



## St. David's Episcopal Church & School

April 19, 2023

### Vestry Meeting Minutes

Approved May 24, 2023

This Vestry meeting was a hybrid meeting with options for in-person or virtual attendance via Zoom.

**Attending:** Vestry members: The Rev. Susan Pinkerton (Interim Rector), Katherine Beckett-Goodwin (Sr. Warden, Register), Jenifer Bluhm (Jr. Warden), Margot Culhane, Rohit Dean, Mike Gibson, Tanya Kerr, Jen Peiler, Dave Schmidt, and Jim Tracy. Additional officers attending: Treasurer, John Mellish (attended for treasurer's report section of meeting) and Chaplain to the Vestry, Carol Bonifant. Also attending: Sharon Easley, Bruce MacMonigle, and Allan Steed.

**Opening Prayer:** The meeting opened with reciting the Lords Prayer, led by the Rev. Susan Pinkerton.

**Call to Order** – The Rev. Susan Pinkerton (Interim Rector), called the Vestry Meeting to order at 7:06 pm.

**Parishioner Comment Period,** Parishioners

- None

#### Administrative Items

**Discussion:** April 19, 2023 Vestry Meeting Agenda – The Rev. Susan Pinkerton, Interim Rector

- Are there any adjustments to the agenda? None – agenda stands as is.

**Discussion:** March 15, 2023 Vestry Meeting Minutes – Register/S. Easley

- Are there any comments? None – Minutes stand as they are.

#### Property Items

**Discussion:** March 2023 Trustees and GM Property Report – Allan Steed, Trustee

- Allan went over the highlights in his report submitted for March.
- Jim Tracy has written Motions for distinctions between the Trustee and Property positions to be discussed this evening.
- GRS Technology Solutions was hired to become St. David's Professional IT Computer Support company based on requirements outlined by Jim Tracy with input from Allan Steed.
- Boslaugh - Parking lot lights were not on after dark on Maundy Thursday night, in front of the School and Office Buildings again. This is because these lights are on automatic light sensors, which had accidentally been turned off by the light switch, inside the front door to the office, that controls them. It has a cover over the light switch because it should always remain on, so that set of lights have power. If anyone notices those are off, please turn those switches on.
- Fire extinguishers were inspected and, where required, replaced.
- Property Management - Keller Landscaping now cutting grass and brush around our sign off of Claiborne Parkway to increase visibility.
- The Eagle Scout project for the graveyard has begun. Project involves taking pictures of each headstone and entering names and dates into the BillionGraves database using their app. Every grave we enter will have its information and location shared on the app for others to search.
- Allan and Jim are working on the Open Repair/Replace Items List to clean it up.

**Discussion:** FEMA Grant Application – Jim Tracy



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- Jim reported that St. David's submitted an application for a FEMA grant in the amount of \$140,000 on 4/17/2023.
- It will be September before the awards are announced.
- Jim thinks we have a 50% chance of being successful in obtaining the grant award.
- If successful, the grant will pay to replace the church's front and side doors with impact resistant doors. We will also be able to install a centralized, programmable key card access system for the church, school, and office and also upgrade the smoke alarm system in the sanctuary.

#### **Discussion:** IT Contract – Jim Tracy

- The accounting laptop failed on 4/18 but the good news is that we do have a QuickBooks backup.
- A new laptop has been purchased and QuickBooks will be installed and the accounting function will be back up and running tomorrow (4/20).
- The new IT firm was used successfully for this process.
- Kudos to Allan Steed for helping with the security aspects of using the new IT firm.

#### **Discussion:** Diocesan Delegate – The Rev. Susan Pinkerton, Interim Rector

- Susan+ is still looking for a non-voting delegate.

#### **Discussion:** Trustee and Property Stewards Positions – Jim Tracy, Katherine Beckett-Goodwin

- Canons dictate that Trustees' sole responsibility is to hold the deed to the property on behalf of the Diocese of Virginia.
- One complication with the trustees is that the Vestry must appoint them AND the court must appoint them and it be signed by a circuit judge. So anytime we change trustees there is a cost for attorney fees.
- St. David's has also created the position of property steward. A person can server as one or both.

