	0	0	0	0	0	0
314 St. John's, Mt. Rainier	4,650	54,989	173,387	233,026	55,123	0	0	55,123	288,149
315 St. Andrew's, College Park	25,000	8,068	470,740	503,808	0	1,680	20,100	21,780	525,588
316 St. Michael & All Angels	5,880	2,914	117,020	125,814	14,772	8,603	0	23,375	149,189
320 St. Christopher's	17,300	3,010	234,824	255,134	0	0	1,378	1,378	256,512
321 St. George's, Glenn Dale	37,440	11,016	333,537	381,993	18,698	9,840	7,105	35,643	417,636
TOTAL NORTH PRINCE GEORGE'S COUNTY	148,270	120,820	2,077,516	2,346,606	282,898	27,535	42,065	352,498	2,699,104
SOUTHERN MARYLAND									
301 St. John's, Broad Creek	0	0	178,516	178,516	1,746	0	26,608	28,354	206,870
302 St. Paul's, Baden	4,100	82	88,854	93,036	0	0	0	0	93,036
303 St. Barnabas', Leeland	49,715	2,776	787,945	840,436	312,498	7,993	50,005	370,496	1,210,932
304 Trinity, Upper Marlboro	3,100	195	276,610	279,905	34,554	2,084	237	36,875	316,780
309 St. Thomas', P.G. County	10,000	1,800	227,726	239,526	20,019	0	1,351	21,370	260,896
317 St. Barnabas', Temple Hills	3,500	815	196,676	200,991	6,495	0	0	6,495	207,486
319 Christ Church, Clinton	3,000	0	126,882	129,882	0	0	0	0	129,882

TABLE 5

TABLE 5 – DISBURSEMENTS OF THE CATHEDRAL, PARISHES, SEPARATE CONGREGATIONS, AND MISSIONS 2023

	TO DIOCESE	OUTREACH	ALL OTHER	OPERATING EXPENSES	TOTAL	OPERATING EXPENSES	MAJOR IMPROVEMENTS	EXPENSES OF OUTREACH AND MISSION	SPECIAL OFFERINGS	TOTAL NON-OPERATING EXPENSE	TOTAL EXPENDITURES
323 St. Philip's, Baden	0	2,000	32,590	34,590	78,365	0	78,365	0	0	78,365	112,955
401 Christ Church, Durham	12,000	1,920	112,932	126,852	31,750	9,326	31,750	9,326	2,711	43,787	170,639
402 Christ Church, Port Tobacco	13,930	10,248	0	24,178	28,930	10,855	28,930	10,855	0	39,785	63,963
403 Christ Church, Wayside	12,300	3,917	160,880	177,097	18,032	0	18,032	0	1,200	19,232	196,329
404 Trinity Parish, Newport & Hughesville	3,000	0	130,297	133,297	50,323	0	50,323	0	1,045	51,368	184,665
405 St. James', Indian Head	7,200	8,259	109,959	125,418	0	0	0	0	0	0	125,418
406 St. Paul's, Piney	33,122	2,566	310,276	345,964	34,499	5,671	34,499	5,671	0	40,170	386,134
501 All Faith, Charlotte Hall	2,500	0	115,280	117,780	0	0	0	0	0	0	117,780
502 Christ Church, Chaptico	10,500	5,061	229,624	245,185	10,334	0	10,334	0	0	10,334	255,519
503 Ascension & St. George's Churches	22,000	0	354,676	376,676	100,401	125,067	100,401	125,067	0	225,468	602,144
504 St. Andrew's, Leonardtown	11,500	2,500	148,678	162,678	81,160	2,000	81,160	2,000	0	83,160	245,838
505 Trinity, St. Mary's	25,000	1,581	218,861	245,442	0	4,664	0	4,664	0	4,664	250,106
506 All Saints', Oakley	0	0	27,248	27,248	8,035	0	8,035	0	0	8,035	35,283
TOTAL SOUTHERN MARYLAND	226,467	43,720	3,834,510	4,104,697	817,141	167,660	817,141	167,660	83,157	1,067,958	5,172,665
TOTAL DIOCESE OF WASHINGTON											
INCLUDING CATHEDRAL	2,573,650	16,446,306	49,529,331	68,549,287	44,232,950	1,824,619	44,232,950	1,824,619	426,844	46,484,413	115,933,700
EXCLUDING CATHEDRAL	2,248,876	1,193,774	40,961,854	44,404,504	7,147,211	1,824,619	7,147,211	1,824,619	426,844	9,398,674	53,803,178

TABLE 6 – CLERGY COMPENSATION FOR 2023

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 rates:

PLAN	SINGLE PREMIUM	TWO-PERSON	FAMILY
Anthem BlueCard PPO 80	\$1,048	\$1,886	\$2,934
Anthem BlueCard PPO 100	\$1,242	\$2,235	\$3,477
Anthem HDHP premium**	\$856	\$1,514	\$2,397
Kaiser EPO 80	\$932	\$1,678	\$2,610
Kaiser EPO High Option	\$1,100	\$1,980	\$3,080
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 2023 is 15.3%; 12.4% for social security and 2.9% for Medicare (hospital insurance), which is paid on the first \$160,200 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, 2023.*

TABLE 6

TABLE 6 – CLERGY COMPENSATION FOR 2023

	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	70,680	0	0	0	25,000	95,680	0
Missioner for Church Revitalization	51,933	0	0	0	45,000	96,933	0
Missioner for Faith Formation & Development	68,844	0	0	0	36,000	104,844	0
Missioner for Equity and Justice	90,045	0	0	0	0	90,045	0
Missioner for Latino/Hispanic Ministries & Diocesan Initiatives	94,878	0	0	0	0	94,878	0
Financial Analyst	73,136	0	0	0	0	73,136	0
Director of HR and Administration	106,277	0	0	0	0	106,277	0
Communications Director	105,402	0	0	0	0	105,402	0
Executive Assistant to the Canons	79,861	0	0	0	0	79,861	0
Executive Assistant to the Missioners	79,954	0	0	0	0	79,954	0
Convention and Data Manager	72,956	0	0	0	0	72,956	0
Receptionist (p-t)	25,000	0	0	0	0	25,000	0
NORTH MONTGOMERY COUNTY							
217 ASCENSION, GAITHERSBURG	103,623	0	0	0	40,799	123,543	0
222 St. ANNE'S							
Priest-in-charge							
Rector	105,505	0	0	0	0	105,505	953

TABLE 6 – CLERGY COMPENSATION FOR 2023

		CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
161	ST. BARNABAS' CHURCH OF THE DEAF							
	<i>No positions to report</i>							
203	ST. BARTHOLOMEW'S	35,708	0	0	0	7,500	43,208	250
	Rector (p-t)							
204	ST. JOHN'S, OLNEY	101,825	0	0	0	38,500	140,325	0
	Rector							
	Associate (p-t)	3,398	0	0	0	44,417	47,815	0
206	ST. LUKE'S BRIGHTON	38,068	0	0	0	15,000	53,068	540
	Rector (p-t)							
223	ST. NICHOLAS' PARISH	50,052	0	0	0	33,000	83,052	0
	Rector							
202	ST. PETER'S	97,397	0	0	0	43,000	142,056	5,200
	Rector							
	CENTRAL MONTGOMERY COUNTY							
209	CHRIST CHURCH, KENSINGTON	57,322	0	0	0	45,000	102,322	0
	Rector							
	Assistant (p-t)	13,972	0	0	0	0	13,972	0
201	CHRIST CHURCH, ROCKVILLE	129,500	0	0	0	0	129,500	0
	Rector							
216	GOOD SHEPHERD	42,325	0	0	0	11,000	53,325	0
	Interim Rector (p-t)							
213	OUR SAVIOUR, HILLDALE	40,467	0	0	0	60,000	107,415	4,000
	Rector							

TABLE 6

TABLE 6 – CLERGY COMPENSATION FOR 2023

	CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
215 St. FRANCIS							
Rector	120,986		57,718	0	0	202,527	6,177
Assistant (p-t)	67,373	0	0	0	0	72,950	2,798
221 St. JAMES', POTOMAC							
Rector	96,419	0	0	0	30,000	126,419	400
Assistant (p-t)	22,987	0	0	0	7,800	30,787	0
Curate	50,831	0	0	0	22,500	73,331	550
214 St. LUKE'S, TRINITY PARISH							
Rector	126,304	0	0	0	31,050	157,354	0
220 St. MARK'S, FAIRLAND							
Rector	65,485	840	0	0	43,788	124,513	3,000
Chaplain (p-t)	6,800	0	0	0	0	6,800	0
212 St. MARY MAGDALENE							
Priest-in-Charge (p-t)	43,060	0	0	0	0	43,060	3,500
219 TRANSFIGURATION							
Rector*							
SOUTH MONTGOMERY COUNTY							
208 All SAINTS', CHEVY CHASE							
Rector	167,127	7,500	52,388	0	0	227,015	0
Vicar	126,094	5,000	39,328	0	0	170,422	0
Associate	68,130	0	0	0	60,000	128,130	

