

# **JOURNAL**

OF THE

## **TWO HUNDRED AND SEVENTH ANNUAL CONVENTION**

OF THE

## **DIOCESE OF NORTH CAROLINA**

IN

## **THE EPISCOPAL CHURCH**

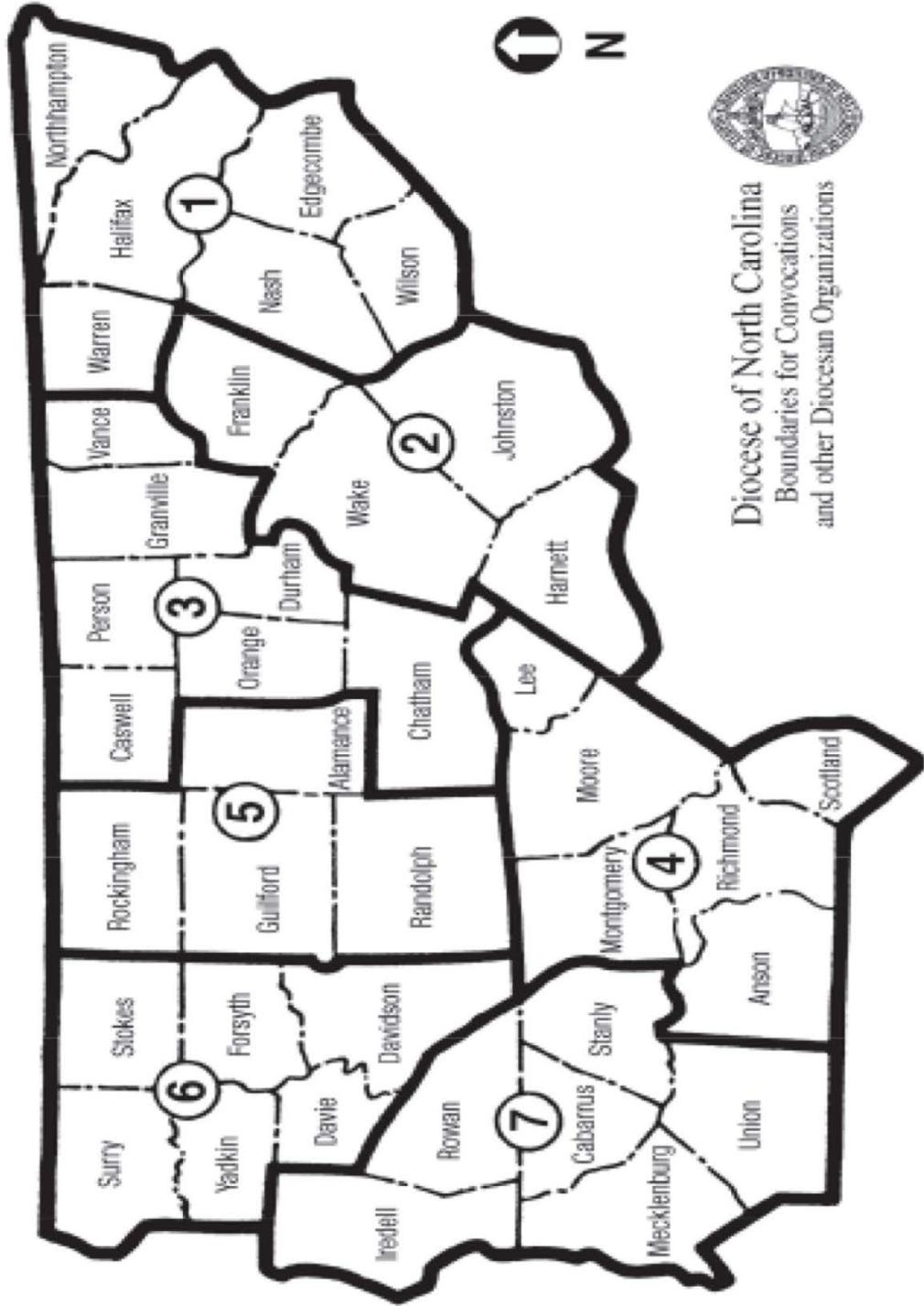
Winston-Salem  
North Carolina  
November 18-19, 2022

## **DIOCESAN OFFICE**

### **Diocesan House**

200 W. Morgan St., Ste. 300  
Raleigh, NC 27601-1338  
919-834-7474 | 1-800-448-8775  
Fax: 919-834-7546  
[www.episdionc.org](http://www.episdionc.org)

# DIOCESAN MAP



**Boundaries for Convocations and other Diocesan Organizations  
are shown in the map opposite.**

**Below is a list of groupings by towns and cities, or counties.**

**1. Rocky Mount**

Battleboro  
Halifax  
Jackson  
Littleton  
Ridgeway  
Roanoke Rapids  
Rocky Mount  
Scotland Neck  
Speed  
Tarboro  
Warrenton  
Weldon  
Wilson

**2. Raleigh**

Cary  
Clayton  
Erwin  
Fuquay-Varina  
Louisburg  
Raleigh  
Smithfield  
Wake Forest

**3. Durham**

Chapel Hill  
Durham  
Henderson  
Hillsborough  
Oxford  
Pittsboro  
Roxboro

**4. Sandhills**

Hamlet  
Laurinburg  
Rockingham  
Sanford Seven  
Lakes Southern  
Pines  
Wadesboro

**5. Greensboro**

Asheboro  
Burlington  
Eden  
Greensboro  
Haw River  
High Point  
Mayodan  
Reidsville

**6. Winston-Salem**

Advance  
Clemmons  
Cooleemee Elkin  
Fork Kernersville  
Lexington Mount  
Airy Walnut Cove  
Winston-Salem

**7. Charlotte**

Albemarle  
Charlotte  
Cleveland Concord  
Davidson  
Huntersville  
Monroe  
 Mooresville  
Salisbury  
Statesville  
Waxhaw

## **OFFICERS AND STAFF**

*(As of September 2023)*

### **Bishops and Assistants**

The Rt. Rev. Samuel Rodman, Bishop Diocesan

The Rt. Rev. Jennifer Brooke-Davidson, Assistant Bishop

Elizabeth Dawkins, Executive Assistant to the Bishop

Patricia Sarazen, Executive Assistant to the Assistant Bishop

### **Officers of the Diocese**

Martin H. Brinkley, Chancellor

Henry C. “Chip” Howes Jr., Vice-chancellor

Marks Arnold, Vice-chancellor

Charles L. Till, Secretary of the Convention

Gilbert V. Small, Treasurer of the Diocese

The Rev. Dr. N. Brooks Graebner, Historiographer of the Diocese

### **Canons and Canon Missioners**

Canon Catherine Massey, Canon to the Bishop

The Rev. Canon Lindsey Ardrey, Canon Missioner for Diocesan Restitution and Reparations  
Ministry

The Rev. Canon Cathy Deats, Canon Missioner for Regional Ministry (East) and Collaborative  
Innovation

The Rev. Canon Earnest Graham, Canon Missioner for Regional Ministry (Northwest)

The Rev. Canon Franklin Morales, Canon Missioner for Latino/Hispanic Ministry

The Rev. Canon Kathy Walker, Canon Missioner for Back Ministries

### **Mission Strategy**

Joy Shillingsburg, Mission Strategy Coordinator

### **Youth and Young Adult Ministries**

Lisa Aycock, Lead Youth Missioner

Leah Dail, Assistant Youth Missioner

The Rev. Steve Cheyney, Campus Minister, UNC-Charlotte Campus Ministry

The Rev. James Franklin III, Young Adult Missioner for Winston-Salem

Dr. Sam Laurent, Campus Minister, The Episcopal Center at Duke University

The Rev. Kevin Lloyd, Campus Minister, Davidson College

The Rev. Hershey Mallette Stephens, Dean of the Chapel and Spiritual Life, Saint Augustine's  
University

The Rev. Kevin Matthews, Campus Minister, St. Mary's House

The Rev. Caleb Tabor, Young Adult Missioner, Episcopal Campus Ministry-Raleigh

Julie Tonneson, Campus Minister, LEAF

The Rev. Mary Cat Young, Campus Minister, UNC-Chapel Hill

### **Finance and Insurance**

Maria Gillespie, Chief Financial Officer

Erin Sweeney, Benefits and Finance Coordinator

Becky Poynter, Accountant

Cathy Shearin, Accounts Payable Specialist

### **Communications**

Christine McTaggart, Communications Director

Summerlee Walter, Communications Coordinator

### **Archives**

Lynn Hoke, Project Archivist

**The Diaconate**

The Ven. Jan Lamb, Archdeacon

The Rev. Beth McKee-Huger, Regional Deacon (Northwest)

The Rev. Monnie Riggan, Deacon for Anti-racism and Reconciliation

**The Jesse Ball Dupont Grants Coordinator**

The Rev. Rebecca Yarbrough

**Ecumenical and Interfaith Relations Officer**

The Rev. Jill Beimdiek

**Liturgical Officer**

The Rev. Jacob Pierce

**Liaison to the North Carolina Council of Churches**

The Rev. Jill Beimdiek

**Rabbi-in-residence**

Rabbi Raachel Jurovics

# CANONICAL COMMISSIONS AND COMMITTEES

*(As of the adjournment of the 207<sup>th</sup> Annual Convention)*

## STANDING COMMITTEE

*(Constitution, Article VIII, Canon 9)*

*Elected by Convention*

2023

Marcus Clarke  
The Rev. Nancy Cox,  
*president*  
Septina Florimonte, *secretary*

2024

Alice Freeman  
The Rev. Pamela Haynes  
The Rev. Greg Jones

2025

The Rev. Kristin Edrington  
Mary Wellman  
The Rev. David Umphlett

## DIOCESAN COUNCIL

*(Canon 15)*

*Elected by Convention*

2023

Chipper Long  
The Rev Linda Nye  
The Rev Jamie Pahl  
Jerry Price  
David Tamer

2024

The Rev. Jim Bernacki  
David Bland  
Wilhelmina Rae Mitchell  
Abby Van Noppen  
The Rev. Miriam Saxon

2025

The Rev. Valerie Colbert  
Pam Harvey  
Sherry Owens  
Al Ragland  
The Rev. Ginny Wilder

## TRUSTEES OF THE DIOCESE

*(Canon 10)*

*Elected by Convention on the nomination of the Bishop*

The Bishop Diocesan, *ex officio*  
The Treasurer of the Diocese, *ex officio*  
The Chancellor of the Diocese, *ex officio*

2022

Steve Mason, *secretary*  
The Rev. Chip Edens

2023

The Rev. Milton Williams  
Paula McClain

2024

The Rev. Stephanie Allen  
John Constance



## INVESTMENT COMMITTEE

W. Robert Newell, *chair*  
Bailey Vaughan  
Summer Finch  
Larry Maddison  
Brick Brown

## DISCIPLINARY BOARD

(Canon 31)

*Elected by Convention on nomination of the Bishop*

2022

The Rev. Darby Everhard  
Tom Fennimore

2023

The Rev. Todd Dill  
The Rev. Joyce Cunningham  
The Rev. Larry Conrad

2024

The Rev. George Adamik,  
*president*  
Meg McCann  
The Rev. Gregory Jacobs

## CONVOCATION DEANS AND WARDENS

(Canon 19)

Convocation

Charlotte  
Durham  
Greensboro  
Raleigh  
Rocky Mount  
Sandhills  
Winston-Salem

Dean

The Rev. Amanda Stephenson  
The Rev. Gabe Lamazares  
The Rev. Wheigar Bright  
The Rev. Bob Thomas  
The Rev. Sonny Browne  
The Rev. Bruce Heyvaert  
The Rev. Ginny Wilder

Warden

Alf Badgett  
Martina Gardener Woods  
Sue Mercier  
Marshall Harvey  
Lalor Smith  
Laurie Holden  
Beth Morphis

## COMMISSION ON MINISTRY

(Canon 32)

*Appointed by the Bishop*

## PRIESTHOOD

2022

The Rev. Sara Ardrey-Graves,  
*chair*  
The Rev. Tyrone Fowlkes  
Phyllis Pickett  
The Rev. Daniel Reeves

2023

The Rev. Carr Holland  
The Rev. Nancy Cox  
Dr. Dora Mbuwayesango  
Jonathan Williams

2024

Sarah Allred  
The Rev. Robert Black  
Susan Campbell  
The Rev. Sarah Carver

## DIACONATE

<u>2022</u>	<u>2023</u>	<u>2024</u>
David Lockett	The Rev. Velinda Hardy	The Rev. Josh Bowron
Rae Mitchell	The Rev. Jan Lamb	The Rev. Lisa Frost-Phillips
Mike Pratt	Eileen Slade	The Rev. Marion Sprott
The Rev. Robin Sands	The Rev. Caleb Tabor, <i>co-chair</i>	The Rev. Nancy Vaders

## TRUSTEES OF THE FRANCIS J. MURDOCH MEMORIAL SOCIETY

(Canon 37)

*Nominated by the Bishop, confirmed by Convention*

<u>2022</u>	<u>2023</u>	<u>2024</u>
Kay Webb	Alexander Motten	The Rev. Hershey Mallette Stephens
The Rev. Marion Sprott	The Rev. Jacob Pierce	The Rev. Jonathan Pucik

## COMMISSION ON CONSTITUTION AND CANONS

(Canon 12)

*Appointed by the Bishop*

Edward Embree III, Chancellor, *ex officio*  
Chuck Till, Secretary of the Diocese, *ex officio*

<u>2022</u>	<u>2023</u>	<u>2024</u>
The Rev. Julie Murdock	The Rev. Ginny Inman	The Rev. John Talk, <i>chair</i>
Joe Ferrell	Philip Asby	Marks Arnold

## COMMISSION ON HISTORIC PROPERTIES

(Canon 45)

*Appointed by the Bishop*

J. Robert Boykin III, *chair*  
The Rev. N. Brooks Graebner, Historiographer, *ex officio*  
Lynn Hoke, Archivist, *ex officio*  
Diocesan Council Liaison

2022  
John D. Elliot, Jr., at-large  
Olivia Taylor Feduccia, Holy Trinity, Townsville  
Loretta Loutzenheiser, at-large  
Open, St. Luke's, Northampton County

2023

J. Robert Boykin III, *chair*

The Rev. Daniel Cenci, Grace Church, Lawrence

Willa Dickens, Church of the Advent, Enfield

Terry Byrd Eason, at-large

Elizabeth W. Matheson, St. Mary's Chapel, Orange County

2024

The Rev. Brian Benton, St. Anna's, Littleton

Betsy E. Brown, St. Andrew's & St. George's, Woodleaf

The Rev. Sally French, St. James, Kittrell, clergy representative

Nicholas Long, St. John's, Williamsboro

Claude H. Snow, member at-large

**HISTORIC CHURCH COMMITTEES**

*Appointed by the Bishop*

**St. Andrew's & St. George's, Woodleaf**

Betsy E. Brown, *chair*

Robert Bailey

Linda Bailey

Fraley Bost

Marilyn Bost

Patricia Duff

Suzanne Goodson

Grady Hall

Molly Kennerly

Bob Kennerly

Susan Thomas

Jane Watson

Judy Wood

Larry Wood

The Rev. Sarah Blaies

**St. James', Kittrell**

The Rev. Sally French, *acting chair*

**St. Luke's, Northampton County**

The Rev. Sonny Browne, *clergy representative*

**Church of the Advent, Enfield**

Ann Newbern, *chair*

Suzann Anderson

Willa Dickens

Elton Newbern

Charles Harris

Linda Jobe

Gayle Locke

Joyce Ross

Ernie Ross

Celia Strickland

Andrew Wirtz

The Rev. E. T. Malone, Jr.

**Holy Trinity, Townsville**

Olivia Taylor Feduccia, *chair*

Alan Feduccia

Richard Davis IV

Nancy Tarry Gray

Allene Taylor Morton

The Rev. E. T. Malone, Jr.

**St. Anna's, Littleton**

The Rev. Brian Klawiter-Benton, *chair*  
Bill Heflin  
The Rev. James Johnson  
Samuel Darden  
Moira Vaderwood  
Hope Neuer  
Dru York  
The Rev. Brooks Graebner  
Blair Henry  
B. T. Brown  
Bambi Edwards

**St. Mary's Chapel, Orange County**

Larry Roberts, *co-chair*  
Elizabeth W. Matheson, *co-chair*  
Polly Roberts  
Wayne Walker  
JoAnna Walker  
Ann Hollowell  
Cynthia Walker  
Iva Walker  
The Rev. Miriam Saxon  
Peggy Bianco Baucom  
Sally Jackson  
Nathan Isley

**St. John's, Williamsboro**

The Rev. Donald Lowery, *chair*  
The Rev. James L. Pahl, Jr.  
Lucy G. Gray  
Alan Feduccia  
Olivia Taylor Feduccia  
Richard Davis IV  
Ida Yancey  
Nicholas Long, Jr.  
Mary Ann Evans  
Leon Terry  
Ronnie Perkinson  
Nicholas Andrews  
Clarence Lemons  
Anne Almand  
Greg Taylor  
Kathy Taylor  
Scott Hartness  
Marcia Hartness  
Al Stainback  
Evelyn Harris  
Al Stainbeck  
Evelyn Harris

**Grace Church, Lawrence**

The Rev. Daniel Cenci, *chair*  
Yvonne Ellis, *vice-chair*  
Karen M. Johnson, *treasurer*  
Linda Flanary, *secretary*  
Shawna Andrews  
Carolyn Walston  
Phyliss Mueller  
Jackie Andrews  
E. Ray Rogister

## MISSION ENDOWMENT BOARD

(Canon 18.1)

*Nominated by the Bishop, confirmed by Convention*

The Rev. Robert Black, *chair*  
Kim Dockery, *Standing Committee representative*  
Sue Guptill, *Diocesan Council, Dept. Congregational Development*  
The Rev. David Lynch, *member-at-large*  
Lew Myers, *member-at-large*  
Gilbert Small, *Diocesan Council, Dept. Finance*  
The Rev. Amanda Stephenson, *member-at-large*  
The Rev. Milton Williams, *Trustees of the Diocese representative*

## FAIR SHARE APPEALS BOARD

<u>2022</u>	<u>2023</u>	<u>2024</u>
Jim Curtis	David Broughton	The Rev. Sarah Hollar
The Rev. Linda Nye	Vickie Hammie	Bob Moore
Nancy Young	The Rev. Nick VanHorn	Alice Robbins

## COMMITTEES OF THE 206<sup>TH</sup> ANNUAL CONVENTION

### Dispatch of Business

Martha B. Alexander, <i>chair</i>	The Rev. Robert Black, Administration of the Diocese
Chuck Till, <i>Secretary of Convention</i>	The Rev. Audra Abt, Faith and Morals
The Rt. Rev. Samuel S. Rodman	The Rev. Rebecca Yarbrough, National and International Concerns
The Rt. Rev. Anne C. Hodges-Copple	The Rev. Caleb Tabor, Social Concern
The Rev. John Talk, Constitution and Canons	
The Rev. Helen Svoboda-Barber, Credentials	
The Rev. George Greer, Elections	

### Administration of the Diocese

The Rev. Robert Black, St. Luke's, Salisbury, <i>chair</i>	The Rev. Sally French
Kimberly Dunn, Holy Trinity, Greensboro	Joe Hunter, All Saints', Concord
The Rev. Sara Ardrey-Graves	Barbara Hendrix, St. Luke's, Durham

### Elections

The Rev. George Greer, St. Andrew's, Rocky Mount, *chair*

### Credentials

The Rev. Helen Svoboda-Barber, <i>chair</i>	The Rev. Sarah Carver
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**Constitution and Canons**

The Rev. John Talk, Emmanuel, Southern Pines, *chair*  
Alf Badgett, St. Alban's, Davidson  
The Rev. Julie Murdoch  
Debbie Walker, St. Anne's, Winston-Salem

The Rev. Antoinette Wike, St. Paul's, Cary  
The Rev. Clarke French, Holy Family, Chapel Hill  
The Rev. James P. Pahl, St. Michael's, Raleigh

**National and International**

The Rev. Rebecca Yarbrough, Christ the King, Charlotte, *chair*  
Julia Hoyle, St. Luke's, Durham  
The Rev. Leon Spenser  
The Rev. Deb Blackwood

The Rev. Maureen Flak  
Laura Collins, Holy Family, Chapel Hill  
Sissy Poland, Holy Comfortable, Charlotte  
Tom White, St. Timothy's, Winston-Salem

**Social Concerns**

The Rev. Caleb Tabor, Raleigh Campus and Young Adult Missioner  
The Rev. Hugh Tilson, St. Matthew's, Hillsborough  
Gwen High, St. Peter's, Charlotte

Anne Stokes, St. Mark's, Raleigh  
The Rev. Frances Cox, St. Matthews', Kernersville  
Nanci Atkeson, St. Michael's, Raleigh  
Mary Wellman, All Saints', Roanoke Rapids

**Faith and Morals**

The Rev. Audra Abt, Holy Spirit, Greensboro, *chair*  
The Rev. Kevin Matthews, St. Mary's House, Greensboro

Rev. Daniel Wall, St. Christopher's, High Point  
David Tamer, St. Paul's, Winston-Salem  
Nancy Johnson, Good Shepherd, Ridgeway

**BOARDS OF DIOCESAN INSTITUTIONS**

**TRUSTEES OF THE UNIVERSITY OF THE SOUTH**

*Elected by Convention*

2023

The Rev Carmine Germino

2024

Richard Ammons

2025

**TRUSTEE OF ST. MARY'S SCHOOL**

*Appointed by the Bishop*

Daniel Walker

## DIRECTORS OF THE NORTH CAROLINA EPISCOPAL CHURCH FOUNDATION

*Appointed by the Bishop*

The Rev. Bradley Mullis, *chair*  
The Rev. Sealy Cross  
Bill Lorenz  
Lewis Moore  
Frank Muir

The Rev. Jamie L. Pahl  
Elizabeth Pope  
Maryanne Sarda  
Tom Wellman  
Maria Gillespie, *staff liaison*

## CHARTERED COMMITTEES

### DEPARTMENT OF BUSINESS AFFAIRS AND ADMINISTRATION

#### Chartered Committee on Grants

Emerson Bell, *chair*  
Alf Badgett  
Martina Gardner-Woods  
Sharon Hammill

Marshall Harvey  
Laurie Holden  
Sue Mercier  
Lalor Smith

### DEPARTMENT OF CHRISTIAN FORMATION

#### Chartered Committee on Lifelong Christian Formation

The Rev. David Frazelle, *chair*  
Sarah Allred  
Amy Campbell  
Albert Ervin  
The Rev. Ginny Inman  
Ingrid Nunez  
Brenda Randall

The Rev. Monnie Riggin  
Nancy Urrecheaga  
The Rev. Lauren Villemuer-Drenth  
The Rev. Kathy Walker  
The Rev. Ginny Wilder  
The Rev. Tyrone Fowlks, *Diocesan Council rep*  
Al Ragland, *Diocesan Council rep*

### DEPARTMENT OF OUTREACH

#### Chartered Committee on Environmental Ministry

2022  
Stan Meiburg  
Norm Wood

2023  
The Rev. Stephanie Allen  
The Rev. Jill Bullard

2024  
Scott Evans Hughes  
David McDuffie, *chair and  
Province IV liaison*  
Carl Sigel, *NCIPL liaison*  
David Tamer

### **Chartered Committee on Global Mission**

<u>2022</u>	<u>2023</u>	<u>2024</u>
Diane Steinhaus	The Rev. Mawethu Ncaca	The Rev. Dr. Leon Spencer,
The Rev. Rebecca Yarbrough, <i>Costa Rica Committee chair</i>	Sherry Owens	<i>chair</i>
The Rev. Miriam Saxon, <i>Botswana Committee, chair</i>	Lisa Towle	Dora Mbuwayesango
		John McHenry

