

ACTS OF THE 207TH ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF NORTH CAROLINA

Note: References to the Canons have been conformed to the revised numbering scheme adopted by the Commission on Constitution and Canons in 2022.

Act 2022-1 (Substitute Resolution 207.1) On Property Management

The 207th Annual Convention enacts:

"Canon D-III.2, Section 8 is added as follows:

"Section 8. Property Committee. (a) The Trustees may establish a subcommittee to be known as the Property Committee, which shall consist of not fewer than five nor more than seven enrolled confirmed adult communicants in good standing of this Diocese elected by the Trustees upon nomination of the Bishop initially for a term of three years. Any vacancy on the Property Committee shall be filled by the Trustees for the unexpired term. A majority of the Property Committee shall control its actions.

(b) The Property Committee shall provide guidance to the Ecclesiastical Authority, the Trustees, the Standing Committee, and Diocesan Council on matters concerning real property. Upon request of the Trustees, the Property Committee shall assist the Trustees in purchasing, selling, or leasing real property.

(c) Upon an appropriate written resolution from Diocesan Council, the Ecclesiastical Authority may designate for Active Management any real property of the Diocese not held for the benefit of a parish, corporation, or mission that continues to exist and not needed for the operation of the Diocese. Subject to policies established by the Diocesan Council, the Property Committee shall maintain, market, and lease to tenants the properties under Active Management. Contracts with tenants shall be executed pursuant to Section 2(a)(3) of this Canon D-III. Proceeds from Active Management shall be placed into a Property Management Fund established by the Trustees. Expenses of Active Management shall be paid from the Property Management Fund or such other moneys as determined by Diocesan Council. Diocesan Council may direct the use of excess accruals in the Property Management Fund.

(d) The Property Committee may engage, employ, and pay reasonable compensation to such attorneys, appraisers, real estate brokers, property managers, insurers, general contractors, and other providers of services as necessary to execute its responsibilities."

Canon D-III.3 Section 2, subparagraph (h) is rewritten as follows:

“(h) Make and preserve a full record of its acts and of the work of each of its departments and furnish to each annual Convention a full report of all its actions and all moneys

expended under its direction during the preceding year, including a report from each department of the Council with respect to the work done by such department, and a separate report on the State of the Church in the Episcopal Diocese of North Carolina.”

Canon D-III.3, Section 4 is rewritten as follows:

“Section 4. Departments. The Diocesan Council shall organize from its membership, supplemented as herein provided, a Department of Outreach and Justice Ministries, a Department of Christian Formation, Department of Youth and Young Adults, a Department of Congregational Support and Development, a Department of Finance and Administration, a Department of Planning, and such other departments as in its judgment may be necessary; and it shall provide the manner and means by which its departments shall be staffed and financed. From the Council membership the Bishop Diocesan shall appoint the members of each department and designate its chair. The chair of each chartered committee within a department shall be a member of the department. Subject to confirmation by the Council, the Bishop may appoint additional members to departments of the Council. Each department shall meet at least three times each year and report its activities to meetings of the Council. It shall receive and review budget requests from its chartered committees and submit its departmental budget to the Diocesan Council. The Bishop Diocesan, the Bishop Suffragan, and the Bishop Coadjutor, if there be one, shall be members of each department.

Subject to Council review and approval:

(a) The Department of Outreach and Justice Ministries shall be responsible for the work of the Diocese with respect to those programs and activities that embody our ministry locally, nationally, and overseas;

(b) The Department of Christian Formation shall oversee those bodies that provide program and resources for education and formation throughout the Diocese.

(c) The Department of Youth and Young Adults shall oversee Diocesan programs for youth, ministry in higher education, and young adults.

(d) The Department of Congregational Support and Development shall coordinate the work of those agencies that work directly with congregations.