#### **Decision:** Confirm removal of Jefferey Rubin and Lawrence Panetta as St. David's trustees.

**Motion:** Move to confirm removing Jefferey Rubin and Lawrence Panetta as legal Trustees of St. David's Episcopal Church.

Motion seconded and approved.

#### **Decision:** Reduce number of trustees.

**Motion:** Move to approve reduction of the number of Trustees from five to four.

Motion seconded and approved.

#### **Decision:** Approval of position descriptions for Trustee and Property Steward.

**Motion:** Move to approve the attached Position Descriptions for Trustee and Property Steward.

Motion seconded and approved.

#### **Decision:** Appointment of Bruce MacMonigle as Trustee.

**Motion:** Move to appoint Bruce MacMonigle as Trustee. Once ratified by the Loudoun Circuit Court, the St. David's Trustees are Allan M. Steed, Marilyn Tracy, Christopher A. Smith and Bruce MacMonigle. The Register will prepare and submit the Application for Petition of Appointment of Church Trustees to the Circuit Court of Loudoun County in the Commonwealth of Virginia.



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Motion seconded and approved.

**Decision:** Appointment of St. David's Property Stewards.

**Motion:** Move to appoint Allan M. Steed, Marilyn Tracy, Christopher A. Smith and Bruce MacMonigle as Property Stewards.

Motion seconded and approved.

**Decision:** Appointment of Senior Property Steward.

**Motion:** Move to appoint Allan M. Steed as the Senior Property Steward.

Motion seconded and approved.

**Decision:** Approval of Vestry nomination slate.

**Motion:** Move to approve Vestry Nomination Slate as presented: Katherine Beckett-Goodwin, Bobbie Johnson, Jim Tracy, and Terry Young.

Motion seconded and approved.

**Decision:** Approval of Vestry election ballot with candidates: Katherine Beckett-Goodwin, Bobbie Johnson, Jim Tracy, and Terry Young

**Motion:** Move to approve Vestry Election ballot as presented with candidates Katherine Beckett-Goodwin, Bobbie Johnson, Jim Tracy, and Terry Young.

Motion seconded and approved.

**Decision:** Appointment of Lawrence Panetta as head teller for Vestry elections on April 30, 2023.

**Discussion:** Lawrence will recruit two additional tellers and one backup teller to count the ballots in accordance with the previously approved process.

**Motion:** Move to appoint Lawrence Panetta as head teller for Vestry elections to be held on April 30, 2023.

Motion seconded and approved.

### Committee/Ministry Reports

**Ministry/Worship & Children & Youth Ministry** - Maureen Carey, Lay Pastoral Assistant and Director, Children & Youth Ministry submitted her report for inclusion in the minutes. Highlights of her report are below.

#### Worship

- Lent Labyrinth Walks ended on March 29<sup>th</sup>.
- Compline is Sun-Thurs led by Maureen Carey and will continue through the 50 days of Easter. Looking for leadership.
- Morning and Evening Prayer Tuesday – Friday at 10 am, both are led by Margot Culhane.

#### Children's Ministry

- Sunday School continues with consistent participation.
- VBS registration continues, 40 are registered at this time.



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- Baking with the Bible resumes.
- Preschool Children's Chapel - 7 Preschool Children's Chapel Programs were held on March 30 and 31st.

#### Youth Ministry

- Maintaining and building relationships and connections.
- Connection and discussion with St. Matthew's youth minister about collaborating with some events on mental health, social justice and gender equality.
- Collaborating with 2 youth ministers and writing an escape room youth program.
- Developing a youth newsletter to launch.

#### Pastoral Care

- Ongoing communication and scheduling PC visits along with LEM to a few parishioners with Rev. Susan. (At this time only Rev. Susan and Maureen are doing LEM visits.)
- Palms were brought to some home bound parishioners.