### **Chartered Committee on Global Mission – Costa Rica Companion Diocese Subcommittee**

<u>2022</u>	<u>2023</u>	<u>2024</u>
Sarah Cavins	The Rev. Matt Addington	The Rev. Louise Anderson
Lyn Holt	Barbara Duffy	Mav Hankey
Bruce Jenkins	Stuart Mills	Allie Norman
Laura Konitzer	Thomas White	
The Rev. Greg McIntyre	The Rt. Rev. William Gregg <i>at-large</i>	

### **Chartered Committee on Global Mission – Botswana Companion Diocese Subcommittee**

The Rev. Miriam Saxon, <i>chair</i>	Stephen McCollum
The Rev. Dr. Leon Spencer	Alison Mercer
Martha B. Alexander	Lewis Myers
The Rev. Jamie L’Enfant Edwards	The Rev. Warren Pittman
Alice Freeman	Diane Steinhaus
Mary B. Gordon	The Rev. Stephanie Yancy
The Rev. Dr. Fred Horton	Leah Dail, <i>ex officio</i>
The Rev. Rhonda Lee	

## **DEPARTMENT OF YOUTH AND YOUNG ADULTS**

### **Chartered Committee on Youth**

Emily Barr	Vivian Shillingsburg
Harriet Jacksonn	Mary Taylor
David Ortiz	Lisa Aycock, <i>staff liaison</i>
Savannah Self	Amy Campbell, <i>staff liaison</i>
Andrew Schertz	Leah Dail, <i>staff liaison</i>



### **Chartered Committee on Campus and Young Adult Ministry**

Megan Carlson, young adult ministry, *chair*

The Rev. Linda Nye, *Diocesan Council rep*

The Rev. Kevin Lloyd, *Davidson College*

Jackie Dienemann, *Davidson College*

Sam Laurent, *Duke University*

Kate Fagan-Solis, *Duke University*

Julie Tonnesen, *Elon/LEAF*

Julie Branon, *Elon/LEAF*

The Rev. Caleb Tabor, *NCSU*

Paul Flanagan, *NCSU*

The Rev. Steve Cheyney, *UNC-C*

Calilee Franklin, *UNC-C*

Mike Hoffman, *UNC-C*

The Rev. Mary Cat Young, *UNC-CH*

Jean DeSaix, *UNC-CH*

The Rev. Kevin Matthews, *UNC-G*

Noel Melton, *UNC-G*

The Rev. James Franklin, *Winston-Salem*

The Rev. Hershey Mallette Stephens, *Saint Augustine's University*

Joyce Bannerman, *Saint Augustine's University*

Andrew Hudgins, *Johnson Service Corps*

### **DEPARTMENT OF BUSINESS AND ADMINISTRATION**

#### **Chartered Committee on History and Archives**

The Rev. N. Brooks Graebner, *chair*

Margo Acomb

George Brine

Dr. Allen Cronenberg

Duke Fentress

Dr. Araminta Johnson

The Rev. Donald Lowery

Sarah Peveler

The Rev. Jemonde Taylor

Lynn Hoke, *diocesan archivist, ex officio*

Chuck Till, *secretary of the Diocese, ex officio*

#### **Chartered Committee on Insurance**

Sammy Anderson, *chair*

The Rev. Robert Black

Al Ragland

Lynn Sandlin

William Urquhart

## DEPARTMENT OF CONGREGATIONAL SUPPORT AND DEVELOPMENT

### Missionary Resource Support Team

The Rev. Daniel Reeves, *co-chair*

The Rev. Bonnie Duckworth, *co-chair*

Chuck Collier

The Rev. Ginny Wilder

Robin Williams

### Chartered Committee on Hispanic Ministry

2022

The Rev. John Gibson

The Rev. Ginny Wilder

The Rev. Daniel Robayo,  
*staff liaison*

2023

The Rev. Audra Abt

Josefina Cardoza

The Rev. Susan Keedy

2024

The Rev. Greg Brown, *chair*

The Rev. Jose Daniel Pinell

Anabel Zambrano

## BISHOP'S COMMITTEES

### BISHOP'S COMMITTEE ON THE DIACONATE

The Rev. Beth McKee-Huger, *ex officio*

The Rev. Jan Lamb, *ex officio*

2022

Dale Finocci

The Rev. Randall Keeney

The Rev. Sallie Simpson

The Rev. Sarah Woodard

2023

The Rev. Bobbie Armstron

The Rev. Jim Bernacki

Mary Helms

The Rev. Maggie Silton

2024

Chip Carter, *chair*

The Rev. Scott Balderson

The Rev. Vernon Cahoon

The Rev. Joyce Cunningham

### EPISCOPAL FARMWORKER MINISTRY

#### Diocese of North Carolina

2022

Jennifer Cardenas

Meg Smith

2023

Rick Kells

Sonny Howard

2024

The Rev. Daniel Robayo

Open

The Rev. Jam Lamb, *bishop's rep.*

#### Diocese of East Carolina

2022

Denise Yglesias Varela

Open

2023

The Rev. Eric Grubb

Mazie Swindell Smith

2024

The Rev. Jody Greenwood

Open

### **BISHOP'S COMMITTEE ON LITURGY**

The Rev. Jacob Pierce, *co-chair*  
Dr. Mark Ardrey-Graves, *co-chair*  
The Rev. Gus Chrysson  
John Cummins

The Rev. Darby Everhard  
The Rev. Nathan Kirkpatrick  
The Rev. Joe Mitchell  
The Rev. Imogen Rhodenhiser

### **BISHOP'S COMMITTEE FOR RACIAL JUSTICE AND RECONCILIATION**

2022

2023

2024

Chris Colby, *co-chair*

Barbara G. Ashdown

DeDreana Freeman, *co-chair*

The Rev. Joyce Cunningham

Josiah Daniels

The Rev. Monnie Riggin

Kimberly E. Dunn

The Rev. Ginny Inman,

The Rev. Edmund Pickup

*staff liaison*

### **BISHOP'S COMMITTEE ON AFFORDABLE HOUSING**

The Rev. Beth McKee-Huger, *co-chair*

Stephen (Chipper) Long,  
Calvary, Wadesboro

Mary Reca Todd, *co-chair*

Allison Kratt, St. John's, Charlotte

The Rev. Dr. Michael Bell, Presiding Elder,  
Wilson District, AME Zion Church

Robert Kucab, Raleigh

Al Benschhoff, All Saints', Concord

The Rev. Emily Parker,

Bill Dowse, Durham

Christ Church, Charlotte

Tony Hawkins, Durham

Bo Proctor, Charlotte

The Rev. Pamela Haynes,

Andy Scott, Holy Trinity, Greensboro

St. Anne's, Winston-Salem

Blake Strayhorn, Christ Church, Raleigh

### **BISHOP'S COMMITTEE: EXAMINING CHAPLAINS**

The Rev. John Wall, Jr., *chair*

The Rev. Dr. Fred Horton

The Rev. Sarah Ball-Damberg

Dr. Araminta Johnson

The Rev. Lisa Fischbeck

Dr. Sam Laurent

The Rev. N. Brooks Graebner

The Rev. Dr. Marion Thullbery

Dr. Ken Hoglund

**BISHOP'S COMMITTEE: PASTORAL RESPONSE**

The Rev. Robert Freuhwirth, *chair*  
Philip Bass  
Jan Freeman  
The Rev. Gabe Lamazares  
Ken Marsh  
The Rev. Julie Murdoch  
The Rev. Warren Pittman

The Rev. James T. Prevatt  
Tom Robins  
Robert Rubin  
The Rev. Amanda Stephenson  
The Rev. Nancy Titus  
Ruth Wiley  
The Rev. Stephanie Yancy

**BISHOP'S COMMITTEE: THE SWINDELL SPEAKERS FUND**

The Rev. Sarah Hollar, *chair*  
The Rev. Matt Addington  
The Rev. Stephanie Allen  
Jeremy Clos  
Albert Ervin  
The Rev. Lisa Fischbeck

Laurie Holden  
The Rev. Ginny Inman  
Dr. Ayliffe Mumford  
Priscilla Swindell, *ex officio*  
The Rev. Stephanie Yancy, *ex officio*

**BISHOP'S COMMITTEE: PRISON MINISTRY**

The Rev. David Stanford, *chair*  
The Rev. Jenny Brown  
The Rev. Mark Davidson  
The Rev. Jamie Edwards

Vivian Rogers-Cannon  
The Rev. Joan Sherrill  
The Rev. Sallie Simpson

**BISHOP'S COMMITTEE: CHAPLAINS TO THE RETIRED CLERGY**

The Rev. Robert Cook, Greensboro,  
*co-chair*  
Sandra Cook, Greensboro, *co-chair*  
Connie Johnson, Durham, *co-chair*  
The Rev. Barbara Cooke, Winston-Salem

The Rev. Rebecca Holmes, Charlotte  
The Rev. Verdery Kerr, Charlotte  
The Rev. Robert C. Sawyer, Raleigh  
The Rev. Marion Thullbery, Durham

**BISHOP'S COMMITTEE: THE GOOD SAMARITAN FUND**

Connie Sessoms, *chair*  
Tony Craighead  
Bruce Jenkins

Mike McCrohan  
The Rev. Kathy Walker, *staff liaison*

## **DIRECTORY OF CHURCHES**

(As of September 2023)

### **ADVANCE**

#### **Ascension**

183 Fork-Bixby Rd  
27006-7217  
ascension-fork.org

336-998-0857

### **ALBEMARLE**

#### **Christ Church**

428 Pee Dee Ave  
28001-4934  
P.O. Box 657  
28002-0657  
christchurchalb.org

704-982-1428

### **ASHEBORO**

#### **Good Shepherd**

505 Mountain Rd  
27205-4219  
goodshepherdasheboro.org

336-625-5234

### **BATTLEBORO**

#### **St. John's**

211 E Main St  
Battleboro, NC 27809  
P.O. Box 557  
Battleboro, NC 27809-0557

**BURLINGTON****Holy Comforter**

320 E Davis St  
27215-5821  
P.O. Box 1336  
27216-1336  
hc-b.org

336-227-4251

**CARY****St. Paul's**

221 Union St  
27511-3763  
stpaulscary.org

919-467-1477

**CHAPEL HILL****Advocate**

8800 Seawell School Rd  
27516-9251  
8410 Merin Rd  
27516  
theadvocatechurch.org

919-219-4437

**Chapel of the Cross**

304 E Franklin St  
27514-3619  
thechapelofthecross.org

919-929-2193

**Holy Family**

200 Hayes Rd  
27517-5633  
chfepiscopal.org

919-942-3108

**CHARLOTTE****Christ Church**

1412 Providence Rd  
28207-2543  
christchurchcharlotte.org

704-333-0378

**Chapel of Christ the King**

425 E 17th St  
28206-3407  
christthekingcharlotte.org

704-334-3097

**CHARLOTTE****Holy Comforter**

2701 Park Rd  
28209-1311  
holycomforter-clt.org

704-332-4171

**St. John's**

1623 Carmel Rd  
28226-5015  
saintjohns-charlotte.org

704-366-3034

**St. Martin's**

1510 E Seventh St  
28204-2410  
stmartins-charlotte.org

704-376-8441

**St. Michael & All Angels**

4228 Hovis Rd  
28208  
PO Box 11318  
28220-1318  
smaaec.org

704-399-3151

**St. Peter's**

115 W 7th St  
28202-2127  
st-peters.org

704-332-7746

**CLAYTON****Grace**

111 Lee Ct  
27520  
P.O. Box 752  
27528-0752  
graceclayton.org

919-553-2810

**CLEMMONS****St. Clement's**

3600 Harper Rd  
27012-8681  
P.O. Box 1547  
27012-1547  
stclementsepiscopal.com

336-766-4323

**CLEVELAND****Christ Church**

Old Highway 70

27013

P.O. Box 37

27013-0037

[christchurchcleveland.org](http://christchurchcleveland.org)

704-278-4652

**CONCORD****All Saints'**

525 Lake Concord Rd Ne

28025-2925

[allsaintsconcord.org](http://allsaintsconcord.org)

704-782-2024

**COOLEEMEE****Good Shepherd**

141 Church St

27014

P.O. Box 1047

27014-1047

336-284-4500

**DAVIDSON****St. Alban's**

301 Caldwell Lane

28036

[saintalbans-davidson.org](http://saintalbans-davidson.org)

704-892-0173

**DURHAM****Iglesia El Buen Pastor**

1852 Liberty St

27703-2271

[elbuenpastordedurham.com](http://elbuenpastordedurham.com)

919-682-3301

**St. Joseph's**

1902 W Main St

27705-4838

[saintjosephsdurham.org](http://saintjosephsdurham.org)

919-286-1064

**St. Luke's**

1737 Hillandale Rd

27705-3045

[stlukesdurham.org](http://stlukesdurham.org)

919-286-2273



**DURHAM****St. Philip's**

403 E Main St  
27701-3719  
stphilipdurham.org

919-682-5708

**St. Stephen's**

82 Kimberly Dr  
27707-5446  
ssecdurham.org

919-493-5451

**St. Titus'**

400 Moline St  
27707-2348  
sttitusdurham.org

919-682-5504

**EDEN****Epiphany**

538 Henry St  
27288-6103  
epiphanyeden.org

336-623-9410

**St. Luke's**

600 Morgan Rd  
27288-2526  
stlukeseden.com

336-627-4668

**ELKIN****Galloway Memorial**

312 W Main St  
28621-3314  
P.O. Box 747  
28621-0747

336-526-2172

**ERWIN****St. Stephen's**

201 Denim Dr  
28339-2125  
ststephenserwin.org

910-897-5291

**FUQUAY-VARINA****Trinity**

1128 S Main St

27526-9700

P.O. Box 821

27526-0821

trinityfuquay.org

919-552-1056

**GREENSBORO****All Saints'**

4211 Wayne Rd

27407-7314

allsaintsgreensboro.org

336-299-0705

**Holy Spirit**

3910 Yanceyville St

27405-3350

holyspiritgreensboro.org

336-358-1706

**Holy Trinity**

607 N Greene St

27401-2023

holy-trinity.com

336-272-6149

**Redeemer**

901 E Friendly Ave

27401-3103

redeemerepiscopalgs.org

336-275-0033

**St. Andrew's**

2105 W Market St

27403-1718

standrewsgso.org

336-275-1651

**St. Barnabas**

1300 Jefferson Rd

27410-3529

stbarnabasgreensboro.net

336-294-1282

**St. Francis**

3506 Lawndale Dr

27408-2804

stfrancisgreensboro.org

336-288-4721

**HALIFAX****St. Mark's**

King Street  
27839  
P.O. Box 234  
27839-0560

252-536-4312

**HAMLET****All Saints'**

217 Henderson St  
28345-3311  
P.O. Box 687  
28345-0687

910-582-0861

**HAW RIVER****St. Andrew's**

US 70  
27258  
P.O. Box 1088  
27258-1088  
[saintandrewshawriver.org](http://saintandrewshawriver.org)

336-578-3623

**HENDERSON****Holy Innocents**

210 S Chestnut St  
27536-4223  
[churchoftheholynnocents.org](http://churchoftheholynnocents.org)

252-492-0904

**St. John's**

Main Street  
27536  
P.O. Box 974  
27536-0974

252-492-0082

**HIGH POINT****St. Christopher's**

303 Eastchester Dr  
27262-7628  
[st-christopher.org](http://st-christopher.org)

336-869-5311

**HIGH POINT****St. Mary's**

108 W Farriss Ave  
27262-3008  
stmarysepisc.org

336-886-4756

**HILLSBOROUGH****St. Matthew's**

210 Saint Marys Rd  
27278-2518  
P.O. Box 628  
27278-0628  
stmatthewshillsborough.org

919-732-9308

**HUNTERSVILLE****St. Mark's**

8600 Mount Holly Huntersville Rd  
28078-8475  
stmarksnc.com

704-399-5193

**JACKSON****Saviour**

Calhoun And Church Street  
27845  
P.O. Box 613  
27845-0613

**KERNERSVILLE****St. Matthew's**

1110 Salisbury St  
27284-3302  
P.O. Box 1173  
27285-1173  
stmattskville.org

336-996-4422

**LAURINBURG****St. David's**

506 Azure Ct  
28352  
P.O. Box 334  
28353-0334  
stdavidslaurinburgnc.org

910-276-1757

**LEXINGTON****Grace**

419 S Main St  
27292-3234  
gracechurchlexington.org

336-249-7211

**LITTLETON****St. Alban's**

300 Mosby Ave  
27850-7813  
P.O. Box 955  
27850-0955  
stalbanslitleton.org

252-586-4700

**LOUISBURG****St. Matthias'**

Street:  
340 South Main St.  
27816  
Mailing:  
245 Laurel Mill Rd  
27549-7946  
stmatthiaslouisburg.org

919-853-2278

**St. Paul's**

305 N Church St  
27549-2417  
P.O. Box 247  
27549-0247  
stpaulsepiscopal.org

919-496-4180

**MAYODAN**

**Messiah**

114 S 2nd Ave  
27027-2712  
mayodanepiscopalchurch.com

336-548-2801

**MONROE**

**St. Paul's**

116 S Church St  
28112-5605  
P.O. Box 293  
28111-0293  
spechurch.org

704-289-8434

**MOORESVILLE**

**St. James'**

851 Shinnville Rd  
28115-7111

704-664-7115

**St. Patrick's**

201 Fairview Rd  
28117-9512  
welcomestpat.org

704-663-5659

**MOUNT AIRY**

**Trinity**

172 N Main St  
27030-3808  
P.O. Box 1043  
27030-1043  
trinitymtairy.com

336-786-6067

**OXFORD**

**St. Cyprian's**

408 Granville St  
27565-3673  
stcypriansoxford.org

919-693-6463

**OXFORD****St. Stephen's**

140 College St

27565

ststephensoxford.org

The Rev. Vincent Kopp – Rector

919-693-9740

**PITTSBORO****St. Bartholomew's**

204 W Salisbury St

27312-9483

saint-barts.org

919-542-5679

**RALEIGH****Christ Church**

120 E Edenton St

27601-1014

P.O. Box 25759

27611

christchurchraleigh.org

919-834-6259

**Good Shepherd**

121 Hillsborough St

27603

cgs-raleigh.org

919-831-2000

**Nativity**

8849 Ray Rd

27613-1232

nativityonline.org

919-846-8338

**St. Ambrose**

813 Darby St

27610-4017

stambroseraleigh.org

919-833-8055

**St. Michael's**

1520 Canterbury Rd

27608-1106

holymichael.org

919-782-0731

**RALEIGH****St. Timothy's**

4523 Six Forks Rd  
27609-5709  
sttimothys.org

919-787-7590

**REIDSVILLE****St. Thomas'**

315 Lindsey St  
27320-3649  
P.O. Box 72  
27323-0072  
stthomasreidsville.org

336-349-3511

**RIDGEWAY****Good Shepherd**

Ridgeway Rd & Warrenton St  
27589  
P.O. Box 70  
27570-0070  
goodshepherdridgeway.org

**ROANOKE RAPIDS****All Saints'**

700 Roanoke Ave  
27870  
635 Hamilton St  
27870-2703  
allsaintsrr.org

252-537-3610

**ROCKINGHAM****Messiah**

202 N Lawrence St  
28379-3668  
P.O. Box 1313  
28380-1313

910-895-4739



**ROCKY MOUNT****Good Shepherd**

231 N Church St

27804-5404

[goodshepherdrmt.org](http://goodshepherdrmt.org)

252-442-1134

**St. Andrew's**

301 S Circle Dr

27804-3613

[saint-andrews-church.org](http://saint-andrews-church.org)

252-443-2070

**ROXBORO****St. Mark's**

422 N Main St

27573-5037

P.O. Box 1071

27573-1071

[stmarksroxboro.org](http://stmarksroxboro.org)

336-597-2171

**SALISBURY****San Mateo**

4401 Statesville Blvd

28147-7463

704-636-0821

**St. Luke's**

131 W Council St

28144-4320

[stlukessalisbury.net](http://stlukessalisbury.net)

704-633-3221

**St. Matthew's**

4401 Statesville Blvd

28147-7463

704-636-0821

**St. Paul's**

930 S Main St

28144-6453

P.O. Box 1852

28145-1852

[stpaulssalisburync.org](http://stpaulssalisburync.org)

704-637-9404

**SANFORD**

**St. Thomas'**

312 N Steele St  
27330  
stthomassanford.org

919-774-8644

**SCOTLAND NECK**

**Trinity**

1305 Main St  
27874-1346  
P.O. Box 372  
27874-0372

252-826-4616

**SEVEN LAKES**

**St. Mary Magdalene**

1143 Seven Lakes N  
27376-9757  
P.O. Box 456  
27376  
stmmsevenlakes.org

910-673-3838

**SMITHFIELD**

**San Jose Mission**

218 S Second St  
27577

**St. Paul's**

218 S 2nd St  
27577-4532  
stpaulssmithfieldnc.org

919-934-2675

**SOUTHERN PINES**

**Emmanuel**

340 S Ridge St  
28387-6036  
emmanuel-parish.org

910-692-3171

**SPEED**

**St. Mary's**

169 Kilquick Rd  
27886

**STATESVILLE**

**Trinity**

801 Henkel Rd  
28677-3215  
P.O. Box 1103  
28687-1103  
trinitysvl.org

704-872-6314

**TARBORO**

**Calvary**

411 E Church St  
27886-4403  
P.O. Box 1245  
27886-1245  
calvarytarboro.org

252-823-8192

**St. Luke's**

301 Panola St  
27886-4551  
P.O. Box 64  
27886-0064

**St. Michael's**

3204 Western Blvd  
27886-1828  
P.O. Box 331  
27886-0331  
stmichaelstarboro.org

252-823-4926

**WADESBORO**

**Calvary**

308 E Wade St  
28170-2231  
P.O. Box 942  
28170-0942  
calvarywadesboro.org

704-693-3223

**WAKE FOREST**

**St. John's**

834 Durham Rd  
27587-8792  
stjohnswf.com

919-556-3656

**WALNUT COVE**

**Christ Church**

Summit Avenue  
27052  
P.O. Box 476  
27052-0476  
christchurchwalnutcove.org

336-591-7727

**WARRENTON**

**Emmanuel**

127 N Main St  
27589  
P.O. Box 704  
27589-0704

252-257-2557

**WAXHAW**

**St. Margaret's**

8515 Rea Rd  
28173-6801  
saintmargarets.net

704-243-3523

**WELDON**

**Grace**

Washington Avenue  
27890  
P.O. Box 308  
27890-0308

252-536-4312

**WILSON**

**Iglesia de la Guadalupana**

106 Reid St SE  
27893  
PO Box 4032  
27893

252-206-9996

**WILSON****St. Mark's**

106 Reid St SE  
27893  
PO Box 4405  
27893-0405  
<https://stmarkswilsonnc.org/>

252-206-9996

**St. Timothy's**

202 North Goldsboro Street  
27894  
P.O. Box 1527  
27894-1527  
[sttimothyswilson.org](http://sttimothyswilson.org)  
The Rev. Paul H. Castelli - Rector

252-291-8220

**WINSTON-SALEM****Christ's Beloved Community/Comunidad Amada de Cristo**

3205 S. Main St.  
Winston-Salem, NC 27127  
[www.belovedws.org](http://www.belovedws.org)

**St. Anne's**

2690 Fairlawn Dr  
27106-3802  
P.O. Box 11437  
27116-1437  
[stannes-ws.org](http://stannes-ws.org)

336-768-0174

**St. Paul's**

520 Summit St  
27101-1115  
[stpauls-ws.org](http://stpauls-ws.org)

336-723-4391

**St. Stephen's**

810 Highland Ave  
27101-4209  
[ststephensepiscopal-nc.org](http://ststephensepiscopal-nc.org)

336-724-2614

**St. Timothy's**

2575 Parkway Dr  
27103-3522  
[sttimothysws.org](http://sttimothysws.org)

336-765-0294

## **PRESERVED HISTORIC CHURCHES**

Historic Properties Commission, Episcopal Diocese of North Carolina  
*(As of January 2023)*

[NOTE: The Historic Churches Committee was established in 1989 by Diocesan Convention. With the 1997 restructuring of the Diocese, this committee became the Historic Properties Commission.]