(e) The Department of Finance and Administration shall oversee the development and administration of the Diocesan budget and disbursement of grants; shall oversee the business, personnel, and property affairs of the Diocese, including the work of the Treasurer and the annual audit of the Diocese; and shall formulate and review administrative and personnel policies of the Diocese.

(f) The Department of Planning shall use demographic information to inform the evolution of the program and organization of the Diocese, evaluate and propose changes to the program and organization of the Diocese, and develop the policy of the Diocese with respect to real property and propose real property transactions.

Canon D-III.3, Sections 6 and 7 are repealed in their entirety.”

**Act 2022-2
(Resolution 207.3)
On Episcopal Elections**

The 207th Annual Convention enacts:

"Article XII of the Constitution of the Diocese of North Carolina is amended as follows:

When a Bishop is to be elected the Convention shall vote ~~by written ballot and~~ separately by orders; and a concurrence on the same ballot of a majority of all the clergy entitled to vote in the Convention, whether present or not, and of a majority of all lay delegates authorized to be chosen as provided by canon, whether present or not, shall be necessary to an election."

Adopted upon First Reading. Second Reading will occur at the 208th Annual Convention.

**Act 2022-3
(Resolution 207.4)
On the President of the Standing Committee**

The 207th Annual Convention enacts:

"A new Section 5 is added to Canon D-III.1 of the Diocese of North Carolina as follows:

If not otherwise entitled, the President of the Standing Committee will be entitled to seat and voice at all Conventions of this Diocese."

**Act 2022-4
(Substitute Resolution 207.8)
On Expansion of Creation Care Work and Engagement in the Communion Forest Initiative**

The 207th Annual Convention enacts:

“Resolved, that the 207th Annual Convention of the Episcopal Diocese of North Carolina calls for the expansion of creation care engagement by all congregations in the Diocese, including but not limited to engagement in the Communion Forest Initiative of the 2022 Lambeth Conference, in support of our Biblical call to care for God’s creation (Gen. 2:15), our Mission Strategy priority of Creation Care and our recognition that each and every time we abuse or fail to protect God’s creation, we are impacting our global neighbors, particularly the poorest and most vulnerable; and Be it further resolved that the Convention calls for the following actions to serve God’s creation and by doing so, our global neighbors, so that all our communities and lives are protected from temperature extremes, wildfires, extreme rain events and flooding, and loss of plant and animal species:

- A. That the Chartered Committee on Environmental Ministry survey congregations to determine their current and planned involvement in creation care initiatives and activities, so as to promote collaboration and mutual learning;
- B. That the Chartered Committee on Environmental Ministry, working in partnership with Diocesan Formation staff and other Diocesan and non-Diocesan entities, provide resources, curricula, and concrete suggestions for congregational engagement in this work;
- C. That every congregation at some point during 2023:
 - a. Engage in the Communion Forest Initiative, which may include tree-planting, protection of meadows and grasslands, work to preserve wetlands, stream restoration, etc.;
 - b. Include in their Christian Formation programming information about the importance of creation care from Biblical, Baptismal Covenant, and Way of Love perspectives, recognizing that climate change impacts the poorest and most vulnerable populations throughout the world, who often live in the locations most vulnerable to climate change impacts or work in the jobs that put them most in danger from those impacts; and
 - c. Work collaboratively with other congregations and organizations, both locally and globally, on initiatives deemed particularly important in their communities.
- D. That the Chartered Committee on Global Mission engage with our Companion Dioceses of Botswana and Costa Rica, and that other congregations having global relationships, engage with their global partners, to learn of the impacts of climate change, to share how those Dioceses and congregations are addressing creation care, and to work together to address the global climate crisis; and
- E. That these Committees and congregations share their stories, insights, and photos through Diocesan and other avenues, to inform and inspire congregational and convocational efforts, including appropriate use of social media so that these efforts are more widely accessible to all generations and available to a wider audience.
- F. Acknowledging the devastating environmental impact on congregations and communities of color, that we seek partnership with those whose voices have not been heard and yet who are most impacted, in conversation and planning.
- G. That these Committees prepare a report on the outcomes of this resolution for presentation at the 208th Annual Convention.”