TABLE 6 – CLERGY COMPENSATION FOR 2023

		CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
210	ASCENSION, SLIGO PARISH							
	Rector	54,791	0	0	0	45,165	99,960	28,627
	Deacon (p-t)	20,304	0	0	0	0	20,304	1,519
205	GRACE CHURCH, SILVER SPRING							
	Rector	144,788				48,513	199,301	0
	Assistant	57,233				31,850	89,083	0
218	REDEEMER							
	<i>No positions to report</i>							
211	ST. DUNSTAN'S							
	Rector	132,700	0	0	0	0	132,700	
207	ST. JOHN'S, NORWOOD PARISH							
	Rector	118,527	0	0	0	40,000	158,527	1,800
	Associate	64,887	0	0	0	30,000	94,887	1,800
	Deacon/Minister for Community Engagement	69,928	0	0	0	0	69,928	0
	NORTH DC							
124	ALL SOULS'							
	Rector	120,000	0	0	0	0	120,000	0
111	HOLY COMFORTER							
	<i>No positions to report</i>							

TABLE 6 – CLERGY COMPENSATION FOR 2023

	CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
109 St. ALBAN'S							
Rector	183,000	0	0	0	0	183,000	0
Associate	112,965	0	0	0	0	112,965	0
Associate	90,549	0	0	0	0	90,549	0
125 St. COLUMBA'S							
Rector	133,430	0	0	0	98,000	231,430	0
Associate	85,714	0	0	0	39,000	124,714	0
Associate	38,579	0	0	0	54,000	92,579	0
129 St. DAVID'S							
Rector	76,693	0	0	0	52,000	128,693	0
Associate (p-t)	26,945	0	0	0	59,999	86,945	0
128 St. PATRICK'S							
Rector	82,098	0	0	0	60,000	142,098	0
Assistant	67,287	0	0	0	40,000	107,287	0
Assistant (p-t)	4,120	0	0	0	0	4,120	0
110 St. PAUL'S, ROCK CREEK							
Interim Rector	104,463	0	0	0	60,000	164,385	0
120 TRINITY, DC							
Rector (<i>vacant</i>)							

TABLE 6 – CLERGY COMPENSATION FOR 2023

	CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR		TOTAL COMP	ALLOWANCES
					HOUSING	HOUSING		
101 WASHINGTON NATIONAL CATHEDRAL								
Dean	286,432	0	94,929	0	30,000		411,361	0
Provost	160,647	0	0	0	69,937		230,584	0
Vicar	114,382	0	42,564	0	27,500		184,447	0
Canon for Worship	97,536	0	0	0	38,500		136,036	0
Canon Missioner	128,088	0	42,564	0	27,500		184,447	0
Pastor for Digital Ministry	129,180	0	0	0	9,180		138,360	0
Priest Associate	5,355	0	0	0	70,000		75,355	0

TABLE 6 – CLERGY COMPENSATION FOR 2023

		CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
CENTRAL DC								
107	ASCENSION AND ST. AGNES							
	Rector	117,388	0	35,216	1,200	24,000	177,805	10,156
105	CHRIST CHURCH, GEORGETOWN							
	Rector	179,827	0	58,075	0	0	251,659	17,500
	Associate	34,571	0	0	0	75,000	109,571	3,500
106	EPIPHANY, DC							
	Rector	82,628	0	0	0	58,000	140,628	1,750
112	GRACE CHURCH, GEORGETOWN							
	Rector	106,258	0	33,000	0	0	139,258	2,830
121	OUR SAVIOUR, BROOKLAND							
	Rector (<i>vacant</i>)							
130	ST. GEORGE'S, DC							
	Priest-in-Charge (p-t)	30,155	0	0	0	24,000	54,155	0
103	ST. JOHN'S, GEORGETOWN							
	Rector	74,826	0	0	0	48,068	122,894	0
	Associate Rector	12,228	0	0	0	42,875	55,103	
	Associate Rector (p-t)					12,879		

TABLE 6 – CLERGY COMPENSATION FOR 2023

		CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
104	St. JOHN'S, LAFAYETTE SQUARE							
	Rector	110,584	0	94,992	0	0	205,576	8,500
	Associate for Parish Life	59,414	0	55,000	0	0	114,414	1,000
	Associate (p-t)	68,366	0	0	0	0	68,366	1,000
118	St. LUKE'S, DC							
	Rector	67,999	0	0	0	45,000	113,000	0
122	St. MARGARET'S							
	Rector	89,815	0	26,945	2,400	0	119,161	0
	Associate (p-t)	17,402	0	0	0	32,500	49,902	0
126	St. MARY'S							
	Rector (<i>vacant</i>)							
113	St. PAUL'S, K STREET							
	Rector	122,051	3,500	37,665	1,200	0	163,216	9,000
114	St. STEPHEN & THE INCARNATION							
	Interim Rector	63,898	0	0	0	0	63,898	0
119	St. THOMAS', DC							
	Rector	64,255	0	0	0	105,000	169,255	0
	SOUTH DC							
132	ATONEMENT							
	Rector	61,285	1,200	0	0	0	62,485	7,370
102	CHRIST CHURCH, WASHINGTON							
	Rector	103,000	5,300	32,490	0	0	140,790	0