### **CHURCH OF THE ADVENT, ENFIELD**

Organized 1874 – Built 1880

Designated 2015

### **ST. JAMES'S CHURCH, KITTRELL**

Organized 1860 – Built 1861

Designated 1990; became active mission for a time,  
then returned to Preserved Historic Church status

### **GRACE CHURCH, LAWRENCE**

Organized 1891 – Built 1894

Designated 1991

### **ST. ANNA'S CHURCH, LITTLETON**

Organized 1893 – Built c. 1896

Designated 2011

### **ST. LUKE'S CHURCH, NORTHAMPTON COUNTY**

Organized & Built c. 1859

Designated 2007

### **ST. MARY'S CHAPEL, ORANGE COUNTY**

Organized 1759 – Built 1859

Active committee prior to Historic Properties Commission

### **HOLY TRINITY CHURCH, TOWNSVILLE**

Organized 1913 – Built 1914

Designated 2005

### **ST. JOHN'S CHURCH, WILLIAMSBORO**

Organized 1771 – Built 1773

Active committee prior to Historic Properties Commission

### **ST. ANDREW'S CHURCH, WOODLEAF**

Organized & Built 1840

Active committee prior to Historic Properties Commission

### **ST. GEORGE'S CHURCH, WOODLEAF**

Organized & Built 1893

Designated 2007

## LIVING HISTORIC CHURCHES

Historic Properties Commission, Episcopal Diocese of North Carolina  
(As of January 2023)

This list includes churches that have received Living Historic Church status by application to the Historic Properties Commission and those currently listed on the National Register of Historic Places (*in italics*).

The churches are listed alphabetically, by name of the town in which they are currently located.

### CHURCH NAME & LOCATION CONSECRATED

Church of the Ascension, Advance	1909
<i>St. John's Church, Battleboro</i>	1896
<i>St. Athanasius Church &amp; Church of the Holy Comforter, Burlington</i>	1880 1912
<i>Church of the Advocate, Chapel Hill</i> (originally as <i>St. Philip's, Germanton</i> )	1894
<i>Chapel of the Cross, Chapel Hill</i>	1848 & 1925
<i>St. Luke's Church, Eden</i>	1907
St. Martin's, Charlotte	1937
<i>Christ Church, Cleveland</i>	1827
St. Philip's, Durham	1912
St. Stephen's, Erwin	1923
<i>St. Mark's Church, Halifax</i>	1855
St. Mary's, High Point	1947
St. Matthew's, Hillsborough	1826
<i>St. Mark's Church, Huntersville</i>	1896
Church of Our Saviour, Jackson	1851
<i>Grace Church, Lexington (now a Chapel)</i>	1903
St. Alban's, Littleton	1904
St. Paul's, Monroe	1934
St. James's Church, Mooresville	1857
<i>Trinity Church, Mt. Airy</i>	1900
<i>Messiah, Mayodan</i>	1906

### CHURCH NAME & LOCATION CONSECRATED

St. Stephen's Church, Oxford	1903
St. Bartholomew's Church, Pittsboro	1833
<i>Christ Church, Raleigh (Landmark)</i>	1854
<i>St. Mary's Chapel, Raleigh (built 1855)</i>	1907
<i>Saint Augustine's University Chapel, Raleigh</i>	1897
<i>Chapel of the Good Shepherd, Ridgeway</i>	1911
St. Paul's Church, Rowan County	1912
St. Luke's, Salisbury	1828
St. Matthew's Church, Salisbury	1912
<i>Trinity Church, Scotland Neck</i>	1903
Emmanuel Church, Southern Pines	1900
Calvary Church, Tarboro	1868
St. Luke's Church, Tarboro	1899
Calvary Church, Wadesboro (now includes All Souls, Ansonville)	1894 1896
Christ Church, Walnut Cove (was Church of the Holy Comforter until 1892)	1887
Emmanuel Church, Warrenton	1824
<i>Grace Church, Weldon</i>	1889
St. Timothy's, Wilson	1919
<i>St. Paul's Church, Winston-Salem</i>	1929

# CLERGY CANONICALLY RESIDENT IN THE DIOCESE

*In order of canonical residence in the Diocese*

*(as of December 31, 2022)*

	<b>Bishop</b>	<b>Ordained Bishop</b>
<b>XII Bishop Diocesan</b>	<b>Samuel S. Rodman III (1102)</b>	<b>15-Jul-17</b>
<b>Assistant Bishop</b>	<b>Jennifer Brooke-Davidson (1104)</b>	<b>29-Jul-17</b>
VI Suffragan Resigned	Anne Hodges-Copple (1076)	15-Jun-13
V Suffragan Resigned	James Gary Gloster (920)	27-Jul-96
<b>Canonical Residence</b>	<b>Priest</b>	<b>Ordained Priest</b>
21-Feb-45	The Rev. Robert Hicks	21-Nov-45
29-Jun-58	The Rev. William Patterson, Jr	8-Feb-59
20-Oct-60	The Rev. Woodson Powell, IV	29-Apr-61
1-Aug-64	The Rev. Claude Collins	20-Dec-58
29-Jun-65	The Rev. Thomas Walker	3-Dec-67
29-Jun-65	The Rev. James Prevatt, Jr.	29-Jun-66
29-Jun-66	The Rev. Philip Byrum	24-Jun-66
1-Jul-66	The Rev. Paul Morrison	9-Jan-65
17-Dec-66	The Rev. Wendell Phillips	17-Dec-66
1-Feb-70	The Rev. Keith Reeve	6-Jan-68
24-Jun-72	The Rev. John Wall, Jr.	24-Jun-74
28-Jun-72	The Rev. William Coolidge	23-Jun-73
16-Dec-73	The Rev. Robert Haden	4-Jun-61
22-Jun-74	The Rev. David Wright	14-Jun-75
1-Oct-74	The Rev. George Magoon	21-Dec-57
20-Jul-75	The Rev. G. Ken Henry	19-Feb-72
12-Jun-76	The Rev. Noah Howard	18-Jun-77
1-Oct-76	The Rev. Hugh Whitesell	3-Jun-64
1-Aug-78	The Rev. Walter Edwards, Jr.	22-Nov-55
7-Nov-79	The Rev. Robert Hamilton	1-May-71
8-Jan-80	The Rt. Rev. J. Gary Gloster	21-Dec-62
15-Jan-81	The Rev. Glenn Busch	11-Dec-71
31-Oct-81	The Rev. Charles Hocking	27-May-65
29-Jun-82	The Rev. Dr. William Shows	24-Jun-83
1-Dec-82	The Rev. Stephen Elkins-Williams	14-Jun-75
17-Jan-83	The Rev. William Smyth	21-Dec-80
25-Apr-83	The Rev. Antoinette Wike	30-Apr-84
31-May-83	The Rev. Bruce Lawrence	2-Dec-67
1-Jun-83	The Rev. Geoffrey Georgi	27-Dec-74
1-Sep-83	The Rev. Joseph Hayworth	16-Feb-55
1-Mar-84	The Rev. Jerry Fisher	19-May-79
15-May-84	The Rev. Richard Smith	17-Dec-61
16-Jun-84	The Rev. Fred Thompson	30-Jun-85
1-Feb-85	The Rev. David Williams	15-Apr-73
25-Apr-85	The Rev. John Shields	25-Apr-86
30-May-85	The Rev. Dr. Rachel Haynes	27-Jun-80
2-Jun-85	The Rev. Henry Presler	7-Jun-86
8-Jun-85	The Rev. Elizabeth Saunders	21-Jun-86



<b>Canonical Residence</b>	<b>Priest</b>	<b>Ordained Priest</b>
11-Jun-85	The Rev. Dr. Fred Horton	11-Jun-86
29-Jul-85	The Rev. Frederick Warnecke, Jr.	30-May-59
1-Nov-85	The Rev. Janet Watrous	22-Jun-78
14-Dec-85	The Rev. James Craven, III	29-Dec-95
21-Apr-86	The Rev. N. Brooks Graebner	3-May-87
16-Jun-86	The Rev. Robert Cook, Jr.	29-Jun-74
26-Jun-86	The Rev. Victoria Jamieson-Drake	2-Jul-87
14-Dec-86	The Rev. Edward Scott	15-Dec-87
14-Dec-86	The Rev. W. Jennings, III	10-Dec-73
22-Jan-87	The Rev. Raymond Taylor, Jr.	2-Mar-63
13-Jul-87	The Rev. Stephen Pogoloff	25-Mar-80
30-Aug-87	The Rev. Julie Clarkson	18-Sep-88
14-Sep-87	The Rev. Anne Hodges-Copple	24-Sep-88
20-Jun-88	The Rev. Thomas Ehrich	21-Dec-77
1-Jan-89	The Rev. Catherine Jane Bruce	18-Jun-88
16-May-89	The Rev. Frederick Pinkston, Jr.	14-Jul-82
3-Jun-89	The Rev. Timothy Patterson	15-Jul-90
3-Jun-89	The Rev. Dr. Patty Earle	29-Jun-90
1-May-90	The Rev. Howard Backus	16-Feb-73
17-Jun-90	The Rev. Lada Hardwick	19-Jan-93
30-Jun-90	The Rev. Randal Foster	29-Jun-91
12-Aug-90	The Rev. Fred Paschall	10-Jun-79
10-Nov-90	The Rev. John Gibson	16-Nov-91
31-Dec-90	The Rev. Samuel Mason	18-Dec-73
1-May-91	The Rev. Rebecca Holmes	10-Dec-84
1-Jun-91	The Rev. E. Malone, Jr.	13-Jun-98
18-Jan-92	The Rev. Lisa Fischbeck	23-Jan-93
15-Jun-92	The Rev. E. Sealy Cross	15-Jun-93
20-Jun-92	The Rev. Charles Riddle, III	24-Jun-64
14-Jan-93	The Rev. Fiona Bergstrom	21-Dec-95
2-Apr-93	The Rev. Jay James	14-Dec-85
16-Jul-93	The Rev. Philip Wiehe	31-Jan-76
1-Dec-93	The Rev. Mary Curtis	2-Feb-92
4-Apr-94	The Rev. Dr. Winston Charles	6-Dec-74
24-May-94	The Rev. Randall Keeney	20-May-89
1-Sep-94	The Rev. Nancy Allison	14-Sep-88
10-Jun-95	The Rev. Kenneth Kroohs	29-Jun-96
1-Jul-95	The Rev. Sally Harbold	18-Dec-92
15-Aug-95	The Rev. Martin McCarthy	4-Jun-79
30-Nov-95	The Rev. Jamie L'Enfant Edwards	29-Jun-96
14-Dec-95	The Rev. Warren Pittman	4-Jan-75
1-Jan-96	The Rev. Marion Thullbery	14-Sep-86
2-Jan-96	The Rev. Dr. Robert Sawyer	6-Dec-80
1-Mar-96	The Rev. Gale Cooper	30-Aug-91
18-Mar-96	The Rev. Martha Hedgpeth	10-Feb-83
29-Jun-96	The Rev. Bradley Mullis	21-Jun-97
29-Jun-96	The Rev. Lisa Frost-Phillips	21-Jun-97
11-Mar-97	The Rev. Charles Benz	1-Jul-79

<b>Canonical Residence</b>	<b>Priest</b>	<b>Ordained Priest</b>
20-Jun-97	The Rev. Louise Oakes	30-Jan-94
8-Oct-97	The Rev. Donald Goodheart	1-Feb-75
20-Jun-98	The Rev. Elizabeth Dowling-Sendor	1-May-99
15-Oct-98	The Rev. William Marchl, III	8-Jul-93
20-Oct-98	The Rev. Michael Zumpf	20-Dec-92
11-Jan-99	The Rev. Lorraine Ljunggren	4-Jan-92
13-Jan-99	The Rev. James Melnyk	19-May-90
11-May-99	The Rev. L. Murdock Smith, III	11-Jun-83
1-Jul-99	The Rev. Dr. Louis Oats	1-May-81
19-Jul-99	The Rev. William Bennett, Jr.	1-Dec-94
7-Sep-99	The Rev. Verdery Kerr	27-Jan-77
9-Oct-99	The Rev. Julia Mitchener	28-Oct-00
9-Nov-99	The Rev. Dr. Michael Battle	12-Dec-93
22-Nov-99	The Rev. Nicolas Menjivar, IV	16-Mar-74
6-Dec-99	The Rev. Barbara Platt-Hendren	17-May-86
20-Mar-00	The Rev. George Adamik	3-Nov-79
17-Jun-00	The Rt. Rev. Michael B. Curry	9-Dec-78
1-Mar-01	The Rev. Canon Marie Fleischer	29-Jul-74
14-Mar-01	The Rev. Robert Rachal	1-Dec-91
1-Jun-01	The Rev. Paula Rachal	26-May-01
23-Jun-01	The Rev. Constance Connelly	10-Jul-02
5-Jul-01	The Rev. David Pittman	12-Dec-73
29-Jan-02	The Rev. William Morley	16-Dec-78
22-Jun-02	The Rev. Barbara Cooke	5-Mar-03
22-Jun-02	The Rev. Chantal McKinney	26-Apr-03
14-Aug-02	The Rev. William Maddox, III	1-Dec-70
7-Sep-02	The Rev. David McGuinness	10-Jun-73
19-Dec-02	The Rev. Elaine Kebba	1-Jan-80
31-Dec-02	The Rev. Douglas Bailey	1-Dec-64
9-Apr-03	The Rev. Susan Eastman	1-Jan-83
14-Jun-03	The Rev. Sarah Hollar	18-Jan-04
28-Oct-03	The Rev. Letitia Smith	18-Dec-99
1-Feb-04	The Rev. Dr. Tom King	1-Jan-96
16-Feb-04	The Rev. David Buck	24-Oct-04
15-Jun-04	The Rev. Susan Sherard	18-Jan-86
19-Jun-04	The Rev. David Frazelle	4-Jun-05
19-Jun-04	The Rev. Virginia Inman	29-Jan-05
25-Oct-04	The Rev. Samuel Greg Jones	20-Jun-99
1-Nov-04	The Rev. Leon Spencer	8-Dec-89
1-Dec-04	The Rev. Edwin Cox	17-Nov-84
26-Jan-05	The Rev. Jennifer Clarke Brown	1-Jan-97
22-Jun-05	The Rev. George Greer	13-Jan-01
26-Jun-05	The Rev. James P. Pahl, Jr.	6-Jan-06
26-Jun-05	The Rev. Laura Gettys	7-Jan-06
21-Sep-05	The Rev. Barbara Burgess	22-Feb-97
4-Oct-05	The Rev. Hector Sintim	24-Dec-89
1-Nov-05	The Rev. Donald Lowery	23-Apr-88
1-Nov-05	The Rev. Robert Kaynor	1-May-80

<b>Canonical Residence</b>	<b>Priest</b>	<b>Ordained Priest</b>
17-Dec-05	The Rev. Sarah Ball-Damberg	24-Jun-06
31-May-06	The Rev. Kevin Matthews	3-Mar-85
19-Dec-06	The Rev. Rhonda Lee	4-Dec-05
19-Feb-07	The Rev. Polly Hilsabeck	21-Dec-85
21-Feb-07	The Rev. Henry Edens III	1-Jan-97
19-May-07	The Rev. Miriam S. Saxon	19-Dec-07
1-Aug-07	The Rev. Holly Gloff	14-Jan-07
15-Oct-08	The Rev. James B. Bernacki	1-Jun-90
17-Oct-08	The Rev. Leslie Burkardt	12-Jan-07
28-Jan-09	The Rev. Dr. Alecia Alexis	25-Mar-08
28-Jan-09	The Rev. Margaret Buerkel-Hunn	1-Jan-05
25-Mar-09	The Rev. Todd R. Dill	25-Jun-04
31-May-09	The Rev. Sally Brower	23-Mar-99
13-Jun-09	The Rev. Robert W. Black, Jr.	16-Jan-10
30-Jun-09	The Rev. Elizabeth W. Ely	23-May-90
26-Aug-09	The Rev. Steven C. Rice	6-Aug-05
20-Oct-09	The Rev. Sudduth R. Cummings	21-Dec-71
23-Nov-09	The Rev. Darby O. Everhard	19-Jun-04
14-Dec-09	The Rev. Stephanie Allen	20-Sep-08
15-Dec-09	The Rev. James B. Erwin, Jr.	26-Jun-10
11-Jan-10	The Rev. David Umphlett	21-Dec-04
27-Jan-10	The Rev. Bradford R. Smith	31 Jan. 04
19-Jun-10	The Rev. Lauren M. Kilbourn	9-Nov-11
7-Sep-10	The Rev. Kevin S. Brown	15-Dec-07
7-Sep-10	The Rev. Linda W. Nye	15-Dec-07
6-Oct-10	The Rev. W. Gaye Brown	14-Dec-08
8-Nov-10	The Rev. James P. Adams	12-Dec-97
17-Nov-10	The Rev. Richard A. Williams	24-Feb-78
10-Dec-10	The Rev. Nancy L. J. Cox	10-Jan-96
29-Mar-11	The Rev. Clarke French	7-Nov-99
29-Mar-11	The Rev. Catherine A. Caimano	22-Jan-00
17-May-11	The Rev. Sally J. French	3-Jun-01
18-Jun-11	The Rev. Martha C. Brimm	28-Apr-12
19-Jul-11	The Rev. Joshua D. Bowron	18-Jun-11
19-Jul-11	The Rev. Juliana T. Lindenberg	8-Jan-11
19-Jul-11	The Rev. Audra Abt	6-Mar-11
23 Oct. 11	The Rev. Amy Huacani	12-Mar-06
3-Jan-12	The Rev. Wilberforce Mundia	Dec. 1981
24 Feb. 12	The Rev. Ann Horton Burts	13-May-95
5-Mar-12	The Rev. Sarah Blaies	16-Jan-11
04 Sep. 12	The Rev. Lauren Winner	17-Dec-11
29 Oct. 12	The Rev. Robert Jemonde Taylor	21 Nov. 09
29 Oct. 12	The Rev. Ann Patterson Willett	24 Jan. 07
12-Dec-12	The Rev. Jose de Jesus Sierra (Alfonso)	2008 Received
29-Jun-13	The Rev. James D. Franklin III	5-Jan-14
1-Jul-13	The Rev. Paul S. Winton	11-Dec-96
12-Jan-14	The Rev. Lito Santos	3-Nov-73
21-Jun-14	The Rev. James MacGregor Stewart	16-Jan-15

<b>Canonical Residence</b>	<b>Priest</b>	<b>Ordained Priest</b>
2-Sep-14	The Rev. Matthew Johnson	12-Jun-08
30-Sep-14	The Rev. Helen Svoboda-Barber	2-Dec-98
22 Oct. 14	The Rev. D. Dixon Kinser	30-Mar-08
4-Mar-15	The Rev. Dr. Cathy Deats	12-Jun-96
24-Mar-15	The Rev. Stephanie P. Yancy	20-Jan-07
8-Aug-15	The Rev. Reggie Payne-Wiens	6-Jun-98
19-Aug-15	The Rev. Joe Tyler Mitchell	22-Jun-13
10-Sep-15	The Rev. Melanie A. Mudge	12-Feb-00
7-Oct-15	The Rev. Jacob Evan Pierce	22-Aug-15
22-Oct-15	The Rev. John G. Talk IV	Jun 21 2003
28-Oct-15	The Rev. M. Alton Plummer	28-Jun-08
10-Nov-15	The Rev. Earnest Graham	29-Dec-01
8-Dec-15	The Rev. Sara Ardrey-Graves	8-Jan-11
20-Jun-15	The Rev. Joyce Corbin Allen	20-Dec-15
20-Jun-15	The Rev. Nathan Kirkpatrick	20-Dec-15
20-Jun-15	The Rev. Daniel Reeves	20-Dec-15
20-Jun-15	The Henry Caleb Tabor	20-Dec-15
20-Jun-15	The Rev. Daniel Shea Wall	20-Dec-15
4-Apr-16	The Rev. Dr. Richard Miles	14-Jan-06
7-Jun-16	The Rev. Timothy V. Hushion	15-Feb-12
20-Jun-16	The Rev. Gregory McIntyre	17-Sep-11
8-Aug-16	The Rev. Elizabeth Marie Melchionna	23-Aug-07
11-Jun-16	The Rev. Javier Almendarez Bautista	17-Dec-16
11-Jun-16	The Rev. Greg Farrand	17-Dec-16
11-Jun-16	The Rev. Amy Duggins	14-Jan-17
31-Jan-17	The Rev. Sarah Carver	9-Feb-08
7-Feb-17	The Rev. Amanda Stephenson	10-Dec-16
15-Jul-17	The Rt. Rev. Samuel S. Rodman	19-Mar-88
10-Aug-17	The Rev. Tyrone Fowlkes	6-Dec-08
26-Oct-17	The Rev. Virginia C. Wilder	30-Jun-12
28-Nov-17	The Rev. Peregrine M. Kavros	14-Dec-91
2-Mar-18	The Rev. Richard K. Galloway	29-Oct-11
12-Mar-18	The Rev. Sarah H. Phelps	6-Jan-07
2-May-18	The Rev. C. Steven Teague	30-Dec-00
11-Sept.-18	The Rev. David F. Sellery	9-Jan-93
25-Sep-18	The Rev. Gregory B. F. Brown	8-Dec-01
25-Sep-18	The Rev. Daniel Robayo	21-Apr-88
22-Oct-18	The Rev. Carmen Germino	10-Dec-11
11-Dec-18	The Rev. Milton C. Williams	2-Feb-97
11-Dec-18	The Rev. John R. Jacobs	12-Dec-00
11-Dec-18	The Rev. J. Carr Holland	29-May-77
15-Dec-18	The Rev. Vincent J. Kopp	9-Jun-18
9-Jan-19	The Rev. Sarah Carper Morris	6-Oct-12
8-Jan-19	The Rev. Peter M. Floyd	16-Jan. 09
5-Mar-19	The Rev. Allen Waller	17-Jun-17
20-Mar-19	The Rev. Mary Davila	18-Dec-05
12-Feb-19	The Rev. Julie Murdoch	13-Jun-04
7-May-19	The Rev. Robert Fruehwirth	15-Aug-97

<b>Canonical Residence</b>	<b>Priest</b>	<b>Ordained Priest</b>
31-May-19	The Rev. Gus P. Chrysson	27-Apr-19
2-Jul-19	The Rev. Colette Wood	10-Jan-09
17-Jul-19	The Rev. Patricia M. Grace	8-Jan-05
29-Jul-19	The Rev. Alfred Tisdale	16-Jan-10
29-Jul-19	The Rev. Imogen Rhodenhiser	11-Jun-16
6-Nov-19	The Rev. Noah Van Niel	19-Dec-15
6-Nov-19	The Rev. Hunter Silides	4-Dec-93
8-Jun-19	The Rev. Marion Sprott	14-Dec-19
8-Jun-19	The Rev. Nicholas VanHorn	14-Dec-19
11-Dec-19	The Rev. Stephen D. Becker	1-Apr-93
15-Jan-20	The Rev. Joseph Browne	24-Feb-05
2-Feb-20	The Rev. Christine Payden-Travers	1-May-85
17-Feb-20	The Rev. Joan Kilian	13-Dec-97
27-Feb-20	The Rev. Kathleen Walker	21-Jul-18
21-Sep-20	The Rev. Jill Beimdiek	18-Dec-04
15-Oct-20	The Rev. Dee Shaffer	18-Jun-09
1-Dec-20	The Rev. Maggie Stoddard	10-Jun-17
5-Dec-20	The Rev. Andrew Ancona	6-Jun-20
12-Dec-20	The Rev. Matthew Addington	6-Jun-20
12-Dec-20	The Rev. Paul A. Daniels	6-Jun-20
12-Dec-20	The Rev. Joseph S. Sroka	4-Apr-20
15-Dec-20	The Rev. Connor Gwin	5-Dec-15
6-Jan-21	The Rev. Rebecca Ogus	6-Jun-20
9-Jan-21	The Rev. Edmund Pickup, Jr.	31-May-89
24-Feb-21	The Rev. Mary Catherine Young	20-Jan-07
1-Mar-21	The Rev. Paul H. Castelli	11-Jun-16
3-Mar-21	The Rev. Kevin Lloyd	24-Nov-02
3-Mar-21	The Rev. Joshua Case	21-Jun-14
26-Mar-21	The Rev. Brent A. Melton	8-Apr-06
22-Jul-21	The Rev. Jonathan Pucik	12-Dec-20
24-Sep-21	The Rev. Kate Byrd	24-Jan-15
29-Sep-21	The Rev. Richard J. Clark, Jr.	27-Jun-09
1-Oct-21	The Rev. Jose Daniel Pinell Mendieta	22-Aug-20
1-Oct-21	The Rev. Maryann Younger	17-Oct-20
1-Nov.-2021	The Rev. Robert P. Travis	16-Dec-06
5-Jun-21	The Rev. Angela Compton-Nelson	11-Dec-21
5-Jun-21	The Rev. Alice Graham Grant	11-Dec-21
5-Jun-21	The Rev. Mawethu Ncaca	11-Dec-21
5-Jun-21	The Rev. Marisa Sifontes	11-Dec-21
12-Jan-22	The Rev. Gabriel Lamazares	8-Jan-11
11-May-22	The Rev. Catherine Connolly	Petertide 2019
25-May-22	The Rev. Edward Kelaher	31-Mar-01
21-Sep-22	The Rev. Stephen Mazingo	8-Dec-07
26-Sep-22	The Rev. Foster Mays	30-Jun-13
16-Jun-22	The Rev. Hugh Tudor-Foley	31-Oct-92
1-Nov-22	The Rev. Ricardo S. Medina-Salabarria	11-Feb-21
1-Nov-22	The Rev. Erika L. Takacs	26-Jun-08
9-Nov-22	The Rev. Lucy Strandlund	19-Dec-20