Act 2022-5
(Substitute Resolution 207.7)
On Reducing Gun Violence

The 207th Annual Convention enacts:

“Resolved, that in keeping with our baptismal covenant to respect the dignity of every human being, and to minimize the impact of gun violence, the 207th Annual Convention commits to urge state and federal legislators to sponsor and support the passage of laws to:

1. Require universal background checks for every gun purchase, including private sales, sales at gun shows, and ghost guns;
2. Ban possession of, sale of, transfer of and manufacture of semi-automatic, military-style assault weapons and high-capacity magazines for civilian use;

3. Require persons to provide evidence of reputable gun safety training prior to purchasing a gun;
4. Promote local and federal funding to research the causes and prevention of gun violence;
5. Promote funding for expansion of Community Violence Intervention Programs; and

Be it further resolved that the congregations of the Diocese of North Carolina be strongly urged to:

1. Include gun violence prevention regularly in conversations, educational sessions, and prayers;
2. Partner with local agencies and community groups to encourage gun dealers to adhere to all regulations and best safety practices, and share discovered resources with other congregations and convocations;
3. Ban the possession of guns on church property, excluding on-duty law enforcement officers who may be required to carry firearms;
4. Identify and support existing Community Violence Intervention Leaders and Programs; and

Be it further resolved that all members of the Diocese of North Carolina be encouraged to:

1. Commit to educating themselves on the issues of gun violence, gun violence prevention, and Community Violence Intervention;
2. Seek and share accurate information on gun violence and gun violence prevention in your community, particularly the danger of ghost guns;
3. Store guns and ammunition safely and securely at all times; and
4. Promote the importance of teaching and practicing gun safety.”

Act 2022-6

(Substitute Resolution 207.5)

On Equitable Racial Hiring Practices for Diocesan Positions

The 207th Annual Convention enacts:

“Resolved, that the Episcopal Diocese of North Carolina continue the process to achieve racial equity in the hiring of Diocesan staff. This affirms the work of the 80th General Convention of the Episcopal Church in A130, the Resolution for the Development of Best Practices in Hiring and Developing Organizational Cultural Competencies. Specifically we affirm the “develop(ment) of model hiring, workplace, and Committee/Commission/Board practices that intentionally increase equitable hiring and access to leadership positions for People of Color and that promote healthy work environments within the church; and that each diocese and congregation be encouraged to actively engage in addressing the ways that white supremacy culture has shaped its own structures, policies, and practices and work toward deepening their cultural competency.

Be it further resolved that the Episcopal Diocese of North Carolina contract with a firm with specialty in workplace diversity, equity, and inclusion to perform an outside racial audit of Diocesan hiring processes and policies to be provided to the Diocesan Council, Racial Justice and

Reconciliation Committee (RJRC) and 208th Convention of the Episcopal Diocese of North Carolina.

Be it further resolved that a working group be appointed by the diocesan bishop that seeks the wisdom and leadership of the Communities of Color within our church, professional associations, and external expert advisors as needed. This working group shall implement and facilitate the process of equitable racial recruiting, hiring, and nomination practices of persons to be appointed, hired, or elected to diocesan positions, including but not limited to, all Diocesan staff, including bishops, members of the Diocesan Council, Foundation and Trustees, and the Standing Committee. These bodies shall attend, at Diocesan expense, equity training to be provided by the firm that performs the racial audit. A preliminary report to the Racial Justice and Reconciliation Committee and a final formal report after their approval will be presented to the 208th Diocesan Convention. This report is to include next steps to implement this work. To address accountability and redress for the victims, this working group must report on the measures they have adopted related to the progress the diocese has made in upholding these practices. It reaffirms a strong commitment and underscores the importance of achieving diocesan ownership of equitable racial hiring or recruitment practices.”