#### **Discernment Committee Update** – Richard Easley, Co-chair (not in attendance but provided update below)

- Draft parish survey is now complete
- 18 categories of St. David's membership have been identified
- Draft parish survey is being completed by 18 'pilot' survey takers representing each of the 18 categories of membership
- Pilot survey will be returned within 10 days to determine if edits or clarifications are warranted
- Any edits will be incorporated into a 'final' survey
- Final survey will be emailed to all parish members immediately following the St. David's Annual meeting (April 30th)
- St. David's membership will be given two weeks to complete the survey (this includes those members requesting paper copies of the survey)
- Survey results will be compiled by the Discernment Committee and next steps will be explained to the St. David's membership based on the results of the survey
- Results of the survey will be shared with the Vestry and the St. David's membership (methods TBD) 3 weeks after a suitable number of surveys have been completed/returned (the exact timing will be contingent upon the speed of survey completion by membership)

#### **Stewardship Update** - Co-Chairs, Jenifer Bluhm and Margot Culhane

- Jenifer noted that quarterly reminders will be going out which might help to nudge parishioners to become current in paying their pledge if they are behind on their pledges.
- Statements can be sent as email or hard copy in USPS. It would be interesting to see if one method is more successful than the other.
- Jim Tracy will check to see if we can send both methods at the same time.

#### **Financials**

#### **Discussion:** March 2023 Church Organization Treasurer's Report - John Mellish, Treasurer

##### Revenue:

- Pledge offerings in March came in at \$39,516 (76% of budget) which is about 5% higher compared to February. Budget for March was \$52,000.
- YTD actual pledge offerings = \$129,977 (83% of budget) and was 4% less than February.



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- Total Revenue for March was \$46,441 to a budget of \$58,822 (79% of Budget) and was 10% higher than February.
- Total Income YTD = \$150,945 to a YTD Budget of \$176,187 (86% of Budget); 3% lower than February.
- Annual Budget is \$692,320.
- YTD Total Unpledged Offerings = \$10,891 (90% of budget). Loose Cash Offerings was 189% of budget YTD.
- Pledged income is down for the second month in a row and total YTD income is below projected.

#### Expenses:

- March YTD total expenses = \$203,919 (100% of budget), 3% higher than the same time last year but on budget at 100%.

#### Net Income:

- For March was -\$24,792 to a budget of -\$14,109 (176% of budget).
- Net Income was -\$52,974 to a budget of -\$28,653 which is 185% of budget.
- Annual budget is -\$110,831.
- Church operating account balance is \$165,585.

Susan+ thanked John Mellish for his years of service as Treasurer to St. David's.

**Decision:** Approve March 2023 Church Organization Treasurer's Report

**Motion:** Move to approve March 2023 Church Organization Treasurer's Report as presented.  
Motion seconded and approved.

**Prayer for Discernment** – Was offered by Carol Bonifant, Chaplain to the Vestry.

Lord Jesus, anoint our Discernment Team with a sharp vision for the next step in the search process. Encourage them for their hard work in preparing the parish survey. Motivate all our congregation to participate in the survey, providing a great response for the Team to work with. Thank You for preparing them in how to interpret the data, as to gain the insights You want them to have. Remind them that the process they are going through, is renewing, and transforming each of them, as well as all of us who call St David's our church home. Comfort them knowing You really are in charge and show them how to celebrate with You as they go about this wonderful Holy work. All to the Glory of Your Name we pray, Amen!

#### REPORTS:

**Interim Rectors Report** – Rev. Susan Pinkerton

- Susan+ is working on hiring for three new positions. With Jim Tracy's assistance they have had good results.
- New hires are:
  - Communications Specialist: Jane Cunningham will be working for 10 hrs/week for St. David's, she supports 4 churches and works offsite (in NC). Jane is working on getting up to speed on the Realm for the new St. David's website. She will also be doing the bulletin. Karen Knox has been helping with Jane's onboarding with Realm training.
  - Property Operations Administrator: Richard Haddad is a retired engineering and real-estate person. Jim Tracy is transitioning out as Richard gets up to speed. Richard has 20 years' experience in property management. This is a 20-hour/week part-time position.
  - Parish Administrator: Susan DeMar is a retired administrator who worked at Syracuse University (14 years) and New Mexico State University (15 years). This is a 20-hour/week part-time position.
- Easter week events and Easter Sunday services were well attended.