**Canonical Residence**

21-Nov-22

4-Jun-22

4-Jun-22

4-Jun-22

4-Jun-22

**Priest**

The Rev. Allen Pruitt

The Rev. Sarah Diener-Schlitt

The Rev. Phillip Bass

The Rev. Keith Esposito

The Rev. Josiah Daniels

**Ordained Priest**

1-Jul-07

10-Dec-22

10-Dec-22

10-Dec-22

17-Dec-22

**Canonical Residence**

4-Oct-87  
4-Oct-87  
4-Oct-87  
2-Oct-88  
2-Oct-88  
9-Jun-90  
25-May-91  
30-May-92  
31-May-92  
31-May-92  
6-Jun-93  
29-Apr-95  
6-Jan-96  
29-Jun-96  
19-Jan-97  
20-Dec-97  
12-Jun-99  
24-Jun-99  
28-May-00  
19-May-01  
10-Jun-01  
17-Dec-03  
13-Jun-04  
13-Jun-04  
13-Jun-04  
13-Jun-04  
13-Sep-04  
16-May-05  
9-Nov-05  
3-Jun-06  
3-Jun-06  
3-Jun-06  
20-Nov-07  
14-Jun-08  
14-Jun-08  
14-Jun-08  
20-Jun-09  
20-Jun-09  
29-Mar-09  
1-Jun-10  
19-Jun-10  
18-Apr-11  
18-Feb-12  
18-Feb-12  
18-Feb-12  
25-Jan-14

**Vocational Deacons**

The Rev. Barbara Armstrong  
The Rev. Charles Oglesby  
The Rev. Virginia Going  
The Rev. Patricia Shoemaker  
The Rev. Meta Ellington  
The Rev. Harriette Sturges  
The Rev. Mary Kroohs  
The Rev. William Joyner, Jr.  
The Rev. John Ogburn, Jr.  
The Rev. Katherine Johnson  
The Rev. Elizabeth McKee-Huger  
The Ven. Nan Cushing  
The Rev. Nancy Titus  
The Rev. Helen Jenner  
The Rev. Thomas Bland, Sr.  
The Rev. Albert Moore  
The Rev. Russell Settles  
The Rev. Talmage Bandy  
The Rev. Duncan Jones  
The Rev. Velinda Hardy  
The Rev. Frederick Barwick, III  
The Rev. Christie M. Dalton  
The Rev. Bonnie Duckworth  
The Rev. Gregg Schneider  
The Rev. William Pendleton  
The Rev. Foss Smithdeal  
The Rev. Deborah Blackwood  
The Rev. Candace Snively  
The Rev. Louise Anderson  
The Rev. Hugh Tilson, Jr.  
The Rev. Jan Lamb  
The Rev. Evelyn Morales  
The Rev. Jane V.F. Holmes  
The Rev. Jill S. Bullard  
The Rev. Maggie K. Silton  
The Rev. Rebecca R. Yarbrough  
The Rev. Eugene Humphreys  
The Rev. Sarah Woodall  
The Rev. Robert Thomas  
The Rev. Louane V. Frey  
The Rev. Vernon Cahoon  
The Rev. Marilyn Mitchell  
The Rev. W. David Lynch  
The Rev. Michael R. Bradshaw  
The Rev. Nancy Vaders  
The Rev. Sallie Simpson

**Ordination to Diaconate**

4-Oct-87  
4-Oct-87  
4-Oct-87  
2-Oct-88  
2-Oct-88  
9-Jun-90  
25-May-91  
30-May-92  
31-May-92  
31-May-92  
6-Jun-93  
29-Apr-95  
6-Jan-96  
29-Jun-96  
19-Jan-97  
20-Dec-97  
12-Jun-99  
24-Jun-99  
28-May-00  
19-May-01  
10-Jun-01  
5-Oct-02  
13-Jun-04  
13-Jun-04  
13-Jun-04  
13-Jun-04  
13-Sep-04  
16-May-05  
9-Nov-05  
3-Jun-06  
3-Jun-06  
3-Jun-06  
5-Jun-04  
14-Jun-08  
14-Jun-08  
14-Jun-08  
20-Jun-09  
20-Jun-09  
31 Oct. 98  
21-Oct-00  
19-Jun-10  
17-Sep-05  
18-Feb-12  
18-Feb-12  
18-Feb-12  
25-Jan-14

**Canonical Residence**

25-Jan-14  
24-Jan-15  
24-Jan-15  
24-Jan-15  
24-Jan-15  
24-Jan-15  
8-Dec-15  
20-Feb. 16  
28-Jan-17  
28-Jan-17  
28-Jan-17  
28-Jan-17  
5-May-18  
5-May-18  
5-Jan-19  
4-Jan-20  
4-Jan-20  
2-Nov-20  
20-Mar-21  
20-Mar-21  
20-Mar-21  
20-Mar-21  
21-May-22

**Vocational Deacons**

The Rev. Frances Browne  
The Rev. Leslie Bland  
The Rev. Brooks Johnson  
The Rev. Daniel Laird  
The Rev. Joan Sherrill  
The Rev Elaine Tola  
The Rev. Lauren Villemuer-Drenth  
The Rev. Larry Brown Conrad, Jr.  
The Rev. Scott Balderson  
The Rev. Mark Davidson  
The Rev. Lynn Plummer  
The Rev. Richard Sigler  
The Jean Monroe Porter Riggin  
The Rev. Jacqueline Rutledge Jones Whitfield  
The Rev. Robin Osborne Sands  
The Rev. Emily Parker  
The Rev. Wendy Merrill  
The Rev. Ruthann Savage-King  
The Rev. Joseph Dzugan  
The Rev. Maureen Flak  
The Rev. Pamela Haynes  
The Rev. Kristin Whittaker  
The Rev. Valerie Colbert

**Ordination to Diaconate**

25-Jan-14  
24-Jan-15  
24-Jan-15  
Jan 24 15  
24-Jan-15  
24-Jan-15  
19-Nov-05  
20-Feb-16  
28-Jan-17  
28-Jan-17  
28-Jan-17  
28-Jan-17  
5-May-18  
5-May-18  
5-Jan-19  
4-Jan-20  
4-Jan-20  
2-Jun-18  
20-Mar-21  
20-Mar-21  
20-Mar-21  
20-Mar-21  
21-May-22



## **NECROLOGY**

*(Nov. 20, 2021 – Nov. 17, 2022)*

### **CLERGY**

#### **The Rev. Jack Davis Durant**

Born: Birmingham, AL, 1930 Died: Raleigh, NC, January 2, 2022  
Ordained Deacon April 29, 1995 by Bishop Huntington Williams, Jr.

*Diocese of North Carolina*

Church of the Nativity, Raleigh, 1995-1998

#### **The Rev. Lois Arline Reardin**

Born: West Chester, PA, 1932 Died: Raleigh, NC, February 25, 2022

*Diocese of North Carolina*

Associate Priest, St. Paul's, Cary, 2000-2016

#### **The Rt. Rev. Peter James Lee**

Born: Greenville, MS, 1938 Died: Chapel Hill, NC, July 2, 2022  
Ordained Deacon June 29, 1967 by The Rt. Rev. Edward Hamilton West  
Priested May 8, 1968 by The Rt. Rev. William Foreman Creighton

Consecrated May 19, 1984 for the Diocese of Virginia

Bishop Co-Adjutor of the Diocese of Virginia, 1984-1985

Bishop of the Diocese of Virginia, 1985-2009

Provisional Bishop of the Diocese of East Carolina, 2013-2014

*Diocese of North Carolina*

Rector, Chapel of the Cross, Chapel Hill, 1971-1984

Assisting Bishop, Diocese of North Carolina, 2015-2017

#### **The Rev. Monroe Freeman, Jr.**

Born: Chattanooga, TN, 1936 Died: Durham, NC, July 15, 2022

Ordained Deacon June 7, 1985 and Priested April 26, 1986

by The Rt. Rev. John Shelby Spong

*Diocese of North Carolina*

Interim Rector, St. Bartholomew's, Pittsboro, 1999-2000

Rector, St. Titus' Durham, 1992-1998

**The Rev. Charles Morris Hawes, III**

Born: Chicago, IL, 1938 Died: Johns Creek, GA, July 18, 2022

Ordained Deacon June 6, 1964 and Priested December 1, 1964

by The Rt. Rev. Horace W. B. Donegan

*Diocese of North Carolina*

Chaplain, St. Mary's House, Episcopal Campus Ministry, UNC-Greensboro, 1984-2006

Rector, St. Paul's, Smithfield, 1975-1978

**The Rev. Nelson Bainbridge Hodgkins**

Born: Lewiston, ME Died: Clayton, NC, August 15, 2022

Ordained Deacon June 13, 1960 and Priested January 23, 1961 by The Rt. Rev. Thomas H.

Wright

*Diocese of North Carolina*

Part-Time Vicar, St. Paul's Church Salisbury, 2004-2008

Interim Rector, Trinity, Mt. Airy, 2000-2003

Interim Rector, St. Thomas', Reidsville 2000-2002, 1994-1995

Interim Rector, St. Juke's, Eden, 1995-1998

Interim Rector, St. Christopher's, High Point, 1992-1995, 1985-1988

Interim, St. Anne's, Winston-Salem, 1991-1992

Interim Rector, St. Andrew's, Greensboro, 1977

**The Rev. Dr. Lyonel Wayman Gilmer**

Born: Rock Hill, SC, 1940 Died: Nashville, TN, September 23, 2022

Ordained Deacon October 29, 1981 by Bishop Quintin Ebenezer Primo, Jr.  
and Priested March 1, 1982 by The Rt. Rev. James Winchester Montgomery

*Diocese of North Carolina*

Assistant Rector, Christ Church Charlotte, 1982-1989

Assistant Rector, St. John's, Charlotte, 1990-1993

**The Rev. Charles Frederick Benz**

Born: Chicago, IL, 1948 Died: Durham, NC, October 15, 2022

Ordained Deacon September 7, 1978 by The Rt. Rev. Robert Bracewell Appleyard and

Priested July 1, 1979 by The Rt. Rev. Robert Hume Cochrane

*Diocese of North Carolina*

Priest in Charge, St. Alban's and St. Anna's, Littleton, 1993-2001

**LAITY**

**Anne Cavett**  
St. Alban's, Davidson

**Robert Chase**  
Chapel of the Cross, Chapel Hill

**Marshall Harvey**  
St. Ambrose, Raleigh  
Raleigh Convocation  
Diocesan Council

**Dorothy Manning**  
St. Philip's, Durham  
Trustee  
Diocesan Council

**Hal Miller**  
Good Shepherd, Raleigh

**May Sherrod**  
Advent, Enfield  
Good Shepherd, Raleigh  
Standing Committee  
Diocesan Council

**Michael Shinn**  
St. James', Mooresville

## 207<sup>TH</sup> ANNUAL CONVENTION ROSTER OF THE CLERGY

*(with seat, voice and vote)*

Voting privileges are held by members of the clergy order who are (1) canonically resident and regularly serving in the diocese, a parish or mission in union with the convention, or another recognized ministry within the diocese, and (2) clergy known by the bishop to be canonically and actually resident in this diocese and engaged in active ministry. Other members of the clergy order who are canonically and actually resident in the diocese have seat and voice only.

Asterisk (\*) indicates clergy in attendance on November 17, 2022.

* The Rev.	Audra	Abt
* The Rev.	George	Adamik
* The Rev.	James	Adams
* The Rev.	Matthew	Addington
* The Rev.	Alicia	Alexis
The Rev.	Stephanie	Allen
* The Rev.	Javier	Almendarez Bautista
The Rev.	Louise	Anderson
* The Rev.	Sara	Ardrey-Graves
* The Rev.	Javier	Arias
* The Rev.	Colette	Bachand
* The Rev.	Scott	Balderson
* The Rev.	Sarah	Ball-Damberg
The Rev.	Phillip	Bass
* The Rev.	Stephen	Becker
The Rev.	Jill	Beimdiek
The Rt. Rev.	Scott	Benhase
The Rev.	William	Bennett
* The Rev.	Brian	Benton
* The Rev.	James	Bernacki
* The Rev.	Robert	Black
The Rev.	Deb	Blackwood
* The Rev.	Sarah	Blaies
* The Rev.	Leslie	Bland
The Rev.	Joshua	Bowron
* The Rev.	Wheigar	Bright
* The Rt. Rev.	Jennifer	Brooke-Davidson
* The Rev.	Gregory	Brown

* The Rev.	Sonny	Browne
* The Rev.	Jill	Bullard
* The Rev.	Kate	Byrd
* The Rev.	Vern	Cahoon
* The Rev.	Catherine	Caimano
* The Rev.	Sarah	Carver
* The Rev.	Joshua	Case
* The Rev.	Paul	Castelli
* The Rev.	Gus	Chrysson
* The Rev.	Richard	Clark
* The Rev.	Valerie	Colbert
* The Rev.	Angela	Compton-Nelson
* The Rev.	Catherine	Connolly
The Rev.	Larry	Conrad
The Rev.	Edwin	Cox
* The Rev.	Nancy	Cox
* The Rev.	James	Craven
* The Rev.	Joyce	Cunningham
* The Rev.	Mark	Davidson
The Rev.	Mary	Davila
* The Rev. Dr.	Cathy	Deats
* The Rev.	Todd	Dill
The Rev.	Elizabeth	Dowling-Sendor
* The Rev.	Bonnie	Duckworth
The Rev.	Ben	Duffey
* The Rev.	Joe	Dzugan
* The Rev.	Henry	Edens
* The Rev.	Kristin	Edrington
* The Rev.	Jamie	Edwards
* The Rev.	John Garry	Edwards
The Rev.	Stephen	Elkins-Williams
* The Rev.	Keith	Esposito
* The Rev.	Darby	Everhard
The Rev.	Greg	Farrand
The Rev.	Lisa	Fischbeck
* The Rev.	Maureen	Flak
The Rev.	Peter	Floyd
* The Rev.	James	Franklin
* The Rev.	David	Frazelle
* The Rev.	Clarke	French

* The Rev.	Sally	French
* The Rev.	Lisa	Frost-Phillips
* The Rev.	Robert	Fruehwirth
The Rev.	Richard	Galloway
* The Rev.	Carmen	Germino
* The Rev.	Holly	Gloff
The Rt. Rev.	Gary	Gloster
* The Rev.	Patricia	Grace
* The Rev. Dr.	Brooks	Graebner
* The Rev. Canon	Earnest	Graham
* The Rev.	Alice	Graham Grant
* The Rev.	George	Greer
* The Rt. Rev.	William	Gregg
* The Rev.	Connor	Gwin
The Rev.	Velinda	Hardy
* The Rev.	Pamela	Haynes
* The Rev	Bruce	Heyvaert
The Rev.	Bob	Henderson
* The Rt. Rev.	Anne	Hodges-Copple
The Rev.	Carr	Holland
The Rev.	Sarah	Hollar
The Rev. Dr.	Fred	Horton
The Rev.	Noah	Howard
* The Rev.	Amy	Huacani
The Rev.	Eugene	Humphreys
* The Rev.	Virginia	Inman
The Rev	Brooks	Johnson
The Rev.	Greg	Jones
* The Rev.	Susan	Keedy
* The Rev.	Randall	Keeney
* The Rev.	Edward	Kelaheer
* The Rev.	Sanford	Key
The Rev.	Lauren	Kilbourn
* The Rev.	Joan	Kilian
* The Rev.	Dixon	Kinser
* The Rev	Nathan	Kirkpatrick
The Rev.	Vincent	Kopp
* The Rev.	Mary	Kroohs
* The Rev.	Gabriel	Lamazares
* The Rev.	Jan	Lamb

* The Rev. Canon	Rhonda	Lee
* The Rev.	Kevin	Lloyd
The Rev.	Lorraine	Ljunggren
* The Rev. Dr.	David	Lynch
The Rev.	William	Maddox
The Rev.	E. T.	Malone
* The Rev.	Kevin	Matthews
* The Rev.	Gregory	McIntyre
* The Rev.	Elizabeth	McKee-Huger
The Rev.	Chantal	McKinney
* The Rev.	Ricardo	Medina
* The Rev.	Elizabeth Marie	Melchionna
The Rev. Dr.	James	Melnyk
* The Rev.	Brent	Melton
* The Rev.	Wendy	Merrill
* The Rev.	Joe	Mitchell
* The Rev.	Sarah	Morris
The Rev.	Brad	Mullis
* The Rev.	Mawethu	Ncaca
* The Rev.	Linda	Nye
* The Rev.	James	Pahl
* The Rev.	Emily	Parker
* The Rev.	Reggie	Payne-Wiens
The Rev.	William	Pendleton
* The Rev.	Sarah	Phelps
* The Rev.	Jacob	Pierce
* The Rev.	Daniel	Pinell
The Rev.	Warren	Pittman
* The Rev.	Lynn	Plummer
* The Rev.	Allen	Pruitt
* The Rev.	Jonathan	Pucik
* The Rev.	Paula	Rachal
* The Rev.	Robert	Rachal
The Rev.	Daniel	Reeves
* The Rev.	Imogene	Rhodenhiser
* The Rev.	Steven	Rice
The Rev.	Monnie	Riggin
The Rev.	Daniel	Robayo
* The Rt. Rev.	Samuel	Rodman
* The Rev.	Robin	Sands

The Rev.	Elizabeth	Saunders
The Rev.	Ruthann	Savage-King
* The Rev.	Miriam	Saxon
The Rev.	Russell	Settles
* The Rev.	Dee	Shaffer
The Rev.	Joan	Sherrill
* The Rev.	John	Shields
* The Rev.	Rick	Sigler
* The Rev.	George	Silides
The Rev.	Hunter	Silides
The Rev.	Margaret	Silton
* The Rev.	Sallie	Simpson
* The Rev. Dr.	Hector	Sintim
* The Rev.	Bradford	Smith
* The Rev.	Candace	Snively
* The Rev.	Leon	Spencer
* The Rev.	Marion	Sprott
* The Rev.	Joseph	Sroka
The Rev.	Hershey	Stephens
* The Rev.	Amanda	Stephenson
The Rev.	Margaret	Stoddard
* The Rev.	Helen	Svoboda-Barber
* The Rev.	Caleb	Tabor
The Rev.	John	Talk
The Rev.	Jemonde	Taylor
* The Rev.	Robert	Thomas
The Rev.	Hugh	Tilson
* The Rev.	Robert	Travis
* The Rev.	David	Umphlett
* The Rev.	Nancy	Vaders
* The Rev.	Nicolas	VanHorn
The Rev.	Barry	Vaughn
* The Rev.	Lauren	Villemuer-Drenth
* The Rev.	Kathleen	Walker
* The Rev.	Daniel	Wall
The Rev.	Allen	Waller
* The Rev.	Jaqueline	Whitfield
* The Rev.	Virginia	Wilder
* The Rev.	Milton	Williams
The Rev. Dr.	Lauren	Winner



* The Rev.	Sarah	Woodard
* The Rev.	Rebecca	Yarbrough
* The Rev.	Mary Cat	Young
* The Rev.	Maryann	Younger

## 207<sup>TH</sup> ANNUAL CONVENTION ROSTER OF THE CLERGY

*(with seat and voice)*

Voting privileges are held by members of the clergy order who are (1) canonically resident and regularly serving in the diocese, a parish or mission in union with the convention, or another recognized ministry within the diocese, and (2) clergy known by the bishop to be canonically and actually resident in this diocese and engaged in active ministry. Other members of the clergy order who are canonically and actually resident in the diocese have seat and voice only.

Asterisk (\*) indicates clergy in attendance on November 17, 2022.