TABLE 6

TABLE 6 – CLERGY COMPENSATION FOR 2023

	CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP ALLOWANCES
127 CALVARY CHURCH						
Rector	50,633	0	0	0	29,430	80,063
123 HOLY COMMUNION						
Rector (<i>vacant</i>)						
108 ST. AUGUSTINE'S						
Rector	55,388	0	27,694	0	0	83,082
116 ST. MARK'S, DC						
Rector	97,595	0	37,708	0	0	135,303
Associate Rector	50,694	0	22,407	0	0	73,101
117 ST. MONICA'S AND ST. JAMES'						
Rector	67,333	443	35,940	0	0	103,716
134 ST. PHILIP THE EVANGELIST						
Rector (<i>vacant</i>)						
131 ST. TIMOTHY'S						
Rector	70,019	0	0	0	38,750	108,770
NORTH PRINCE GEORGE'S COUNTY						
311 EPIPHANY, FORESTVILLE						
Rector (p-t)*						
315 ST. ANDREW'S, COLLEGE PARK						
Interim Rector	57,600	0	0	0	36,000	93,600
320 ST. CHRISTOPHER'S						
Rector*						5,700

TABLE 6 – CLERGY COMPENSATION FOR 2023

	CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
321 St. George's, Glenn Dale							
Rector	96,622	0	0	0	30,000	126,622	0
314 St. John's, Mt. Rainier							
Rector (<i>vacant</i>)							
305 St. John's, Zion Parish							
Rector	43,945	0	0	0	71,800	115,765	1,900
310 St. Matthew's							
Rector	96,933	0	0	0	0	96,933	0
316 St. Michael & All Angels							
Interim Rector (p-t)	9,790	0	0	0	18,960	28,750	0
308 St. Philip's, Laurel							
Rector	36,000	0	0	0	60,000	96,000	0
SOUTHERN MARYLAND							
501 All Faith, Charlotte Hall							
Rector (p-t)	52,594	0	0	0	0	52,594	0
506 All Saints, Oakley							
Rector (<i>vacant</i>)							
507 Ascension & St. George's Churches							
Rector	84,124	0	38,973	3,000	0	125,917	0
502 Christ Church, Chaptico							
Rector	60,000	5,000	23,000	5,000	0	88,000	0

TABLE 6 – CLERGY COMPENSATION FOR 2023

	CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
319 CHRIST CHURCH, CLINTON							
Priest-In-Charge (p-t)	40,125	0	27,096	0	0	67,221	0
401 CHRIST CHURCH, DURHAM							
Rector (p-t)	0	0	0	0	30,500	30,500	1000
402 CHRIST CHURCH, PORT TOBACCO							
Rector	68,047	0	0	0	38,064	106,111	0
403 CHRIST CHURCH, WAYSIDE							
Rector (<i>see Christ Church, Port Tobacco</i>)							
504 St. Andrew's, LEONARDTOWN							
Rector (<i>vacant</i>)							
303 St. Barnabas', LEELAND							
Rector	69,248	0	0	1,000	37,694	107,943	4,000
317 St. Barnabas', TEMPLE HILLS							
Rector (p-t)*							
503 St. James', INDIAN HEAD							
Rector (<i>vacant</i>)							
405 St. John's, BROAD CREEK							
Interim Rector	21,576	0	0	0	0	21,576	2012
301 St. Paul's, BADEN							
Rector (<i>vacant</i>)							
302 St. Paul's, PINEY							
Rector*							

TABLE 6 – CLERGY COMPENSATION FOR 2023

	CASH SALARY (+SECA)	UTILITIES	VALUE OF HOUSING	EQUITY ALLOWANCE	CASH FOR HOUSING	TOTAL COMP	ALLOWANCES
406 St. Thomas', P.G. County							
Rector	31,953	0	0	0	54,166	86,120	0
323 TRINITY PARISH, NEWPORT & HUGHESVILLE							
Pastor-in-Residence (p-t)	20,580	0	18,300	0	0	38,880	0
309 TRINITY, ST. MARY'S							
Interim Rector	58,344	0	0	0	45,000	103,344	1,700
404 TRINITY, UPPER MARLBORO							
Vicar (See St. Thomas', P.G. County)							

*Figures for 2023 not reported.

**THE ONE HUNDRED THIRTIETH ANNUAL SESSION OF THE
CONVENTION WILL BE HELD AT**

Washington National Cathedral
Mount St. Alban
Washington, DC 20016
January 25, 2025