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- Discussion and Donuts (30 good minutes type program) will continue as long as there is participation.
- The 8:00 am Lent Sunday Service (pilot during Lent, no-frills eucharist) will not continue past Lent due to low demand. Average attendance was eight people including supporting attendance.
- Preparing for the Vestry Retreat.
- There will be a celebration potluck dinner at the Bluhm's home preceding the Vestry Retreat on 5/5 to come together as a Vestry and to say thank you to .
- Vestry Retreat will be at Leesburg Junction in downtown Leesburg which has an outdoor pavilion and a lounge with tables and couches. Meals will be catered. Thank you to Jenifer Bluhm for finding this location.
- Bishop Gulick will be visiting on May 14<sup>th</sup>, there are six people to be confirmed (5 kids and 1 adult) at the time of this meeting.
- Susan+ shared information about a spiritual exercise "Dwelling in the Word" that could be useful to the Vestry as spiritual leaders of St. David's. For this exercise one person reads a passage from the Bible, participants then share which one word "speaks" to them. The passage is read again and the second round of discussion focuses on how the passage relates to current life situations. Carol Bonifant will lead the next session and after that Susan+ will take Vestry volunteers to lead each month moving forward.

#### **Wardens' Report** – Katherine Beckett-Goodwin, Sr. Warden. Jenifer Bluhm, Jr. Warden.

- Katherine has been concentrating on preparations for the Annual Meeting including the various presentations and writing the Parish Annual Report.
- Hard copies of the Parish Annual Report will be available at the annual meeting and also posted on the website.
- John Mellish, Paul Buitrago, Mike Gibson, and Dave Schmidt are working on the financial presentation for the meeting.
- Preschool board meeting was last week and the Annual End of Year Party and Silent Auction event will be May 5, 2023 from 5-7:30pm.
- Meg is preparing end of year evaluations for preschool staff. (School year ends in June.)
- Jenifer Bluhm reported that the subcommittee has met to discuss community events. This year Pentecost falls on Memorial Day, the following Sunday June 4<sup>th</sup> is the Sunday we will celebrate graduating seniors with an enhanced coffee hour. There will be a picnic on the following Sunday 6/14. Communications will begin promoting the events on May 7<sup>th</sup>.

Susan+ called for the Vestry to go into executive session.

Motion: Move for the Vestry to go into Executive Session.

Motion seconded and approved.

Motion: Move to end the Vestry Executive Session.

Motion Seconded and approved.

Meeting resumed.

**Decision:** Music Director Position expanded hours and compensation

**Motion:** In view of the importance of a robust music program to the long-term success of St. David's Episcopal Church and School, move that the Vestry approve the Music Director Position hours be increased from 25 to 30 hours per week with position salary compensation increased to \$30,000 per year. This action will qualify



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this position for health insurance benefits. This change will be effective May 1, 2023. Because of some restructured office position changes in 2023, the monetary changes can be made within the approved lay compensation and benefits line items in the approved 2023 Church Operating Budget. Ginny Maddock will continue as Music Director in the expanded position's capacity.

Motion seconded and approved.

**Closing Prayer:** The prayers were created by Carol Bonifant, Chaplain to the Vestry.

Lord of all, we humbly thank You for every detail of St David's life that You have been actively overseeing. You do not sleep. You protect every aspect of our borders, both visible and invisible. You know us perfectly, things that please You and things that do not, yet Your love for us never fails! Teach us; to hunger for Your teachings, proclaim You as our Lord, and celebrate the goodness You pour out on us every day! In Your transforming Name we pray, Amen.

**Adjournment** – The Rev. Susan Pinkerton, Interim Rector, adjourned the Vestry Meeting at 8:16 pm.

#### NEXT VESTRY MEETINGS

- **There will also be a Special Vestry Meeting on May 7th at 11:15 am to elect Wardens and appoint and/or affirm the Treasurer, Clerk, and Chaplain positions.**
- **May 24, 2023 at 7:00 pm in the Adult Christian Ed. Room & Zoom. (Hybrid Meeting)**

Respectfully Submitted:

Katherine Beckett-Goodwin, Register  
Sharon Easley, Clerk to the Register  
St. David's Episcopal Church & School  
May 22, 2023

#### Motions & Items of Note:

Approved: Remove Jefferey Rubin and Lawrence Panetta as legal Trustees of St. David's Episcopal Church.

Approved: Reduction of the number of Trustees from five to four.

Approved: Position Descriptions updated for Trustee and ratified for Property Steward.

Approved: Appointment of Bruce MacMonigle as Trustee.

Approved: Appointment of Allan M. Steed, Marilyn Tracy, Christopher A. Smith and Bruce MacMonigle as Property Stewards.