The Rev.	Harrison	Abernathy
The Rev.	Nancy	Allison
The Rev.	Kurt	Alsiyao
The Rev.	Diane	Amidon
The Rev.	Andrew	Ancona
The Rev.	Barbara	Armstrong
The Rev.	Howard	Backus
The Rev.	Douglas	Bailey
The Rev.	Talmage	Bandy
The Rt. Rev.	David	Bane
The Rev.	Frederick	Barwick
The Rev.	Sara	Batson
The Rev. Dr.	Michael	Battle
The Rev.	Jonathan	Baugh
The Rev.	Fiona	Bergstrom
The Rev.	Thomas	Bland
The Rev.	Mike	Bradshaw
The Rev.	Martha	Brimm
The Rev. Dr.	Sally	Brower
The Rev.	Jennifer	Brown
The Rev.	Robert	Brown
The Rev.	Gaye	Brown
The Rev.	Frances	Browne
The Rev.	Jane	Bruce
The Rev.	David	Buck
The Rev.	Candis	Burgess
The Rev.	Ann	Burts

The Rev.	Glenn	Busch
The Rev.	Michael	Bye
The Rev.	Philip	Byrum
The Rev.	Alison	Carmody
The Rev.	Janice	Chalaron
The Rev. Dr.	Winston	Charles
The Rev.	Julie	Clarkson
* The Rev.	Franklyn	Colebrooke
The Rev.	Constance	Connelly
The Rev.	Robert	Cook
The Rev.	Barbara	Cooke
The Rev.	William	Coolidge
The Rev.	Gale	Cooper
The Rev.	Frances	Cox
The Rev.	E.	Cross
The Rev.	Paul	Crowell
The Rev.	Mary	Curtis
The Rev.	Nan	Cushing
The Rev.	Christie	Dalton
The Rev.	Josiah	Daniels
The Rev.	Paul	Daniels
The Rev.	Gail	Davis
The Rev.	John	DeBeer
The Rev.	Patricia	DeBeer
The Rev.	Sarah	Diener-Schlitt
The Rev.	Jeanine	Driscoll
The Rev.	Amy	Duggins
The Rev. Dr.	Patty	Earle
The Rev.	Susan	Eastman
The Rev.	Carl	Edwards
The Rev.	Walter	Edwards
The Rev.	Thomas	Ehrich
The Rev.	Meta	Ellington
The Rev.	Elizabeth	Ely
The Rev.	Jason	Eslicker
The Rev.	Jerry	Fisher
The Rev.	Marie	Fleischer
The Rev. Dr.	Randall	Foster
The Rev.	Tyrone	Fowlkes
The Rev.	Louane	Frey

	The Rev.	Janet	Fuller
	The Rev.	Justin	Gabbard
*	The Rev.	John	Gibson
	The Rev.	Lyonel	Gilmer
	The Rev.	Virginia	Going
	The Rev.	Donald	Goodheart
	The Rev.	Robert	Haden
	The Rev.	Robert	Hamilton
	The Rev.	Patricia	Hanen
	The Rev.	Raymond	Hanna
	The Rev. Dr.	Sally	Harbold
	The Rev.	Dale	Hathaway
	The Rev. Dr.	Rachel	Haynes
	The Rev.	Joseph	Hayworth
	The Rev.	Martha	Hedgpeth
*	The Rev.	Virginia	Heistand
	The Rev.	Scott	Hennessy
	The Rev.	George	Henry
	The Rev.	Amanda	Highben
	The Rev.	Polly	Hilsabeck
	The Rev.	Charles	Hocking
	The Rev.	Nelson	Hodgkins
	The Rev.	Christopher	Hogin
	The Rev.	Jane	Holmes
	The Rev.	Rebecca	Holmes
	The Rev.	Karin	Howard
	The Rev. Dr.	Raymond	Howe
	The Rev.	Beverly	Huck
	The Rev.	Mary Beth	Humphrey
	The Rev.	Margaret Buerkel	Hunn
	The Rev.	Miller	Hunter
	The Rev.	Timothy	Hushion
	The Rev.	Russell	Ingersoll
*	The Rev.	Greg	Jacobs
	The Rev.	John	Jacobs
	The Rev.	Jay	James
	The Rev.	Victoria	Jamieson-Drake
	The Rev.	Worth	Jennings
	The Rev.	Katherine	Johnson
	The Rev.	Matthew	Johnson

	The Rev. Dr.	Russell	Johnson
	The Rev.	Sarah	Johnston
	The Rev.	Duncan	Jones
	The Rev. Dr.	William	Joyner
	The Rev.	Peregrine	Kavros
	The Rev.	Robert	Kaynor
	The Rev.	Elaine	Kebba
	The Rev.	John	Keith
	The Rev.	Verdery	Kerr
	The Rev.	Donald	Kimmick
	The Rev. Dr.	Tom	King
	The Rev.	Sarah	Koppelberger
	The Rev.	Kenneth	Kroohs
	The Rev.	Daniel	Laird
	The Rev.	Keith	Lane
	The Rev.	Armand	LaVallee
	The Rev. Dr.	Bruce	Lawrence
	The Rev.	John	Lewellen
*	The Rev.	Juliana	Lindenberg
	The Rev.	Donald	Lowery
	The Rev.	Arthur	Mack
	The Rev.	George	Magoon
	The Rev.	William	Marchl
	The Rev.	Timothy	Martin
	The Rev.	Samuel	Mason
	The Rev. Dr.	Kathryn	Mathewson
	The Rev.	Foster	Mays
*	The Rev.	Stephen	Mazingo
	The Rev.	Martin	McCarthy
	The Rev.	Elaine	McCoy
	The Rev.	Jean	McGraw
	The Rev.	David	McGuinness
	The Rev.	Nicolas	Menjivar
	The Rev.	Tim	Meyers
*	The Rev.	Rebecca	Michelfelder
	The Rev.	Richard	Miles
	The Rev.	Edward	Mills
	The Rev.	Marilyn	Mitchell
	The Rev.	Julia	Mitchener
	The Rev.	Albert	Moore

	The Rev.	Evelyn	Morales
	The Rev. Dr.	William	Morley
	The Rev.	Melanie	Mudge
	The Rev.	George	Muir
	The Rev. Dr.	Wilberforce	Mundia
	The Rev.	Julie	Murdoch
	The Rev.	David	Musgrave
*	The Rev.	David	Nichols
	The Rev.	William	Noble
	The Rev. Dr.	Louis	Oats
	The Rev.	John	Ogburn
	The Rev.	Rebecca	Ogus
	The Rev. Dr.	Fred	Paschall
	The Rev.	Timothy	Patterson
*	The Rev.	Christine	Payden-Travers
	The Rev.	Wendell	Phillips
*	The Rev.	Edmund	Pickup
	The Rev.	David	Pittman
	The Rev.	Barbara	Platt-Hendren
	The Rev.	Alton	Plummer
	The Rev.	Stephen	Pogoloff
	The Rev.	Woodson	Powell
	The Rev.	Henry	Presler
	The Rev.	James	Prevatt
	The Rev.	Mary	Reese
	The Rev.	Keith	Reeve
	The Rev.	Roderick	Reinecke
	The Rev.	Ann	Rhyne
	The Rev.	Jesus	Rojas
	The Rev.	Grayce	Rowe
	The Rev.	Lito	Santos
	The Rev. Dr.	Robert	Sawyer
*	The Rev.	Justice	Schunior
	The Rev.	Edward	Scott
	The Rev.	David	Sellery
	The Rev.	Susan	Sherard
	The Rev.	Patricia	Shoemaker
	The Rev. Dr.	Derek	Shows
	The Rev.	Jose	Sierra Alfonso
	The Rev.	Marisa	Sifontes

The Rev.	Gayanne	Silver
The Rev.	Harmon	Smith
The Rev.	Letitia	Smith
The Rev. Dr.	Murdock	Smith
The Rev.	Ralph	Smith
The Rev.	Richard	Smith
The Rev.	Stephen	Smith
The Rev.	Susannah	Smith
The Rev.	Teddra	Smith
The Rev.	Foss	Smithdeal
The Rev.	William	Smyth
The Rev.	Jonathan	Soyars
The Rev.	David	Stanford
The Rev.	Leslie	Steffensen
The Rev.	James	Stewart
* The Rev.	Lucy	Strandlund
The Rev.	Harriette	Sturges
The Rev.	Erika	Takacs
The Rev.	Raymond	Taylor
The Rev.	Steven	Teague
The Rev.	Peter	Thomas
The Rev.	Christopher	Thompson
The Rev.	Fred	Thompson
The Rev.	Marion	Thullbery
The Rev.	Alfred	Tisdale
The Rev.	Nancy	Titus
The Rev.	Elaine	Tola
The Rev.	James	Tucker
The Rev.	Hugh	Tudor-Foley
The Rev.	Jean	Vail
The Rev.	Noah	Van Neil
The Rev.	William	Wagner
The Rev.	Robert	Walker
The Rev.	Thomas	Walker
The Rev. Dr.	Samuel	Walker
The Rev.	John	Wall
The Rev.	Ludwig	Wallner
The Rev.	Frederick	Warnecke
The Rev.	Janet	Watrous
The Rev.	Hugh	Whitesell

The Rev.	Philip	Wiehe
The Rev.	Donald	Wiesner
The Rev.	Antoinette	Wike
The Rev.	David	Williams
The Rev.	Henrietta	Williams
The Rev.	Richard	Williams
The Rev.	Paul	Winton
The Rev.	Middleton	Wootten
The Rev.	Jo Ann	Wootten
The Rev.	Stephanie	Yancy
* The Rev.	Philip	Zoutendam
The Rev.	Michael	Zumpf



## DELEGATES TO THE 207<sup>TH</sup> ANNUAL CONVENTION

of the Episcopal Diocese of North Carolina

Members of the Lay Order

Church Name, City	Delegate Full Name	Present at 207 <sup>th</sup> Convention	Delegate Serving Through
The Episcopal Church of the Ascension, Advance	Karen Deadmon	P	2022
The Episcopal Church of the Ascension, Advance	Bryan Eagle	P	2022
<b>The Episcopal Church of the Ascension, Advance Count</b>	<b>2</b>		
Episcopal Church of the Good Shepherd, Asheboro	Linda Roberts		2022
Episcopal Church of the Good Shepherd, Asheboro	Jill Cofer	P	2023
Episcopal Church of the Good Shepherd, Asheboro	Norval Kraft		2023
<b>Episcopal Church of the Good Shepherd, Asheboro Count</b>	<b>3</b>		
Holy Comforter, Burlington	Chappy Moser		2022
Holy Comforter, Burlington	Jocelyn Safrit	P	2023
Holy Comforter, Burlington	Paige Ysteboe	P	2024
<b>Holy Comforter, Burlington Count</b>	<b>3</b>		
St. Paul's Episcopal Church, Cary	Kay Burgess		2022
St. Paul's Episcopal Church, Cary	Frank Laney	P	2022
St. Paul's Episcopal Church, Cary	Allan Thunes	P	2022
St. Paul's Episcopal Church, Cary	Guy Vitaglione	P	2023
<b>St. Paul's Episcopal Church, Cary Count</b>	<b>4</b>		
Church of the Holy Family, Chapel Hill	Leslie Andersen	P	2022
Church of the Holy Family, Chapel Hill	Laura Collins	P	2022
Church of the Holy Family, Chapel Hill	Caroline Christman		2023
Church of the Holy Family, Chapel Hill	John (Jack) French	P	2024
Church of the Holy Family, Chapel Hill	Fred Mason	P	2024
<b>Church of the Holy Family, Chapel Hill Count</b>	<b>5</b>		
The Chapel of the Cross, Chapel Hill	John Pegram	P	2024
The Chapel of the Cross, Chapel Hill	Strother Murray-Ndinga	P	2024
The Chapel of the Cross, Chapel Hill	Michael Hickman		2023
The Chapel of the Cross, Chapel Hill	Roman Perun		2023
The Chapel of the Cross, Chapel Hill	Joan Pharr	P	2022
The Chapel of the Cross, Chapel Hill	Ian Dunn		2022
<b>The Chapel of the Cross, Chapel Hill Count</b>	<b>6</b>		
The Episcopal Church of the Advocate, Chapel Hill	Sarah Swann	P	2024
The Episcopal Church of the Advocate, Chapel Hill	Leah Frerichs	P	2024
<b>The Episcopal Church of the Advocate, Chapel Hill Count</b>	<b>2</b>		

Church Name, City	Delegate Full Name	Present at 207 <sup>th</sup> Convention	Delegate Serving Through
Chapel of Christ the King, Charlotte	Bruce Jenkins	P	2022
<b>Chapel of Christ the King, Charlotte Count</b>	<b>1</b>		
Christ Church, Charlotte	Bill Lorenz	P	2022
Christ Church, Charlotte	Martha Alexander	P	2022
Christ Church, Charlotte	Mary Kluttz	P	2023
Christ Church, Charlotte	Mary Davis Smart	P	2023
Christ Church, Charlotte	Marks Arnold	P	2024
Christ Church, Charlotte	Fletcher Gregory	P	2024
<b>Christ Church, Charlotte Count</b>	<b>6</b>		
Holy Comforter Episcopal Church, Charlotte	Karen Crane	P	2023
Holy Comforter Episcopal Church, Charlotte	Gail Fennimore	P	2022
Holy Comforter Episcopal Church, Charlotte	Kathy Trotter	P	2024
Holy Comforter Episcopal Church, Charlotte	Mary Monahan	P	2024
<b>Holy Comforter Episcopal Church, Charlotte Count</b>	<b>4</b>		
Saint Martin's, Charlotte	Heather Carty-Ward	P	2023
Saint Martin's, Charlotte	Ann Schado	P	2022
Saint Martin's, Charlotte	Liza Loeber	P	2024
Saint Martin's, Charlotte	Diane Strngis	P	2024
<b>Saint Martin's, Charlotte Count</b>	<b>4</b>		
St. Michael and All Angels, Charlotte	Annie "Flo" Sessoms	P	2022
St. Michael and All Angels, Charlotte	Sharon Hunter		2022
<b>St. Michael and All Angels, Charlotte Count</b>	<b>2</b>		
St. Peter's Episcopal Church, Charlotte	Jason Gingras		2024
St. Peter's Episcopal Church, Charlotte	David Lavoie		2023
St. Peter's Episcopal Church, Charlotte	John Frederick	P	2023
St. Peter's Episcopal Church, Charlotte	Gwen High	P	2022
St. Peter's Episcopal Church, Charlotte	Vera Greene		2022
<b>St. Peter's Episcopal Church, Charlotte Count</b>	<b>5</b>		
St. John's Episcopal Church, Charlotte	Jackie John	P	2022
St. John's Episcopal Church, Charlotte	David Tipple		2022
St. John's Episcopal Church, Charlotte	Sarah Morgan		2023
St. John's Episcopal Church, Charlotte	Dana McClellan	P	2024
St. John's Episcopal Church, Charlotte	Campbell McClellan		2024
<b>St. John's Episcopal Church, Charlotte Count</b>	<b>5</b>		
Grace Episcopal, Clayton	Chris Pahl		2022
<b>Grace Episcopal, Clayton Count</b>	<b>1</b>		

Church Name, City	Delegate Full Name	Present at 207 <sup>th</sup> Convention	Delegate Serving Through
St. Clement's, Clemmons	Leslie Pugh McNiece	P	2023
St. Clement's, Clemmons	Yoshi Nagaishi	P	2023
St. Clement's, Clemmons	Kirsten Russ	P	2024
<b>St. Clement's, Clemmons Count</b>	<b>3</b>		
Christ Episcopal Church, Cleveland	Debbie Plummer	P	2023
<b>Christ Episcopal Church, Cleveland Count</b>	<b>1</b>		
All Saints' Episcopal Church, Concord	Mary Frances Burkett	P	2022
All Saints' Episcopal Church, Concord	Nancy Hunter		2023
All Saints' Episcopal Church, Concord	Mark Robinson		2022
<b>All Saints' Episcopal Church, Concord Count</b>	<b>3</b>		
Church of the Good Shepherd, Cooleemee	DAPHNE BECK	P	2022
<b>Church of the Good Shepherd, Cooleemee Count</b>	<b>1</b>		
St. Alban's Episcopal Church, Davidson	Jerry Landry	P	2022
St. Alban's Episcopal Church, Davidson	Alexander Slawson		2022
St. Alban's Episcopal Church, Davidson	Henry Badgett	P	2023
St. Alban's Episcopal Church, Davidson	David Pylipow	P	2023
<b>St. Alban's Episcopal Church, Davidson Count</b>	<b>4</b>		
Iglesia El Buen Pastor, Durham	Martin Torres	P	2024
Iglesia El Buen Pastor, Durham	Fernanda Torres	P	2023
Iglesia El Buen Pastor, Durham	Avelina Romero	P	2023
Iglesia El Buen Pastor, Durham	Mauricio Segura		2024
<b>Iglesia El Buen Pastor, Durham Count</b>	<b>4</b>		
St Luke's Episcopal Church, Durham	Anne Burgess		2024
St Luke's Episcopal Church, Durham	Julia Hoyle	P	2023
St Luke's Episcopal Church, Durham	Jan Freeman	P	2022
<b>St Luke's Episcopal Church, Durham Count</b>	<b>3</b>		
St Stephen's, Durham	Megan Carlson	P	2024
St Stephen's, Durham	Martina Gardner-Woods	P	2024
St Stephen's, Durham	Robert Buerglener		2022
<b>St Stephen's, Durham Count</b>	<b>3</b>		
St. Joseph's Episcopal Church, Durham	C.J. Surbaugh		2022
<b>St. Joseph's Episcopal Church, Durham Count</b>	<b>1</b>		
St. Philip's Episcopal Church, Durham	Annette Montgomery		2023
St. Philip's Episcopal Church, Durham	Robin Kneeburg	P	2023
St. Philip's Episcopal Church, Durham	Rebecca Hix	P	2024

Church Name, City	Delegate Full Name	Present at 207 <sup>th</sup> Convention	Delegate Serving Through
St. Philip's Episcopal Church, Durham	Alec Motten	P	2024
<b>St. Philip's Episcopal Church, Durham Count</b>	<b>4</b>		
St. Titus Episcopal Church, Durham	Diane Hundley	P	2022
St. Titus Episcopal Church, Durham	Keith Bishop		2022
<b>St. Titus Episcopal Church, Durham Count</b>	<b>2</b>		
Epiphany, Eden	Ann Morelli	P	2022
Epiphany, Eden	Caysey Petty	P	2024
<b>Epiphany, Eden Count</b>	<b>2</b>		
St. Luke's, Eden	Frances Bright	P	2022
St. Luke's, Eden	William Rorrer		2022
<b>St. Luke's, Eden Count</b>	<b>2</b>		
Galloway Memorial Episcopal Church, Elkin	Josh Holt	P	2023
<b>Galloway Memorial Episcopal Church, Elkin Count</b>	<b>1</b>		
Trinity Episcopal Church, Fuquay-Varina	Kate Reichert	P	2023
Trinity Episcopal Church, Fuquay-Varina	Alex Lamont	P	2023
<b>Trinity Episcopal Church, Fuquay-Varina Count</b>	<b>2</b>		
All Saints, Greensboro	Anne King	P	2023
All Saints, Greensboro	Gene Simpson	P	2024
<b>All Saints, Greensboro Count</b>	<b>2</b>		
Episcopal Church of the Holy Spirit, Greensboro	Chae Anna Cox	P	2022
<b>Episcopal Church of the Holy Spirit, Greensboro Count</b>	<b>1</b>		
Holy Trinity Episcopal Church , Greensboro	Bill Furlow	P	2024
Holy Trinity Episcopal Church , Greensboro	Linda Brown		2024
Holy Trinity Episcopal Church , Greensboro	John William Drake	P	2023
Holy Trinity Episcopal Church , Greensboro	Libby Haile	P	2023
Holy Trinity Episcopal Church , Greensboro	Mark Lile-King	P	2022
Holy Trinity Episcopal Church , Greensboro	Ann Vaughn	P	2022
<b>Holy Trinity Episcopal Church , Greensboro Count</b>	<b>6</b>		
St. Andrew's Episcopal Church, Greensboro	Dana Gaspar	P	2022
St. Andrew's Episcopal Church, Greensboro	Doug Sanecki	P	2023
St. Andrew's Episcopal Church, Greensboro	Barbara Van Cleve	P	2022
<b>St. Andrew's Episcopal Church, Greensboro Count</b>	<b>3</b>		
St. Barnabas, Greensboro	Karen Meacham	P	2022
St. Barnabas, Greensboro	JoEllen McFarland		2023

Church Name, City	Delegate Full Name	Present at 207 <sup>th</sup> Convention	Delegate Serving Through
St. Barnabas, Greensboro	Anna Sibley	P	2024
<b>St. Barnabas, Greensboro Count</b>	<b>3</b>		
St Francis Episcopal Church, Greensboro	Catharine Isaacs	P	2024
St Francis Episcopal Church, Greensboro	Vara Cox	P	2024
St Francis Episcopal Church, Greensboro	William (Bill) Sternberg	P	2024
St Francis Episcopal Church, Greensboro	George Patterson	P	2022
<b>St Francis Episcopal Church, Greensboro Count</b>	<b>4</b>		
St. Andrew's, Haw River	Mary Greene	P	2024
St. Andrew's, Haw River	Susan Pasour	P	2023
<b>St. Andrew's, Haw River Count</b>	<b>2</b>		
The Church of the Holy Innocents, Henderson	Tom Church		2023
The Church of the Holy Innocents, Henderson	Craig Clodfelter	P	2023
The Church of the Holy Innocents, Henderson	Richard Davis	P	2024
The Church of the Holy Innocents, Henderson	Nick Long	P	2022
<b>The Church of the Holy Innocents, Henderson Count</b>	<b>4</b>		
St Johns Episcopal Church, Henderson	Leigh Edwards		2023
<b>St Johns Episcopal Church, Henderson Count</b>	<b>1</b>		
Saint Christopher's Episcopal Church, High Point	Wilbert Camm	P	2023
Saint Christopher's Episcopal Church, High Point	Fred Watts		2023
<b>Saint Christopher's Episcopal Church, High Point Count</b>	<b>2</b>		
St. Mary's Episcopal Church, High Point	David Moore MD	P	2023
St. Mary's Episcopal Church, High Point	David Penley	P	2023
St. Mary's Episcopal Church, High Point	Mary Beth Yates		2024
St. Mary's Episcopal Church, High Point	Laura Simcox	P	2024
<b>St. Mary's Episcopal Church, High Point Count</b>	<b>4</b>		
St. Matthew's Episcopal Church, Hillsborough	Jill Hofler	P	2022
St. Matthew's Episcopal Church, Hillsborough	Jeff Thompson	P	2024
St. Matthew's Episcopal Church, Hillsborough	Martha McCamy	P	2024
<b>St. Matthew's Episcopal Church, Hillsborough Count</b>	<b>3</b>		
St. Mark's Episcopal Church, Huntersville	David Fahey	P	2023
<b>St. Mark's Episcopal Church, Huntersville Count</b>	<b>1</b>		
Church of the Saviour, Jackson	James Moore	P	2023
<b>Church of the Saviour, Jackson Count</b>	<b>1</b>		
St. Matthew's Episcopal Church, Kernersville	Terri Hill	P	2024

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St. Matthew's Episcopal Church, Kernersville	Keith Hooker		2024
<b>St. Matthew's Episcopal Church, Kernersville Count</b>	<b>2</b>		
St. David's, Laurinburg	Mary Jo Adams	P	2024
<b>St. David's, Laurinburg Count</b>	<b>1</b>		
Grace Episcopal Church, Lexington	Bob Husted	P	2022
Grace Episcopal Church, Lexington	Susan Terrell	P	2022
<b>Grace Episcopal Church, Lexington Count</b>	<b>2</b>		
St. Paul's, Louisburg	Maury York	P	2022
<b>St. Paul's, Louisburg Count</b>	<b>1</b>		
Episcopal Church of The Messiah, Mayodan	Jane Price	P	2022
<b>Episcopal Church of The Messiah, Mayodan Count</b>	<b>1</b>		
St. Paul's, Monroe	Robert Heath	P	2022
St. Paul's, Monroe	Tina Taylor	P	2022
<b>St. Paul's, Monroe Count</b>	<b>2</b>		
St. Patrick's Episcopal Church, Mooresville	Ted Kratt	P	2023
St. Patrick's Episcopal Church, Mooresville	Cynthia Kratt	P	2023
St. Patrick's Episcopal Church, Mooresville	Kat Sykes	P	2024
St. Patrick's Episcopal Church, Mooresville	Cheryl Griffith	P	2024
<b>St. Patrick's Episcopal Church, Mooresville Count</b>	<b>4</b>		
Trinity , Mt. Airy	Lee Wilsonwithers	P	2022
Trinity , Mt. Airy	Jesse Slate	P	2022
<b>Trinity , Mt. Airy Count</b>	<b>2</b>		
St Cyprian's, Oxford	Henrietta Pitre	P	2022
<b>St Cyprian's, Oxford Count</b>	<b>1</b>		
St. Stephen's, Oxford	Bernard Nelson	P	2022
St. Stephen's, Oxford	Jenny Koinis	P	2023
St. Stephen's, Oxford	Jerry Broyal	P	2024
<b>St. Stephen's, Oxford Count</b>	<b>3</b>		
St Bartholomew's Episcopal Church, Pittsboro	Angela Romatzick		2022
St Bartholomew's Episcopal Church, Pittsboro	Mary Scholle	P	2022
<b>St Bartholomew's Episcopal Church, Pittsboro Count</b>	<b>2</b>		
Christ Church, Raleigh	Sandy Fain	P	2022
Christ Church, Raleigh	Bill Gilkeson	P	2022

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Christ Church, Raleigh	Edwin Braswell		2023
Christ Church, Raleigh	Charlotte Wooten	P	2023
Christ Church, Raleigh	Tacker LeCarpentier	P	2024
Christ Church, Raleigh	Chip Payne	P	2024
<b>Christ Church, Raleigh Count</b>	<b>6</b>		
Church of the Nativity, Raleigh	Karen McGugan	P	2024
Church of the Nativity, Raleigh	Jeremy Clos	P	2023
Church of the Nativity, Raleigh	Ryan Parker	P	2023
Church of the Nativity, Raleigh	Alicia Lester-Bodford	P	2022
<b>Church of the Nativity, Raleigh Count</b>	<b>4</b>		
Saint Ambrose, Raleigh	George Jones, Jr.	P	2023
Saint Ambrose, Raleigh	Kendra Paiz		2023
Saint Ambrose, Raleigh	Julius Nimmons	P	2024
Saint Ambrose, Raleigh	Patricia Johnson	P	2022
Saint Ambrose, Raleigh	Quisha Mallette		2024
<b>Saint Ambrose, Raleigh Count</b>	<b>5</b>		
St. Michael's Episcopal, Raleigh	Kelly Mitchell		2022
St. Michael's Episcopal, Raleigh	Nanci Atkeson	P	2022
St. Michael's Episcopal, Raleigh	Root Edmonson	P	2023
St. Michael's Episcopal, Raleigh	Tim Berry		2023
St. Michael's Episcopal, Raleigh	Alan Sibert	P	2024
<b>St. Michael's Episcopal, Raleigh Count</b>	<b>5</b>		
St. Timothy's , Raleigh	Sandy Wheat		2023
St. Timothy's , Raleigh	Septina Florimonte	P	2023
St. Timothy's , Raleigh	George Bang	P	2022
<b>St. Timothy's , Raleigh Count</b>	<b>3</b>		
The Church of the Good Shepherd, Raleigh	Jeff Whittaker	P	2024
The Church of the Good Shepherd, Raleigh	Harry Johnson		2023
The Church of the Good Shepherd, Raleigh	Grace Sved	P	2024
The Church of the Good Shepherd, Raleigh	Martha Hays		2022
<b>The Church of the Good Shepherd, Raleigh Count</b>	<b>4</b>		
St. Thomas, Reidsville	Anne Donecker		2022
St. Thomas, Reidsville	Jan Wheless	P	2022
<b>St. Thomas, Reidsville Count</b>	<b>2</b>		
The Chapel of the Good Shepherd, Ridgeway	Nancy Johnson		2022
<b>The Chapel of the Good Shepherd, Ridgeway Count</b>	<b>1</b>		

Church Name, City	Delegate Full Name	Present at 207 <sup>th</sup> Convention	Delegate Serving Through
All Saints, Roanoke Rapids	Joanne Parrott	P	2023
All Saints, Roanoke Rapids	Rae Mitchell	P	2022
<b>All Saints, Roanoke Rapids Count</b>	<b>2</b>		
St. Andrew's, Rocky Mount	Pete Armstrong	P	2022
St. Andrew's, Rocky Mount	Jeanie Armstrong	P	2022
St. Andrew's, Rocky Mount	Elizabeth Pope	P	2022
St. Andrew's, Rocky Mount	Pris Sykes	P	2022
<b>St. Andrew's, Rocky Mount Count</b>	<b>4</b>		
St Mark's, Roxboro, NC	Jayne Burns	P	2024
<b>St Mark's, Roxboro, NC Count</b>	<b>1</b>		
St. Luke's, Salisbury	Kathy Dunn	P	2022
St. Luke's, Salisbury	Caroline Stephenson	P	2022
St. Luke's, Salisbury	Stephanie Phoenix		2023
St. Luke's, Salisbury	Greg Shields	P	2024
<b>St. Luke's, Salisbury Count</b>	<b>4</b>		
St. Matthew's, Salisbury	Shirley Dimmer	P	2022
<b>St. Matthew's, Salisbury Count</b>	<b>1</b>		
St. Paul's, Salisbury	Katherine Coffield		2022
<b>St. Paul's, Salisbury Count</b>	<b>1</b>		
St. Thomas, Sanford	Cindy Julich	P	2023
St. Thomas, Sanford	John Kirkman		2023
<b>St. Thomas, Sanford Count</b>	<b>2</b>		
St Mary Magdalene Episcopal Church, Seven Lakes	Robert (Bob) Rinaldi		2024
St Mary Magdalene Episcopal Church, Seven Lakes	John Sapp	P	2023
<b>St Mary Magdalene Episcopal Church, Seven Lakes Count</b>	<b>2</b>		
San Jose Episcopal Mission, Smithfield	Jane Evans		2022
<b>San Jose Episcopal Mission, Smithfield Count</b>	<b>1</b>		
St. Paul's, Smithfield	Allen Wellons	P	2024
St. Paul's, Smithfield	Pat Hovorka		2023
St. Paul's , Smithfield	Allison Elsee	P	2024
<b>St. Paul's , Smithfield Count</b>	<b>3</b>		
Emmanuel , Southern Pines	Sandy Lamros	P	2022
Emmanuel , Southern Pines	Mary Lou Vaughan	P	2022
Emmanuel , Southern Pines	Jane Deaton	P	2023



Church Name, City	Delegate Full Name	Present at 207 <sup>th</sup> Convention	Delegate Serving Through
Emmanuel , Southern Pines	Katherine Stewart-Kelley	P	2024
<b>Emmanuel , Southern Pines Count</b>	<b>4</b>		
Trinity Episcopal Church, Statesville	Erika Gottholm		2022
Trinity Episcopal Church, Statesville	Chris Shoobridge	P	2023
Trinity Episcopal Church, Statesville	Trevla Pulliam	P	2024
<b>Trinity Episcopal Church, Statesville Count</b>	<b>3</b>		
Calvary Episcopal Church, Tarboro	Bill Thorne	P	2022
Calvary Episcopal Church, Tarboro	Jane Thorne	P	2023
Calvary Episcopal Church, Tarboro	Susan Schrader		2024
<b>Calvary Episcopal Church, Tarboro Count</b>	<b>3</b>		
St. Michaels, Tarboro	Mickey Hale	P	2022
St. Michaels, Tarboro	Fay Hale	P	2022
<b>St. Michaels, Tarboro Count</b>	<b>2</b>		
Calvary Episcopal Church, Wadesboro	Joanne Huntley		2022
Calvary Episcopal Church, Wadesboro	Steven Long	P	2022
<b>Calvary Episcopal Church, Wadesboro Count</b>	<b>2</b>		
Saint John's Episcopal Church, Wake Forest	David Bennett	P	2023
Saint John's Episcopal Church, Wake Forest	David Bland	P	2023
Saint John's Episcopal Church, Wake Forest	Ken Marsh	P	2023
Saint John's Episcopal Church, Wake Forest	Betty Bland	P	2022
<b>Saint John's Episcopal Church, Wake Forest Count</b>	<b>4</b>		
Christ Church , Walnut Cove	JOEL BROWN	P	2022
<b>Christ Church , Walnut Cove Count</b>	<b>1</b>		
Saint Margaret's Episcopal Church, Waxhaw	Traci Scott	P	2022
Saint Margaret's Episcopal Church, Waxhaw	Lisa Williams	P	2023
Saint Margaret's Episcopal Church, Waxhaw	Hugh Laughlin	P	2024
Saint Margaret's Episcopal Church, Waxhaw	Erin Nelson		2024
<b>Saint Margaret's Episcopal Church, Waxhaw Count</b>	<b>4</b>		
La Guadalupana, Wilson	Tomaso Moreno Vazquez	P	2023
La Guadalupana, Wilson	Martha Ortiz-Hernandez	P	2024
La Guadalupana, Wilson	Zayra Mendez-Ortiz	P	2024
La Guadalupana, Wilson	Isrrael Jaimos	P	2024
<b>La Guadalupana, Wilson Count</b>	<b>4</b>		
St. Mark's, Wilson	Alice Freeman	P	2024
<b>St. Mark's, Wilson Count</b>	<b>1</b>		

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St. Timothy's, Wilson	Mary Long		2022
St. Timothy's, Wilson	Carol Putney	P	2023
St. Timothy's, Wilson	Thomas Farmer	P	2024
St. Timothy's, Wilson	Dante Pittman	P	2024
<b>St. Timothy's, Wilson Count</b>	<b>4</b>		
Christ's Beloved Community, Winston-Salem	Richard Bucknall	P	2022
<b>Christ's Beloved Community, Winston-Salem Count</b>	<b>1</b>		
St Timothy's, Winston-Salem	Rebecca McLean	P	2022
St Timothy's, Winston-Salem	Amy McFerrin	P	2022
St Timothy's, Winston-Salem	Shannon Hurley	P	2024
St Timothy's, Winston-Salem	Jane Bowser	P	2024
<b>St Timothy's, Winston-Salem Count</b>	<b>4</b>		
St. Anne's Episcopal Church, Winston-Salem	Debbie Walker	P	2022
St. Anne's Episcopal Church, Winston-Salem	Martha Murphy	P	2022
St. Anne's Episcopal Church, Winston-Salem	Donna Williams	P	2022
<b>St. Anne's Episcopal Church, Winston-Salem Count</b>	<b>3</b>		
St. Paul's, Winston-Salem	Kimberly Gregg		2022
St. Paul's, Winston-Salem	Jonathan Smith	P	2022
St. Paul's, Winston-Salem	Annette Lynch	P	2023
St. Paul's, Winston-Salem	Richard Rogers	P	2023
St. Paul's, Winston-Salem	Laura Edmundson	P	2024
St. Paul's, Winston-Salem	Scott Adams	P	2024
<b>St. Paul's, Winston-Salem Count</b>	<b>6</b>		
St. Stephen's Episcopal Church, Winston-Salem	Gertrude Murchison	P	2024
<b>St. Stephen's Episcopal Church, Winston-Salem Count</b>	<b>1</b>		
<b>Lay Delegates by Church Grand Count</b>	<b>245</b>		

**JOURNAL OF PROCEEDINGS**  
**of the 207<sup>th</sup> Annual Convention**  
**of the Diocese of North Carolina**

For the first time since the outbreak of COVID-19 in early 2020, the Annual Convention of the Diocese of North Carolina was held at its customary time of year, at its customary site (the M. C. Benton Convention Center in Winston-Salem, North Carolina), and in its customary format.

Registration for the 207<sup>th</sup> Annual Convention began at 4:00 p.m., Thursday, November 17, 2023. At 5:00 p.m. the Committee on Dispatch of Business met to review arrangements for the Convention. At 7:45 p.m., a program entitled “Creation Care and Global Partnership” was offered jointly by the Chartered Committee on Environmental Ministry and the Chartered Committee on Global Missions. The program reflected actions of the Lambeth Conference 2022 and the United Nations Climate Conference COP26 in 2021. Speakers included the Rev. Leon Spencer, Chair of the Chartered Committee on Global Missions; Mr. David McDuffie, Chair of the Chartered Committee on Environmental Ministry; Mr. Joe Herbert, Holy Family, Chapel Hill; the Rev. Jill Bullard, St. Philip’s, Durham; Ms. Fran Burkett, All Saints, Concord; Ms. Becky Showalter, Nativity, Raleigh; and Mr. Michael Anello, Executive Director, Haiti Reforestation Partnership. A prerecorded video provided remarks by several members of the Presiding Bishop's Delegation to COP26 including the Rt. Rev. Marc Andrus, Bishop of California and head of the Delegation; and Ms. Destinee Bates, St. Ambrose, Raleigh.

Pursuant to the determination of the 206<sup>th</sup> Annual Convention, the 207<sup>th</sup> Annual Convention gathered on Friday, November 18, 2022. The theme of Convention was Creation Care. Registration and credentialing opened at 8:00 a.m. Mr. Charles L. Till, Secretary of Convention, conducted a question-and-answer session for clergy and lay delegates at 9:15 a.m.

The Rt. Rev. Samuel Rodman, Bishop Diocesan XII of the Diocese, called Convention to order at 10:00 a.m. The Rev. Helen Svoboda-Barber, Chair of the Committee on Credentials, certified that a quorum was present in both the clergy order and the lay order. The Holy Eucharist was celebrated, the Rt. Rev. Jennifer Brooke-Davidson, Bishop Assisting, presiding and celebrating. The Rt. Rev. Orlando Gomez Segura, Bishop of Costa Rica, was also present. Bishop Rodman delivered his annual address as the sermon.

Bishop Rodman called Convention to order for the First Legislative Session at 11:40 a.m. Upon request of Bishop Rodman, a motion from the floor was made to adopt the published agenda of Convention, which adopted the motion by voice vote. Bishop Rodman appointed Mr. Marks Arnold as Parliamentarian of Convention. Bishop Rodman appointed Ms. Martha Alexander as Chair of the Committee on Dispatch of Business. Bishop Rodman nominated Mr. Till as Secretary of Convention, which elected Mr. Till by voice vote. Bishop Rodman nominated Mr. Gilbert Small as Treasurer of the Diocese. Convention elected Mr. Small by voice vote.

Bishop Rodman announced nominations and appointments that required action by Convention: Mr. Martin Brinkley as Chancellor of the Diocese; Mr. Arnold and Mr. Chip Howes as Vice-Chancellors; the Rev. Dr. Brooks Graebner as Historiographer of the Diocese; the Rev. Chip

Edens and Mr. Steve Mason as Trustees of the Diocese; the Rev. Darby Everhard, Mr. Tom Fennimore, and Ms. Laurie Austin to the Disciplinary Board; and the Rev. Marion Sprott-Goldson and Ms. Yolanda Anderson as Trustees of the Francis J. Murdoch Memorial Society. A motion was made to elect or to confirm these nominations and appointments, as the case may be, *en banc*; Convention adopted the motion by voice vote.

Bishop Rodman announced other appointments not requiring action by Convention, including the following legislative committees of the 207<sup>th</sup> Annual Convention:

Administration of the Diocese – The Rev. Robert Black, Chair; the Rev. David Umphlett, the Rev. Sara Ardrey-Graves, Ms. Joan Pharr, Mr. Chipper Long, and Ms. Diane Hundley.

Elections – The Rev. George Greer, Chair; the Rev. Robert Thomas, the Rev. George Silides, the Rev. Ginny Wilder, Mr. Jimmy Moore, and Mr. Long.

Credentials – The Rev. Svoboda-Barber, Chair; the Rev. Emily Parker, the Rev. Sarah Carver, Ms. Carol Putney, Mr. Greg Shields, Ms. Gertrude Murchison, and Mr. Yoshi Nagaishi.

Constitution and Canons – The Rev. Sarah Ball-Damberg, Chair; the Rev. Bruce Heyvaert, the Rev. James Pahl, Mr. Alf Badgett, Ms. Debbie Walker, and Mr. Nick Long.

National and International Concerns – The Rev. Rebecca Yarbrough, Chair; the Rev. Spencer, the Rev. Maureen Flak, the Rev. Sally French, the Rev. Garry Edwards, Ms. Julia Hoyle, Mr. Laura Collins, Mr. Julius Nimmons, and Mr. Jerry Landry.

Social Concerns – The Rev. Caleb Tabor, Chair; the Rev. Rick Sigler, the Rev. Emily Parker, Mr. Richard Bucknall, Ms. Nanci Atkseson, and Mr. Jerry Broyal.

Faith and Morals – The Rev. Audra Abt, Chair; the Rev. Kevin Matthews, the Rev. Daniel Wall, the Rev. Rocky Rachal, Ms. Caroline Stephenson, Mr. Ryan Parker, Ms. Septina Florimonte, and Mr. Bruce Jenkins.

Dispatch of Business - Ms. Alexander, Chair; Bishop Rodman; the Rev. Svoboda-Barber, the Rev. Black, the Rev. Greer, the Rev. Ball-Damberg, the Rev. Yarbrough, the Rev. Tabor, the Rev. Abt, and Mr. Till.

Prior to Convention, the following persons had been properly nominated for elected office: Standing Committee, clergy order, the Rev. Umphlett and the Rev. Kristin Edrington; Standing Committee, lay order, none; Diocesan Council, clergy order, the Rev. Clarke French, the Rev. Wilder, the Rev. Sallie Simpson, and the Rev. Valerie Colbert; Diocesan Council, lay order, Ms. Sherry Owens; Deputy to General Convention, clergy order, the Rev. Jacob Pierce, the Rev. Jamie Edwards, the Rev. Kathy Walker, the Rev. Matthews, the Rev. Yarbrough, and the Rev. Ardrey-Graves; Deputy to General Convention, lay order, Ms Alice Freeman, Mr. Bryan Dougan, Mr. Long, Ms. Alexander, and Ms. Megan Carlson; and Trustee, University of the South, lay order, Mr. Robert Husted. The Secretary solicited late nominations. Mr. Al Ragland

and Ms. Pamela Harvey were duly nominated for Diocesan Council, lay order; and Mr. George Linney, Ms. Mary Wellman, and Mr. Robert Wright for Standing Committee, lay order.

Prior to Convention, six resolutions had been duly submitted: 207.1, On Property Management; 207.3, On Episcopal Elections; 207.4, On the President of the Standing Committee; 207.5, On Equitable Racial Hiring Practices for Diocesan Positions; 207.7, On Reducing Gun Violence; and 207.8, On Expansion of Creation Care Work and Engagement in the Communion Forest Initiative. Resolutions 207.2, On Youth at Convention, and 207.6, On Prohibiting Guns in Churches, had been withdrawn prior to Convention. The Secretary solicited late resolutions. None were offered. Bishop Rodman announced his assignment of resolutions to committees of Convention.

The Secretary announced that his report to Convention has been filed and noted that that seven churches were unable to vote at this Convention because of non-compliance with the Canons. The Secretary informed Convention that the Commission on Constitution and Canons was about to publish its renumbered and rearranged version of the Canons and that the 80th General Convention of The Episcopal Church adopted three amendments to its Constitution upon first reading. Members of the Convention may contact the Bishops or the Deputation to General Convention in regards to the amendments.

The Secretary announced that the vestries of St. Christopher's, Garner; St. Mark's, Raleigh; and All Souls, Ansonville had informed the Bishop Diocesan that they were unable to remain open and requested closure. A memorandum of understanding between the Diocese and Calvary, Wadesboro was signed whereby Calvary assumed responsibility for the parishioners and assets of All Souls. All administrative, liturgical, and pastoral aspects of these closures being complete, the Secretary moved that the union of the three churches with Convention be dissolved. The motion was adopted by voice vote.

Bishop Rodman welcomed Bishop Gomez; Bishop Andrus, the keynote speaker of the Convention; and the Rt. Rev. William Gregg. The Secretary read a letter of welcome from the Rt. Rev. Metlhayotlhe Beleme, Bishop of Botswana. Bishop Rodman extended greetings to several persons not present at Convention: the Rt. Rev. Gary Gloster and his wife Judy; Mrs. Connie Johnson, wife of the late Rt. Rev. Robert Johnson, Bishop Diocesan X Resigned; Mrs. Sharon Curry, wife of the Presiding Bishop the Most Rev. Michael Curry and Bishop Diocesan XI Resigned; and the Rt. Rev. Scott Benhase and his wife Kelly.

Bishop Rodman introduced Bishop Brooke-Davidson and moved that the Convention designate her as Bishop Assistant of the Diocese. The motion was adopted by acclamation and applause. Bishop Rodman welcomed Mr. Carrick Brooke-Davidson. Bishop Brooke-Davidson addressed the Convention briefly.

Bishop Rodman introduced the seminarians of the Diocese and bestowed the Bishop's Award on the Rev. Spencer for his work in Global Mission and Formation. Ms. Alexander and the Secretary made announcements. Following grace spoken by the Youth delegates, Convention recessed for lunch at 12:29 p.m.

At 1:50 p.m. Bishop Rodman called Convention to order. The Secretary announced a test of the Election Runner system to cast ballots. Following an introduction by Bishop Rodman, Bishop Andrus addressed the Convention about Creation Care. At 2:43 p.m. Convention recessed for committee hearings. At 5:02 p.m. the Convention observed Evening Prayer led by the Rt. Rev. Anne Hodges-Copple, Bishop Suffragan Retired. After Evening Prayer, Bishop Rodman and the Convention expressed their love and appreciation to Bishop Hodges-Copple and John Hodges-Copple. In their honor, the Diocese established a Creation Care Fund.

On Saturday, November 19, Bishop Rodman called Convention to order for the Second Legislative Session at 8:30 a.m. The Convention observed Morning Prayer led by the Rev. Lisa Fischbeck and the Rev. Gabe Lamazares. The Secretary announced that Friday's test ballot was successful. Certain offices for election having the same number of nominees as open positions, the Secretary moved that the nominees for Diocesan Council in the lay order, Standing Committee in the clergy order, and Trustee of the University of the South in the lay order be elected by acclamation. The motion was adopted by voice mail. The Secretary announced that the first ballot for the remaining offices was open.

Bishop Andrus completed his address.

The Secretary announced the results of the first ballot. For Diocesan Council in the clergy order, the Rev. Wilder and the Rev. Colbert were elected. For Standing Committee in the lay order, there was no election and there will be a runoff between Ms. Wellman and Mr. Wright. For Deputy to General Convention in the clergy order, the Rev. Walker (1), the Rev. Yarbrough (2), the Rev. Matthews (3), and the Rev. Pierce (4) were elected delegates and the Rev. Ardrey-Graves (5) and the Rev. Jamie Edwards (6) were elected alternates. For Deputy to General Convention in the lay order, Ms. Freeman (1), Ms. Alexander (2), Ms. Carlson (3), and Mr. Long (4) were elected delegates and Mr. Dougan (5) was elected an alternate. The Secretary announced that the second ballot was open.

Bishop Rodman introduced the staff and campus ministers of the Diocese. Deans introduced clergy new to their respective Convocations. Mr. Long and Ms. Owens delivered the report of Diocesan Council. The Treasurer delivered his report and moved adoption of the Mission and Ministry budget for 2023. The motion was adopted by voice vote. The Treasurer moved that the Fair Share percentage for 2024 be set at 10.65%. The motion was adopted by voice vote. The Convention recessed at 10:25 a.m.

Bishop Rodman called the Convention to order at 10:45 a.m. The Secretary announced the result of the second ballot. For Standing Committee in the lay order, Ms. Wellman was elected.

The Rev. Ball-Damberg delivered the report of the Committee on Constitution and Canons. The Committee recommended adoption of a substitute for Resolution 207.1. The substitute resolution was adopted by voice vote (Act 2022-1). The Committee recommended adoption of Resolution 207.3. Being a proposed amendment to the Constitution of the Diocese, a vote by orders was required. The resolution was adopted on first reading in the lay order and in the clergy order by a show of cards (Act 2022-2) and will be introduced at the 208th Annual Convention for second

reading. The Committee recommended adoption of Resolution 207.4. The resolution was adopted by voice vote (Act 2022-3).

The Rev. Yarbrough delivered the report of the Committee on National and International Concerns. The Committee recommended adoption of a substitute for Resolution 207.8. The substitute resolution was adopted by voice vote (Act 2022-4).

The Rev. Tabor delivered the report of the Committee on Social Concerns. The Committee recommended adoption of a substitute for Resolution 207.7. The substitute resolution was adopted by voice vote (Act 2022-5).

The Rev. Black delivered the report of the Committee on Administration of the Diocese. The Committee recommended adoption of a substitute for Resolution 207.5. Ms. Ashley Romero suggested how the wording might be clarified, and the Rev. Black consented to the clarification. The Rev. Jamie Edwards and Ms. Carlson posed questions which Bishop Rodman answered. Bishop Gregg proposed an amendment to the substitute. Ms. Romero suggested how the wording of the amendment might be clarified, and Bishop Gregg consented to the clarification. The Rev. Rhonda Lee suggested how the wording of the amendment might be clarified, and Bishop Gregg declined consent to the clarification. The Rev. John Gibson, author of the original resolution, rose to voice his concerns about the substitute. Bishop Rodman asked the Rev. Gibson to stand by while the Convention dealt with the amendment. Ms. Strother Murray-Ndinga suggested how the wording of the amendment might be clarified; Bishop Rodman asked Ms. Murray-Ndinga to stand by. The Rev. Yarbrough suggested how the wording of the amendment might be clarified; Bishop Rodman asked the Rev. Yarbrough to stand by. The Rev. Imogen Rhodenhiser suggested how the wording of the amendment might be clarified. The limit of twenty minutes' time for consideration of the resolution having approached, Bishop Rodman asked for a motion that the limit be extended by twenty minutes; the motion was adopted by show of cards. Bishop Rodman asked that the Rev. Rhodenhiser stand by. Mr. Fred Mason rose to observe that the wording of the resolution was becoming Faulknerian. Mr. Scott Adams asked a question which Bishop Rodman answered. There being no further debate on the amendment, Bishop Rodman called for a vote. The amendment was adopted by voice vote. The Rev. Yarbrough moved to amend the substitute resolution as amended. There being no further debate on the Yarbrough amendment, Bishop Rodman called for a vote. The amendment was adopted by voice vote. The Rev. Jim Bernacki moved an amendment. Ms. Strother Murray-Ndinga renewed her concern about grammar and suggested how the wording of the amendment might be clarified. The Rev. Hershey Mallette-Stephens restated the amendment. Mr. Jeremy Clos suggested how the wording of the amendment might be clarified. The Bishop asked Mr. Clos to stand by. There being no further debate on the amendment as restated, Bishop Rodman called for a vote. The amendment was adopted by voice vote. Mr. Clos renewed his concern in the form of a motion to amend. The Rev. Jamie Edwards suggested how the concern of Mr. Clos might be addressed. Mr. Clos consented to the suggestion and restated his amendment. Ms. Carlson rose to observe that the nature of the debate was not conducive to real-time interpretation into Spanish and moved that the matter be tabled until after lunch, by which time the wording of the resolution could be perfected and made available in both English and Spanish. The motion to table was adopted by voice vote.