Approved: Appointment of Allan M. Steed Senior Property Steward.

Approved: Vestry Nomination Slate: Katherine Beckett-Goodwin, Bobbie Johnson, Jim Tracy, and Terry Young.

Approved: Vestry election ballot with candidates: Katherine Beckett-Goodwin, Bobbie Johnson, Jim Tracy, and Terry Young.

Approved: Appointment of Lawrence Panetta as head teller for Vestry elections on April 30, 2023.

Approved: March 2023 Church Organization Treasurer's Report as presented.

Approved: Music Director Position hours be increased from 25 to 30 hours per week with position salary compensation increased to \$30,000 per year. This action will qualify this position for health insurance benefits. Effective May 1, 2023.



## St. David's Episcopal Church and School Trustee Position Description

Purpose of Position	<ul style="list-style-type: none"> <li>• Pursuant to the Canons of the Diocese of Virginia and the laws of the Commonwealth of Virginia, to hold title to all property of the Church and School to include land, buildings, and furnishings.</li> <li>• Canon 15 --<i>“All real and personal property held by or for the benefit of any Church or Mission within this Diocese is held in trust for The Episcopal Church and the Diocese of Virginia. The Vestry of every Church and, when authorized by the Bishop, the Vestry Committee of a Mission, shall elect Trustees for appointment pursuant to law to hold title to such property and furnishings. “</i></li> </ul>
Responsibilities	<ul style="list-style-type: none"> <li>• Shall be the legal holders of title to all property of St David's Episcopal Church &amp; School in compliance with Canon 15.</li> <li>• Shall act with the Vestry to ensure compliance with Canon 15.</li> <li>• Shall sign all appropriate legal documents pertaining to the property.</li> <li>• Shall regulate the use of the graveyard and columbaria.</li> <li>• Shall sign, on behalf of the Vestry, all Certificates of Use for the graveyard and columbaria.</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>• Must be a Confirmed or Received (in the Episcopal Church) adult communicant (16 years or older) in <i>good standing</i>.</li> <li>• Attend Sunday worship services regularly.</li> <li>• Must have Vestry appointment as Trustee confirmed by a Loudoun District Court Judge.</li> <li>• Be known to the Treasurer by submitting a pledge form each year.</li> <li>• Complete a background check within 3 months of appointment to the position.</li> <li>• Complete the <i>Misconduct Prevention Training</i> provided by the Diocese within 3 months of being appointed a Trustee. Training recertification is required every 5 years as of 8/1/2022.</li> <li>• Shall qualify by subscribing the following declaration and promise: “I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of The Episcopal Church; and I promise that I will faithfully execute the office of Trustee of St. David's Episcopal Church &amp; School, in Northern Piedmont Region, in the County of Loudoun, according to my best knowledge and skill.” No person shall act as a Trustee until this declaration and promise have been subscribed to.</li> </ul>
Spiritual Gifts	<ul style="list-style-type: none"> <li>• Administration      • Discernment      • Faith</li> </ul>
Amount of Time Required	<ul style="list-style-type: none"> <li>• 1-2 hours per month.</li> <li>• Attendance at a minimum of one Vestry Meeting per year.</li> </ul>
Commitment Length	<ul style="list-style-type: none"> <li>• A minimum commitment of 3 years or until replaced by the Vestry.</li> </ul>
References	<ul style="list-style-type: none"> <li>• (ECUSA) The General Convention of the Episcopal Church Constitution &amp; Canons Rev. 2018 <a href="https://extranet.generalconvention.org/staff/files/download/23914">https://extranet.generalconvention.org/staff/files/download/23914</a></li> <li>• (DoVA) The Constitution &amp; Canons of the Diocese of Virginia Rev. 2021 <a href="https://www.thediocese.net/Customer-Content/www/CMS/files/Governing_Bodies/CC_2021_English.docx">https://www.thediocese.net/Customer-Content/www/CMS/files/Governing_Bodies/CC_2021_English.docx</a></li> <li>• Manual of Business Methods in Church Affairs In Accordance With Title I, Canon 7 of the General Convention of the Episcopal Church (ECUSA) Rev. December 2019 <a href="https://www.episcopalchurch.org/wp-content/uploads/sites/2/2020/07/Manual-Of-Business-Methods.pdf">https://www.episcopalchurch.org/wp-content/uploads/sites/2/2020/07/Manual-Of-Business-Methods.pdf</a></li> </ul>
Responsible To	The Vestry, Rector and Congregation of St. David's Episcopal Church & School, The Diocese of Virginia, The Episcopal Church of the USA.