Bishop Gomez addressed the Convention. Youth delegates led Convention in Noonday Prayer, during which the Secretary read the Necrology of the Diocese. Ms. Alexander said grace, and Convention recessed for lunch at 11:59 a.m.

Bishop Rodman called the Convention to order at 1:12 p.m. The Rev. Black moved to suspend the rules and place into consideration a new substitute for resolution 207.5 derived from conversation during lunch and incorporating the views and suggestions offered during debate in the morning. The motion was adopted by voice vote. Ms. Florimonte moved to amend the new substitute. Bishop Rodman asked for motion to extend the time limit for this resolution by five minutes. The motion was adopted by voice vote. Mr. Bill Furlow suggested how the wording of the new substitute might be improved; his suggestion received consent and was incorporated. A motion to call the question was adopted by voice vote. The amendment was adopted by voice vote. A motion to call the question on the new substitute as amended was adopted by voice vote. The new substitute as amended was adopted (Act 2022-6).

Bishop Rodman informed the Convention about the process to sell the Diocesan House property at 200 West Morgan Street, Raleigh. Youth delegates led Convention in physical exercise. The Very Rev. Dr. James Turrell, Dean of the School of Theology of the University of the South, addressed the Convention. The Rev. Mallette-Stephens addressed Convention about the Chapel at St. Augustine's University. The Rev. Spencer, the Rev. Miriam Saxon, and the Rev. Matt Addington and addressed Convention about Global Mission. Ms. Alexander, in her capacity of chair of the Deputation of the Diocese, addressed Convention about the 80th General Convention. The Rev. Elizabeth Marie Melchionna and participants in the Reimaging Curacies program addressed Convention about the program. On behalf of the Chartered Committee on Environmental Ministry, Mr. McDuffie presented the 2022 Rev. Thomas Droppers Memorial Green Congregation Award to All Saints, Concord. Mr. Anello addressed the Convention about the Haiti Reforestation Partnership. Mr. McDuffie introduced a video about environmental ministry across the Diocese.

The Secretary moved that the 208th Annual Convention of the Diocese be held November 17-18, 2023 at The Benton in Winston-Salem. The motion was adopted by voice vote. Bishop Rodman expressed gratitude to all who worked to arrange and to conduct the Convention. A courtesy video was shown. Bishop Rodman made prayer requests and gave his episcopal blessing to Convention.

Its business having concluded, the 207<sup>th</sup> Annual Convention adjourned at 2:54 p.m.

+Samuel S. Rodman, Bishop Diocesan  
Charles L. Till, Secretary of the Convention



# ACTS OF THE 207<sup>TH</sup> 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.”

**ADDRESS OF THE BISHOP DIOCESAN**  
**to the 207<sup>th</sup> Annual Convention of the Diocese of North Carolina**  
**Friday, November 18, 2022**  
**Benton Convention Center, Winston-Salem, NC**

On the last day of the walkabouts here in the Diocese of North Carolina, which will be six years ago in February, I remember standing outside of one of the cabins at Camp Walter Johnson. We had just had a rousing morning of energizers, sharing stories and questions and answers with about 200 young people. I was having a conversation with one of the priests who was there to provide support for the event.

I remember the feeling of the warm sun on my neck and shoulders. I remember it was about 68 degrees. Did I mention it was February? I remember thinking to myself: "I could get used to this." But, as our conversation was ending, I remember one more thing.

I had this sensation, brief, but vivid, that my feet, right where I was standing, had begun to sink into the earth beneath me, ... slowly, almost imperceptibly, but enough that I was convinced, if I looked down, I would see my feet had disappeared below the surface of the place where I was standing, and the top soil would be covering my shoes. Of course when I looked down, I was just staring at my shoes.

At the time, I dismissed the sensation as some odd combination of sleep deprivation and low blood sugar. But later I began to wonder.

When I got back to New England, I spoke about this strange moment with a trusted friend. They described it as a kind of mystical experience, where the earth itself had reached up, grabbed hold of me, and transplanted me, here.

I love that image. I love it for a couple of reasons. The first is that when I was growing up, my mother had a bookmark that she used for a time, for whatever she was reading. And the bookmark had the words: "Bloom where you are planted" written on it. It was a simple message that reminded me that wherever we are, God has placed us there for a purpose. And our purpose, like the image of the trees by the river, from Ezekiel this morning, is to blossom, to grow and to bear fruit.

The other reason I love this image, is that the earth, in this mystical moment, has agency. This was a vivid experience of feeling called to a particular place. And the place itself took part in that discernment, that choice.

One of the truths I have learned from the tradition of our indigenous siblings is that the earth is not ours. Just the opposite: we belong to the earth. And not only do we belong to the earth, we are dependent on the earth.

This reality has come more sharply into focus as we all struggle with the impact of climate change. And to be clear, this is not a partisan statement of some liberal agenda, this is a reality that we are called to wrestle with, as followers of Jesus.

Last week I had the opportunity to hear Bishop Curry speak at the 100<sup>th</sup> Anniversary of our sister Diocese in Western North Carolina. One of the images from his address was actually a great tree, outside a village in Africa, which he saw on one of his trips there, when they were tracing the origins of the slave trade. The tree was a magnificent Banyan that has grown and spread over the decades and centuries, both beneath the surface, with its roots system, and above the surface, not only with the expanse of its branches, but with additional shoots that grow back to the earth and form smaller trunks as the tree grows and spreads from the main trunk.

The tree, for the people in the village, has been an image of life and of the promise of the abundance of the earth for generations. But that tree, today, is threatened by the encroaching Sahara Desert, which continues to grow and expand as a result of changes in the climate and in the ecosystem of sub-Saharan Africa.

For me, the image of this African Banyan is an icon of the changes that are happening across the globe, as we struggle to understand the collective impact of pollution, carbon proliferation, green house gases, and the consumption of fossil fuels, not just on the planet itself, but on all of us, who inhabit it.

But why are we talking about this here? What does this have to do with our faith, as followers of Jesus?

Our theme for this Convention is Care for God's Creation. We chose this theme because there seems to be a building consensus, across the church and across the global Anglican Communion, that this is a vital and essential part of the mission of the 21<sup>st</sup> century church. The statement from the House of Bishops at our own Convention in Baltimore, as well as the initiative announced at Lambeth, which we learned more about last night – the Communion Forest – are signs of this growing consensus of concern.

Our keynote speaker, the Rt. Rev. Marc Andrus, Bishop of California, will speak to us, having just returned from the UN Conference on Creation Care in Egypt, where he served as Bishop Curry's representative, and head of the Episcopal Church's delegation.

But this work has been a focus in the life of our Diocese, since well before I began serving as your Bishop. And it was clear that Creation Care was a natural and essential choice, as one of our five priorities for our Mission Strategy. Our churches are engaged in composting and recycling, in carbon farming and in tree planting, solar panels have been installed and land is being used for community gardens. This is already a passion for North Carolina.

Yet, all of these current and compelling reasons to focus our energy around Creation Care, have their roots in the Biblical narrative. The readings and today's collect remind us that care for the earth began with the story of creation.

From Psalm 33: "By the word of the Lord were the heavens made, by the breath of his mouth all the heavenly hosts. He gathers up the waters of the ocean as in a water-skin, and stores up the depths of the sea. Let all the earth fear the Lord; let all who dwell in the world stand in awe ..."



The words of the Psalmist remind us that creation is the first witness to the power and glory of God. This is a universal human experience. Every one of us have had moments when we felt the presence and power of God in the beauty of the earth.

The colors this fall seemed particularly vibrant to me this year. I recall driving back from a Sunday visit at St. Alban's in Davidson and seeing a stand of trees along the highway in an array of reds, oranges, and yellows that took my breath away. And one tree among them that seemed to stand out and even to set itself apart from the others...

We have all felt awe and wonder in the beauty of what God has made.

But this is really only the beginning of our connection to the earth and to creation as God is showing us and teaching us. Consider this line from Paul's letter to the Romans: "...in hope that creation itself will be set free from its enslavement to decay and will obtain the freedom of the glory of the children of God."

There is a very powerful sense in which scripture asserts that our redemption and salvation in Jesus is connected to God's plan for the redemption and liberation of all of creation. In other words, as the earth goes, so we go. Our destinies are linked.

I remember the first time I tried to make this point in a sermon about 15 years ago now. I had just seen the documentary, "An Inconvenient Truth," which, as you recall, featured former Vice President Al Gore. I was inspired by the way Gore had redirected his life and energy after losing the election in 2000, and had reinvented himself by dedicating his passion and intelligence to awaken people to a global crisis and challenge that demanded our attention.

I thought I was simply spreading the word and sharing what I had learned about global warming and climate change. What a number people heard, however, was what they perceived as a partisan endorsement of someone else's political agenda. And they let me know that this was not the kind of message they expected to hear from the pulpit. I learned my lesson.

The more compelling case for why this matters and why we, as the church, should be engaged in this work does not come from any contemporary political figure. It comes from the Apostle Paul, who writes again "... the whole creation has been groaning together, as it suffers together the pains of labor, and not only the creation, but we ourselves ..."

What is good for the earth is good for us. And when the earth is suffering, we are suffering, too. Our destinies are linked because our life and wellbeing and the health of our planet are connected. We are interdependent.

But our gospel reading today offers the most compelling reason why Creation Care is part of our Mission as a church and the focus of our convention this year. According to Mark, it is part of the great commission from Jesus to all of us who are his disciples; "Go into all the world and proclaim the good news to the whole creation."

A little context is probably in order. In Mark's gospel the original version ended with Chapter 16 verse 8. After experiencing the Resurrection of Jesus, his disciples, and I quote, "... said nothing to anyone, for they were afraid."

Of course, if they had continued to be silent we would not know of Jesus resurrection, and none of us would be here today. So later editors added this addendum to the original ending, where Jesus upbraids them for their lack of faith and their unbelief and then goes on to charge them to share what they have witnessed not just with the whole world, but with the whole creation.

I find this fascinating, because Jesus' directive to us is to bear witness to the earth and to all creation that the hope of resurrection is not just for people, it is God's gift to all living things in, on and under the earth.

Here again our destinies are linked. Our hopes are connected and they are rooted in the resurrection promise.

The God who created the world, is also the God who revives the earth. The God who brought life out of death, is the God who renews the face of the earth each spring. The one who calls us to witness to the whole creation is one who made the creation the first witness to God's glory. We belong to the earth and the earth belongs to us. This is God's promise. This is God's design.

Jesus came that we might have life, that we might have abundant life. This is the witness of the earth each harvest season, with the abundant and bountiful produce that the earth provides. This is also the miracle of the feeding of the five thousand when all that is needed is provided, and then some. This is the gift of resurrection: that life wins, that love wins, that abundance is God's dream for us and for all creation – not scarcity

Scarcity has its roots in the word scared - in fear. Abundance has its roots in the resurrection, in liberation and freedom and creativity and new possibility – the opposite of fear. Abundance is the fruit of resurrection promise.

This is what we, as the church, are called to, and today, commissioned to bring to the work of Creation Care to the Global community that is engaged in this work. This is our contribution, as people of faith, to the efforts and advocacy on behalf of our planet.

Just last night, I learned of a new expression of this from Bishop Marc. It's an initiative called Holy Hikes, where a group of people hikes into an area park or preserve, or place of natural beauty or a place that has been reclaimed and restored. Sometimes they are accompanied by a ranger or other volunteer who teaches them about the land. Then, at some point on the hike they stop, and gather and celebrate the Eucharist in an outdoor service. There is no sermon. They listen to land, take in the beauty that surrounds them and what they have learned about the history of the land, and then they break bread and share the cup.

The earth is witnessing to us of the gift of God's abundance!

We are already doing this in so many ways here, but the promise of resurrection abundance is that what we are doing now, is just the beginning. The possibilities are endless, the invitation and the commission is connected to Jesus resurrection, and the promise of new life, of abundant life.

But the earth is in labor, and so are we. So let's take the next step, together. Let's bloom where we have been planted. Let's let the Holy Spirit lead us and guide us to fresh expressions of care for the earth, care for one another and share, even more abundantly God's good news for the whole of creation. AMEN.

EPISCOPAL DIOCESE OF  
NORTH CAROLINA AND  
RELATED ENTITY

Combined Financial Statements

December 31, 2022 and 2021

(With Independent Auditors' Report Thereon)

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**Independent Auditors' Report**

The Bishop and Diocesan Council  
Episcopal Diocese of North Carolina:

**Qualified Opinion**

We have audited the accompanying combined financial statements of Episcopal Diocese of North Carolina and the North Carolina Episcopal Church Foundation, Inc. (collectively the "Diocese" and each a nonprofit organization), which comprise the combined statements of financial position as of December 31, 2022 and 2021, and the related combined statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the combined financial statements.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the combined financial statements referred to in the first paragraph present fairly, in all material respects, the financial position of the Diocese as of December 31, 2022 and 2021, 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 Qualified Opinion**

As more fully described in note 1(q) to the combined financial statements, we were unable to opine on the postretirement benefit obligation and change in postretirement plan obligation other than net periodic postretirement expense in the 2022 or 2021 combined financial statements because the Diocese elected to not have an actuarial valuation of this plan performed on an annual basis. Due to the limitations noted here, we were unable to obtain sufficient appropriate audit evidence about the postretirement benefit obligation and change in postretirement plan obligation other than net periodic postretirement expense by other auditing procedures.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Combined 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 qualified audit opinion.

**Responsibilities of Management for the Combined Financial Statements**

Management is responsible for the preparation and fair presentation of the combined 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 combined financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the combined 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 within one year after the date that the combined financial statements are available to be issued.

### **Auditors' Responsibilities for the Audit of the Combined Financial Statements**

Our objectives are to obtain reasonable assurance about whether the combined financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' 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 generally accepted auditing standards 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 combined financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the combined 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 combined 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 combined 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.

### **Report on Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the combined financial statements as a whole. The accompanying schedules of combining statements of financial position and combining statements of activities are presented for purposes of additional analysis of the 2022 combined financial statements rather than to present the financial position and change in net assets of the individual entities, and are not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audit of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, except for the effects on the schedules of the matter described in the Basis for Qualified Opinion section of our report, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

*Batchelor, Jillery & Roberts, LLP*

August 29, 2023

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Financial Position

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
<u>Assets</u>		
Cash and cash equivalents	\$ 8,565,500	7,854,721
Accounts receivable, net:		
Churches	25,142	12,017
Other	137,706	2,307
Prepaid expenses	34,543	24,360
Installment notes receivable-churches	178,747	228,029
Investments, at fair value	46,162,861	55,813,274
Investments - other	586,902	582,670
Property and equipment, net	<u>1,987,392</u>	<u>2,056,408</u>
	\$ <u>57,678,793</u>	<u>66,573,786</u>
<u>Liabilities and Net Assets</u>		
Liabilities:		
Accounts payable	55,961	110,689
Grants payable	-	68,000
Custodian funds	21,570,341	24,775,979
Postretirement benefit obligation	4,554,838	4,613,497
Other liabilities	<u>650,000</u>	<u>650,000</u>
Total liabilities	<u>26,831,140</u>	<u>30,218,165</u>
Net assets:		
Without donor restrictions - board designated	10,325,609	11,954,088
Without donor restrictions	<u>8,725,956</u>	<u>10,210,089</u>
	19,051,565	22,164,177
With donor restrictions	<u>11,796,088</u>	<u>14,191,444</u>
Total net assets	<u>30,847,653</u>	<u>36,355,621</u>
	\$ <u>57,678,793</u>	<u>66,573,786</u>

See accompanying notes to combined financial statements.



EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Activities

Year ended December 31, 2022, with Comparative Totals for 2021

	2022			<u>2021</u>
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>	
Revenues, gains, and other support:				
Shares, net	\$ 4,708,888	-	4,708,888	4,777,038
Investment return	(2,554,127)	(1,706,516)	(4,260,643)	3,045,122
Rental income	11,314	-	11,314	5,277
Chaplaincy income	58,143	-	58,143	29,804
Convention	84,623	-	84,623	-
Postretirement adjustment	58,659	-	58,659	518,127
Youth program revenue	30,016	-	30,016	5,359
Other income	908,602	-	908,602	582,858
	<u>3,306,118</u>	<u>(1,706,516)</u>	<u>1,599,602</u>	<u>8,963,585</u>
Net assets released from restrictions	<u>688,840</u>	<u>(688,840)</u>	<u>-</u>	<u>-</u>
Total revenues, gains, and other support	<u>3,994,958</u>	<u>(2,395,356)</u>	<u>1,599,602</u>	<u>8,963,585</u>
Expenses:				
Program services	4,806,850	-	4,806,850	5,042,760
Supporting services:				
Management and general	2,284,788	-	2,284,788	1,936,256
Fundraising	15,932	-	15,932	15,700
Total expenses	<u>7,107,570</u>	<u>-</u>	<u>7,107,570</u>	<u>6,994,716</u>
Change in net assets	(3,112,612)	(2,395,356)	(5,507,968)	1,968,869
Net assets, beginning of year	<u>22,164,177</u>	<u>14,191,444</u>	<u>36,355,621</u>	<u>34,386,752</u>
Net assets, end of year	\$ <u>19,051,565</u>	<u>11,796,088</u>	<u>30,847,653</u>	<u>36,355,621</u>

(Continued)

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Activities, Continued

Year ended December 31, 2021

	Without Donor <u>Restrictions</u>	With Donor <u>Restrictions</u>	<u>Total</u>
Revenues, gains, and other support:			
Shares, net	\$ 4,777,038	-	4,777,038
Investment return	1,917,880	1,127,242	3,045,122
Rental income	5,277	-	5,277
Chaplaincy income	29,804	-	29,804
Postretirement adjustment	518,127	-	518,127
Youth program revenue	5,359	-	5,359
Other income	582,858	-	582,858
	<u>7,836,343</u>	<u>1,127,242</u>	<u>8,963,585</u>
Net assets released from restrictions	622,410	(622,410)	-
Total revenues, gains, and other support	<u>8,458,753</u>	<u>504,832</u>	<u>8,963,585</u>
Expenses:			
Program services	5,042,760	-	5,042,760
Supporting services:			
Management and general	1,936,256	-	1,936,256
Fundraising	15,700	-	15,700
Total expenses	<u>6,994,716</u>	<u>-</u>	<u>6,994,716</u>
Change in net assets	1,464,037	504,832	1,968,869
Net assets, beginning of year	<u>20,700,140</u>	<u>13,686,612</u>	<u>34,386,752</u>
Net assets, end of year	\$ <u>22,164,177</u>	<u>14,191,444</u>	<u>36,355,621</u>

See accompanying notes to combined financial statements.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Functional Expenses

Year ended December 31, 2022, with Comparative Totals for 2021

	2022				
	<u>Program</u>	<u>Management and general</u>	<u>Fund- raising</u>	<u>Total</u>	<u>2021</u>
Salaries and benefits	\$ 2,521,994	1,221,905	15,932	3,759,831	3,388,937
Annual commitment	668,335	-	-	668,335	649,292
Outreach	664,732	-	-	664,732	989,173
Mission grants	423,544	-	-	423,544	399,976
Office expense	-	340,477	-	340,477	130,936
Chaplaincy	328,098	-	-	328,098	396,176
Travel and convention	200,147	68,408	-	268,555	49,283
Maintenance	-	231,318	-	231,318	327,908
Depreciation	-	128,527	-	128,527	120,104
Foundation grants	-	-	-	-	353,715
Publication and network	-	-	-	-	57,055
Professional services	-	-	-	-	24,774
Other	-	294,153	-	294,153	107,387
	<u>\$ 4,806,850</u>	<u>2,284,788</u>	<u>15,932</u>	<u>7,107,570</u>	<u>6,994,716</u>

(Continued)

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Functional Expenses, Continued

Year ended December 31, 2021

	<u>Program</u>	<u>Management and general</u>	<u>Fund- raising</u>	<u>Total</u>
Salaries and benefits	\$ 2,169,309	1,203,928	15,700	3,388,937
Outreach	989,173	-	-	989,173
Annual commitment	649,292	-	-	649,292
Mission grants	399,976	-	-	399,976
Chaplaincy	396,176	-	-	396,176
Foundation grants	353,715	-	-	353,715
Maintenance	21,384	306,524	-	327,908
Office expense	-	130,936	-	130,936
Depreciation	-	120,104	-	120,104
Publication and network	54,842	2,213	-	57,055
Travel and convention	8,893	40,390	-	49,283
Professional services	-	24,774	-	24,774
Other	-	107,387	-	107,387
	<u>\$ 5,042,760</u>	<u>1,936,256</u>	<u>15,700</u>	<u>6,994,716</u>

See accompanying notes to combined financial statements.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Combined Statements of Cash Flows

Years ended December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Cash flows from operating activities:		
Change in net assets	\$ (5,507,968)	1,968,869
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	128,527	120,104
Realized and unrealized losses (gains) on investments	4,275,295	(3,093,837)
Changes in operating assets and liabilities:		
Grants and other receivables	(148,524)	33,940
Prepaid expenses	(10,183)	(8,501)
Other assets	45,050	(17,379)
Accounts payable	(54,728)	25,620
Grants payable	(68,000)	68,000
Deferred revenue	-	(33,218)
Postretirement benefit obligation	(58,659)	(518,127)
Other liabilities	-	650,000
Net cash used in operating activities	<u>(1,399,190)</u>	<u>(804,529)</u>
Cash flows from investing activities:		
Purchases of property and equipment	(59,511)	2,736
Purchases of investments	(10,590)	(6,193)
Proceeds from sales of investments	1,589,486	833,214
Proceeds from (repayments of) custodian funds, net	<u>590,584</u>	<u>(129,336)</u>
Net cash provided by investing activities	<u>2,109,969</u>	<u>700,421</u>
Net increase (decrease) in cash and cash equivalents	710,779	(104,108)
Cash and cash equivalents, beginning of year	<u>7,854,721</u>	<u>7,958,829</u>
Cash and cash equivalents, end of year	\$ <u>8,565,500</u>	<u>7,854,721</u>

See accompanying notes to combined financial statements.

# EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

## Notes to Combined Financial Statements

December 31, 2022 and 2021

### (1) Organization and Summary of Significant Accounting Policies

#### (a) Organization

The Episcopal Diocese of North Carolina (the "Episcopal Diocese") is a nonprofit organization that serves as an administrative division of the Episcopal Church. It is a geographical area under the jurisdiction of a Bishop and is made up of parishes, missions, chaplaincies and other entities. The Diocese collects share revenue from member churches based on an equal flat rate for each church based on previous year's income. The staff offers support for local stewardship efforts, congregational development, outreach ministry, youth work, Christian education, and financial and business concerns. These combined financial statements do not include the individual activities of the parishes, missions, chaplaincies and other entities.

The North Carolina Episcopal Church Foundation, Inc. (the "Church Foundation") makes loans and grants to churches within the Episcopal Diocese of North Carolina.

The Church Foundation is an organization of the Episcopal Diocese and is, therefore, combined with the Episcopal Diocese. The combined entities are collectively referred to as the "Diocese".

#### (b) Basis of Accounting

The combined financial statements of the Diocese have been prepared on the accrual basis in accordance with accounting principles generally accepted in the United States of America (GAAP), except for the effects of the GAAP departure described in note 1(q).