## St. David's Episcopal Church and School Property Steward Position Description

Purpose of Position	<ul style="list-style-type: none"> <li>• To maintain or cause to be maintained the property of St. David's Episcopal Church and School.</li> <li>• To review, negotiate, monitor and manage all property related contracts held by St. David's Episcopal Church and School within the Vestry approved budget in coordination with the Property Administrator.</li> <li>• To attend to concerns of residents; maintain natural beauty of the environment; open/close graves/niche as needed.</li> <li>• To provide contract and maintenance support to St. David's Episcopal Church and School.</li> </ul>						
Responsibilities	<ul style="list-style-type: none"> <li>• Oversee the maintenance, management and repairs of all buildings and other property belonging to the Church.</li> <li>• Develop and update a list of needed repairs and maintenance.</li> <li>• Develop and maintain a capital needs timeline and budget requirements in conjunction with the Vestry and Finance Committee, updated at least annually.</li> <li>• Conduct regular safety inspection of buildings and grounds.</li> <li>• Provide a monthly Property Stewards' Report for monthly Vestry meetings.</li> <li>• Respond proactively to calls and participate as required; However, it is requested info be sent by email to <a href="mailto:property@sdlife.org">property@sdlife.org</a> - have in writing when something needs to be taken care of.</li> <li>• Interact with Fire Department and other services when required to deal with Emergency situations.</li> </ul>						
Qualifications	<ul style="list-style-type: none"> <li>• Must be an adult communicant (16 years or older) <i>in good standing</i>.</li> <li>• Attend Sunday worship services regularly.</li> <li>• Must have Vestry appointment as a Property Steward.</li> <li>• Complete a background check within 3 months of appointment to the position.</li> <li>• Complete the <i>Misconduct Prevention Training</i> provided by the Diocese within 3 months of being appointed a Property Steward. Training recertification is required every 5 years as of 8/1/2022.</li> </ul>						
Spiritual Gifts	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">Administration</td> <td style="width: 50%; border: none;">Leadership</td> </tr> <tr> <td style="border: none;">Discernment</td> <td style="border: none;">Service</td> </tr> <tr> <td style="border: none;">Faith</td> <td style="border: none;">Wisdom</td> </tr> </table>	Administration	Leadership	Discernment	Service	Faith	Wisdom
Administration	Leadership						
Discernment	Service						
Faith	Wisdom						
Amount of Time Required	<ul style="list-style-type: none"> <li>• 3-10 hours per week on average.</li> </ul>						
Commitment Length	<ul style="list-style-type: none"> <li>• A minimum 3-year commitment, or until such time team member is no longer able to contribute or is replaced by the Vestry.</li> </ul>						
References	<ul style="list-style-type: none"> <li>• (ECUSA) The General Convention of the Episcopal Church Constitution &amp; Canons Rev. 2018 <a href="https://extranet.generalconvention.org/staff/files/download/23914">https://extranet.generalconvention.org/staff/files/download/23914</a></li> <li>• (DoVA) The Constitution &amp; Canons of the Diocese of Virginia Rev. 2021 <a href="https://www.thediocese.net/Customer-Content/www/CMS/files/Governing_Bodies/CC_2021_English.docx">https://www.thediocese.net/Customer-Content/www/CMS/files/Governing_Bodies/CC_2021_English.docx</a></li> <li>• Manual of Business Methods in Church Affairs In Accordance With Title I, Canon 7 of the General Convention of the Episcopal Church (ECUSA) Rev. December 2019 <a href="https://www.episcopalchurch.org/wp-content/uploads/sites/2/2020/07/Manual-Of-Business-Methods.pdf">https://www.episcopalchurch.org/wp-content/uploads/sites/2/2020/07/Manual-Of-Business-Methods.pdf</a></li> </ul>						
Responsible To	<p>The Vestry, Rector and Congregation of St. David's Episcopal Church and School, The Diocese of Virginia, The Episcopal Church of the USA.</p>						