#### (c) Basis of Combination

The combined financial statements include the accounts of the Episcopal Diocese and the Church Foundation. All significant intercompany accounts and transactions have been eliminated in the combination.

#### (d) Basis of Presentation

The Diocese presents its net assets and its support and revenue based upon the absence or existence of donor-imposed restrictions as follows:

Net assets without donor restrictions – net assets that are not restricted by donors or for which donor-imposed restrictions have expired.

Net assets with donor restrictions – net assets that contain donor-imposed time or purpose restrictions that have not currently been met or net assets that contain donor-imposed restrictions stipulating that amounts be maintained in perpetuity. The Diocese may expend part or all of the income earned according to donor stipulations.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Organization and Summary of Significant Accounting Policies, Continued

(d) Basis of Presentation, Continued

Expenses are reported as decreases in net assets without donor restrictions. Expirations of net assets with donor restrictions (i.e., the stipulated time period has elapsed, or purpose was satisfied) are reported as net assets released from restrictions.

(e) Grants and Contributions

Grants and contributions are generally recorded when received or when an unconditional promise to give to the Diocese is received. Contributions of assets other than cash are recorded at their estimated fair value.

(f) Cash and Cash Equivalents

The Diocese considers cash on hand, deposits in banks, and all highly liquid temporary cash instruments purchased with an initial maturity of three months or less to be cash equivalents.

The Diocese holds cash receipt and disbursement records open for approximately one week after the end of the year in order to record year-end transactions with member churches which are postmarked as of December 31.

(g) Grants and Other Receivables

The Diocese periodically evaluates the balances in the various aging categories as well as the status of any significant past due accounts to determine the need for an allowance for doubtful accounts. Changes in the allowance are charged to the period in which management determines the change to be necessary.

When management determines that a receivable is uncollectible, the balance is removed from the receivables balance and is charged against the allowance. Subsequent recoveries of amounts previously written off are credited directly to revenues. The allowance for uncollectible accounts was \$5,000 as of December 31, 2022 and 2021.

Installment notes receivable represents funds advanced to churches within the Episcopal Diocese through the Church Foundation. Loans are stated at unpaid principal balances less an allowance for uncollectible amounts. Principal and interest on notes are due quarterly. These notes bear interest at 2%, with maturities through 2033. The loans are unsecured. The amount of the allowance for uncollectible amounts is based on management's evaluation of the collectability of specific notes. The allowance is increased by a provision for uncollectible accounts, which is charged to expense. No allowance for uncollectible accounts was deemed necessary as of December 31, 2022 and 2021.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Organization and Summary of Significant Accounting Policies, Continued

(h) Property and Equipment

Property and equipment are stated at cost at the date of acquisition, appraised value for assets for which original cost cannot be determined, or fair value at the date of donation in the case of gifts. Depreciation is computed over the estimated useful lives of the related assets using the straight-line method, generally as follows:

Buildings and building improvements	31.5 - 39 years
Leasehold improvements	15 years
Furniture and equipment	5 - 7 years
Land	nondepreciable

In accordance with the Diocese's policy, property and equipment are included in net assets without donor restrictions. The Diocese capitalizes expenditures for such items in excess of \$1,500, and lesser amounts are expensed.

The Diocese also holds title to mission properties and vacant churches. This arrangement is for canonical purposes rather than for actual utilization; therefore, the properties are not included in the accompanying combined financial statements.

(i) Investments

The Diocese carries investments in marketable securities with readily determinable fair values and all investments in debt securities at their fair market values in the combined statements of financial position. Realized and unrealized gains and losses are included in the change in net assets in the accompanying combined statements of activities. Net unrealized gains and losses on investments, whose income is without donor restrictions or with donor restrictions as to use, is reported as without donor restrictions or with donor restrictions net assets as restricted by donor or by law.

The Diocese maintains investment accounts for its invested funds, which have been pooled with funds held for other Episcopal churches and institutions, under the direction of a professional investment manager. Realized and unrealized gains and losses from securities in the pooled investment fund account are allocated to the individual funds.

Expenses relating to investment income, including custodial fees and investment advisory fees, have been netted against investment income or custodian funds in the combined financial statements.



EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Organization and Summary of Significant Accounting Policies, Continued

(j) Fair Value Measurements

Financial assets and liabilities required to be measured on a recurring basis (at least annually) are classified under a three-tier hierarchy. Fair value is the amount that would be received to sell an asset, or paid to settle a liability, in an orderly transaction between market participants at the measurement date.

The classification of assets and liabilities within the hierarchy is based on whether inputs to the valuation methodology used for measurement are observable or unobservable. Observable inputs reflect market-derived or market-based information obtained from independent sources while unobservable inputs reflect estimates about market data. See note 4 for assets of the Diocese measured at fair value on a recurring basis.

Valuation techniques used to measure fair value are prioritized in the following hierarchy:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Diocese can 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 inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The Diocese diversifies its investments both by asset class and within asset classes. As a general practice, all investments of the Diocese are managed by external investment management firms and monitored by the Investment Committee. The following is a description of the valuation methodologies used by the Diocese for assets measured at fair value:

- Common Stocks, certain Mutual Funds, and Money Market and Short-Term Reserve Funds: Valued at the closing price reported on the active markets on which the individual securities are traded (Level 1).

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Organization and Summary of Significant Accounting Policies, Continued

(j) Fair Value Measurements, Continued

- **Alternative Investments:** Alternative investments are composed of real estate funds (investments in real estate related assets). These investments are recorded at fair value based on relevant information available to the investment advisor such as type and nature of the investment, cost of the investment at the acquisition date, size of the investment, information from analysts, brokers, agents and market participants, and changes in market indicators. These investments are reported at their net asset values (NAV) as calculated by the investment managers.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Diocese believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

(k) Endowment Funds

The endowment funds of the Diocese consist of donor-restricted funds included in investments in the accompanying combined statements of financial position. The Diocese accounts for the endowment funds in accordance with the Uniform Prudent Management of Institutional Funds Act (UPMIFA) and GAAP.

The Diocese has interpreted 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. As a result of this interpretation, the Diocese retains in perpetuity (a) the original value of gifts donated to the endowment, (b) the original value of subsequent gifts to the endowment, and (c) accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the funds. The remaining portion of the amounts not retained in perpetuity are appropriated for expenditure by the Diocese in a manner consistent with the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, the Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds: (1) the duration and preservation of the various funds, (2) the purposes of the donor-restricted endowment funds, (3) general economic conditions, (4) the possible effect of inflation and deflation, (5) the expected total return from income and the appreciation of investments, (6) other resources of the Diocese, and (7) the investment policies of the Diocese.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(k) Endowment Funds, Continued

*Funds with Deficiencies.* From time to time, the fair value of the assets associated with the donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires the Diocese to retain as a fund of perpetual duration. In accordance with GAAP, deficiencies of this nature are reported in net assets with donor restrictions. There were no endowment fund deficiencies as of December 31, 2022 and 2021.

*Investment Return Objectives, Risk Parameters, and Strategies.* The Diocese has adopted investment and spending policies, approved by the Diocesan Council, for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. Accordingly, the investment process seeks to achieve a rate of return, including investment income as well as capital appreciation, which exceeds the annual distribution with acceptable levels of risk. Endowment assets are invested in a well-diversified asset mix that is intended to result in a consistent rate of return that has sufficient liquidity to make an annual distribution of 4%, while growing the fund, if possible. Investment risk is measured in terms of the total endowment funds; investment assets and allocation between asset classes, and strategies are managed to not expose the funds to unacceptable levels of risk.

*Spending Policy.* The Diocese has a policy of appropriating for distribution each year 4% of its endowment fund's average fair value of the prior rolling three-year average through September 30th of the preceding fiscal year in which the distribution is planned. In establishing this policy, the Diocese considered the long-term expected return on its investment assets, the nature and duration of the endowment funds, a portion of which must be maintained in perpetuity because of donor restrictions, and the possible effect of inflation. The Diocese expects the current spending policy to allow its endowment funds to grow at a rate consistent with the Diocese's objective to maintain the purchasing power of the endowment assets as well as to provide additional growth through investment return.

(l) Deferred Revenue

Deferred revenue consists of share amounts received related to a future period, which will be recognized as revenue in the following year.

(m) Custodian Funds

Custodian funds represent resources received on behalf of other organizations by the Diocese. These funds do not represent revenues and expenditures which are under Diocesan control. However, the Diocese is responsible for the custody of these funds until such funds have been used.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(m) Custodian Funds, Continued

Also, the Diocese acts as delegate agent for various groups receiving grants. As delegate agent, the Diocese can be held responsible for the grant if the recipient group does not comply with all grant requirements.

(n) Vacation Pay and Sick Leave

The Diocese's policy provides for a maximum accumulation of unused vacation leave of 34 days, depending on an employee's years of service, which can be carried forward at the end of each year, or for which an employee can be paid upon termination of employment with the Diocese.

The Diocese records the cost of sick leave when taken and paid rather than when the leave is earned. The maximum allowance accumulation of sick leave is 65 days. However, employees are not compensated for any unused sick leave upon termination of employment.

(o) Use of Estimates

The preparation of combined financial statements in conformity with GAAP requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

(p) Income Tax Status

The Episcopal Diocese and the Church Foundation are exempt from income taxes under Section 501(a) as organizations described in Section 501(c)(3) of the Internal Revenue Code. Accordingly, income tax expense is limited to activities that are deemed by the Internal Revenue Service to be unrelated to their exempt purpose. Each entity's primary tax positions relate to its status as a not-for-profit entity exempt from income taxes and classification of activities related to its exempt purpose. Each entity is not required to file a federal exempt organization tax return (Form 990) annually to retain its exempt status. However, the Diocese would be required to file an exempt organization business income tax return (federal and state) for any unrelated business income.

(q) Postretirement Benefit Obligation

*Postretirement Benefits Other Than Pension.* At retirement, Diocesan clergy and certain other employees who were employed as of June 30, 2002 receive lifetime family health insurance coverage if they have served full time continuously for their last ten years of service and remain enrolled in the plan. For employees retiring after attaining age 65, the Diocese will pay the Medicare supplement that would be paid if a person were age 65 and covered by Medicare. In the event retirement is necessary before age 65 as a result of medical disability, the Diocese will pay the full amount of insurance premiums until age 65 at which time it will pay the Medicare supplement. All spouses of deceased clergy who were already enrolled in the health coverage under Diocesan health and dental coverage can continue coverage at no cost to the spouse unless they remarry.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(q) Postretirement Benefit Obligation, Continued

GAAP requires an employer that sponsors a defined benefit postretirement plan to report the current economic status (the overfunded or underfunded status) of the plan in its statement of financial position, to measure the plan assets and plan obligations as of the statement of financial position date, and to include enhanced disclosures about the plan. Management of the Diocese elected to not have an actuarial valuation of this plan performed from 2014 to 2020. As such, the postretirement benefit obligation for that time period and the change in the postretirement plan obligation other than net periodic postretirement expense were estimated and/or adjusted based on the Diocese's actuarial valuation performed as of December 31, 2013. This treatment was a GAAP departure during that time period.

Management of the Diocese elected to have an actuarial valuation of this plan performed for the year ended December 31, 2021. The accrued post-retirement benefit obligation of the Diocese's post-retirement welfare plan was \$4,613,497 as of December 31, 2021.

Management of the Diocese elected to not have an actuarial valuation of this plan performed in 2022. As such, the postretirement benefit obligation as of December 31, 2022 and the change in the postretirement plan obligation other than net periodic postretirement expense for 2022 are estimated and/or adjusted based on the Diocese's actuarial valuation performed as of December 31, 2021. This treatment was a GAAP departure in 2022.

Furthermore, the enhanced disclosures required by GAAP are not available for disclosure for 2022. Disclosure of this information is also required to conform to GAAP. The effects of these departures from GAAP on the combined financial statements have not been determined.

The accrued post-retirement benefit obligation of the Diocese's post-retirement welfare plan was estimated to be \$4,554,838 of December 31, 2022, using actuarial assumptions from the December 31, 2021 actuarial valuation.

(r) Functional Allocation of Expenses

Management estimates the costs of providing the various programs and other activities on a functional basis in the combined statements of activities. The combined statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Expenditures are allocated to programs or supporting services by management based on what is considered to be the best available objective criteria, such as allocation of time of relevant personnel.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(1) Business Operations and Summary of Significant Accounting Policies, Continued

(s) Adoption of New Accounting Standard

The Financial Accounting Standards Board (“FASB”) has issued Accounting Standards Update (“ASU”) 2020-07, *Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets (ASC 958)*. This ASU enhances presentation and disclosure requirements for gifts-in-kind, but does not change the recognition and measurement requirements for such contributions. ASU 2020-07 is effective as of and for the year ended December 31, 2022. There were no changes to net assets or the change in net assets as previously reported as a result of the adoption of this ASU.

(2) Information Regarding Liquidity and Availability of Resources

The Diocese regularly monitors the availability of resources required to meet its operating needs and other contractual commitments. For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Diocese considers all expenditures related to its ongoing activities, as well as the conduct of services undertaken to support those activities, to be general expenditures.

The Diocese's financial assets as of December 31, 2022 and 2021 consist of cash, investments, and accounts receivable, reduced by appropriated funds, board designated, custodian and donor restricted funds, resulting in net financial assets, all of which are available to meet general expenditures within one year of the financial statement date, as follows:

	<u>2022</u>	<u>2021</u>
Financial assets, at year end:		
Cash and cash equivalents	\$ 8,565,500	7,854,721
Investments	46,749,763	56,395,944
Accounts receivable	<u>162,848</u>	<u>14,324</u>
Total financial assets	<u>55,478,111</u>	<u>64,264,989</u>
Less:		
Appropriated funds	(6,437,009)	(8,255,481)
Board designated	(10,325,609)	(11,954,088)
Custodian funds	(21,570,341)	(24,775,979)
Donor-restricted funds	<u>(11,796,088)</u>	<u>(14,191,444)</u>
Financial assets not available to be used within one year	<u>(50,129,047)</u>	<u>(59,176,992)</u>
Financial assets available to meet cash needs		
for general expenditures within one year	\$ <u>5,349,064</u>	<u>5,087,997</u>

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. See further discussion of donor restricted funds in note 6.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(3) Concentrations of Credit and Market Risk

Financial instruments that potentially expose the Diocese to concentrations of credit and market risk consist primarily of cash, cash equivalents, receivables and investments.

The Diocese maintains its deposited cash balances in several financial institutions, and amounts held may at times exceed federally insured limits of \$250,000. The Diocese has not experienced any losses on these accounts. The Diocese's investments are mostly maintained in a pooled investment fund held by various custodians. This pooled investment portfolio is diversified among issuers. Receivables are discussed in note 1(g).

(4) Investments

Investments, at fair value, consist of the following:

	<u>2022</u>	<u>2021</u>
Money market and short-term reserves	\$ 3,295,496	3,253,674
Mutual funds	23,924,997	30,862,868
Equities	<u>18,942,368</u>	<u>21,696,732</u>
	<u>\$ 46,162,861</u>	<u>55,813,274</u>

Other investments totaling \$586,902 and \$582,670 as of December 31, 2022 and 2021, respectively, consist of time deposits that mature in 2023.

Custodian funds (which include custodial accounts and trust funds held for others) are included in total investments above. Custodian funds totaled \$21,570,341 and \$24,775,979 as of December 31, 2022 and 2021, respectively. See note 8 for detailed activity of these custodian funds.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets measured at fair value on a recurring basis as of December 31, 2022 and 2021. Individual securities exceeding 10% of net assets are separately identified below.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(4) Investments, Continued

	2022		2021	
	<u>Total</u>	<u>Level 1</u>	<u>Total</u>	<u>Level 1</u>
Investments:				
Money market and short-term reserve funds	\$ <u>3,295,496</u>	<u>3,295,496</u>	\$ <u>3,253,674</u>	<u>3,253,674</u>
Mutual funds:				
Vanguard short-term bond fund	5,644,221	5,644,221	6,440,717	6,440,717
Vanguard S&P 500 ETF	5,077,566	5,077,566	5,988,729	5,988,729
Other	<u>12,269,716</u>	<u>12,269,716</u>	<u>17,443,817</u>	<u>17,443,817</u>
	<u>22,991,503</u>	<u>22,991,503</u>	<u>29,873,263</u>	<u>29,873,263</u>
Equities	<u>18,942,368</u>	<u>18,942,368</u>	<u>21,696,732</u>	<u>21,696,732</u>
Total investments at fair value	<u>45,229,367</u>	<u>45,229,367</u>	<u>54,823,669</u>	<u>54,823,669</u>
Investments measured at NAV, not in fair value hierarchy	<u>933,494</u>		<u>989,605</u>	
Total investments at fair value and NAV	\$ <u>46,162,861</u>		\$ <u>55,813,274</u>	

The cost of investments totaled \$46,614,233 and \$42,073,109 as of December 31, 2022 and 2021, respectively.

Investment return consists of the following (investment return included in custodian funds is not included in the combined statements of activities):

	2022		
		Custodian	
	<u>Diocese</u>	<u>funds</u>	<u>Total</u>
Interest and dividends	\$ 738,164	567,787	1,305,951
Realized and unrealized losses	<u>(4,917,716)</u>	<u>(4,069,173)</u>	<u>(8,986,889)</u>
	<u>(4,179,552)</u>	<u>(3,501,386)</u>	<u>(7,680,938)</u>
Less management fees	<u>(81,091)</u>	<u>(74,593)</u>	<u>(155,684)</u>
Investment return	\$ <u>(4,260,643)</u>	<u>(3,575,979)</u>	<u>(7,836,622)</u>
	2021		
		Custodian	
	<u>Diocese</u>	<u>funds</u>	<u>Total</u>
Interest and dividends	\$ 1,357,676	704,178	2,061,854
Realized and unrealized gains	<u>1,782,189</u>	<u>1,651,288</u>	<u>3,433,477</u>
	<u>3,139,865</u>	<u>2,355,466</u>	<u>5,495,331</u>
Less management fees	<u>(94,743)</u>	<u>(83,001)</u>	<u>(177,744)</u>
Investment return	\$ <u>3,045,122</u>	<u>2,272,465</u>	<u>5,317,587</u>



EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(4) Investments, Continued

The table below sets forth a summary of changes in investments, the values of which are estimated using NAV per share as of 2022 and 2021, respectively.

	<u>2022</u>	<u>2021</u>
Balance, beginning of year	\$ 989,605	982,777
Investment income, net of expenses	(10,290)	(7,694)
Unrealized and realized gains	104,813	82,946
Sales	<u>(150,634)</u>	<u>(68,424)</u>
Balance, end of year	\$ <u>933,494</u>	<u>989,605</u>

As of December 31, 2022 and 2021, this investment consisted of the MA Real Estate Fund 2 Limited Partnership, which is a private equity fund. The Diocese has a remaining capital commitment of \$275,086 as of December 31, 2022.

(5) Property and Equipment

Property and equipment is as follows:

	<u>2022</u>	<u>2021</u>
Land and buildings:		
Recorded at cost:		
NCSU Chaplaincy House	\$ 94,915	94,915
Duke Student Center	74,837	74,837
Land-Kernersville	43,215	43,215
200 W. Morgan Street	2,758,236	2,758,236
Recorded at January 1, 1978 appraised values:		
Holding Land	13,140	13,140
St. Mary's House	63,476	63,476
Caswell County property	28,760	28,760
Other property:		
Recorded at cost:		
Leasehold improvements - Diocesan House	623,168	571,809
Vehicles	78,491	58,661
Equipment and furniture	333,448	367,022
	<u>4,111,686</u>	<u>4,074,071</u>
Less accumulated depreciation	<u>(2,124,294)</u>	<u>(2,017,663)</u>
	\$ <u>1,987,392</u>	<u>2,056,408</u>

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(5) Property and Equipment, Continued

Depreciation expense for 2022 and 2021 was \$128,527 and \$120,104, respectively.

Rental income is generated from a sublease of parking spaces at the Morgan Street building.

(6) Net Assets

Net assets with donor restrictions are restricted for the following purposes or periods:

	<u>2022</u>	<u>2021</u>
Subject to expenditure for specified purpose:		
Mission and Ministry Fund	\$ 533,320	622,874
Thriving in Pastoral Ministry	552,035	552,853
Diocesan Trusts Programs	<u>3,733,981</u>	<u>4,183,288</u>
	4,819,336	5,359,015
Endowments:		
Subject to Diocese spending policy and appropriation	<u>6,976,752</u>	<u>8,832,429</u>
	<u>\$ 11,796,088</u>	<u>14,191,444</u>

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or other events specified by the donors as follows:

	<u>2022</u>	<u>2021</u>
Satisfaction of purpose restrictions:		
Diocesan Trust Programs	\$ <u>688,840</u>	<u>622,410</u>

Changes in endowment net assets during 2022 and 2021 are as follows:

		<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets, December 31, 2020	\$	-	8,236,054	8,236,054
Interest and dividend income, net		-	235,797	235,797
Realized and unrealized gains, net		-	641,285	641,285
Amounts appropriated for expenditure		<u>-</u>	<u>(280,707)</u>	<u>(280,707)</u>
Endowment net assets, December 31, 2021		-	8,832,429	8,832,429
Interest and dividend income, net		-	178,256	178,256
Realized and unrealized losses, net		-	(1,501,134)	(1,501,134)
Withdrawals		-	(250,000)	(250,000)
Amounts appropriated for expenditure		<u>-</u>	<u>(282,799)</u>	<u>(282,799)</u>
Endowment net assets, December 31, 2022	\$	<u>-</u>	<u>6,976,752</u>	<u>6,976,752</u>

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(6) Net Assets, Continued

Board designated net assets totaling \$10,325,609 and \$11,954,088 as of December 31, 2022 and 2021, respectively, may only be used for the purposes expressly assigned as approved by individual Committee boards.

To satisfy its long-term rate-of-return objectives, the Diocese relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Diocese targets a diversified asset allocation for its entire investment portfolio that places an emphasis on equity-based and fixed income investments and cash equivalents to achieve its long-term return objectives within prudent risk constraints. The Committee boards have elected to allow the capital growth and investment income of the Board designated net assets to continue to accumulate within these net assets.

(7) Postretirement Benefit Obligation

The Diocese has a non-contributory pension plan which covers substantially all clergy and lay employees. Total costs to the Diocese amounted to \$308,660 and \$173,080 for 2022 and 2021, respectively. The plan is comprised of individual contracts with The Church Pension Fund.

As described in footnote 1(q), management elected not to have an actuarial valuation performed for the year ended December 31, 2022, but did have an actuarial valuation performed for the year ended December 31, 2021.

Postretirement Benefits Other Than Pension

Components of net periodic pension (benefit) cost are summarized below:

	<u>2021</u>
Service cost	\$ 21,084
Interest cost	235,210
Amortization of unrecognized net loss	247,097
Cummulative valuation adjustment	<u>(1,021,518)</u>
Net periodic pension (benefit) cost	\$ <u>(518,127)</u>

The net periodic pension (benefit) cost was determined using the following weighted average assumptions:

	<u>2021</u>
Discount rate on the benefit obligation	2.75%

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(7) Postretirement Benefit Obligation, Continued

The expected long-term rate of return on plan assets assumption of 2.75% for 2021 was selected using an approach set forth by the Actuarial Standards Board. Based on the Diocese's investment allocation for the pension plan in effect as of the beginning of each fiscal year, a best estimate range was determined for both the real rate of return (net of inflation and investment expense) and for inflation based on a long-term historical return on the applicable asset classes.

As of December 31, 2021, the accumulated benefit obligation was \$4,613,497. Accumulated benefit obligation represents the actuarial present value of benefits owed for service to date if the employees continue in employment until normal retirement age at current wage rates, but since June 30, 2002, this amount now equals the projected benefit obligation due to the curtailment of the pension plan.

The changes in projected benefit obligation, plan assets and the net amount recognized on the statements of financial position are as follows:

	<u>2021</u>
Projected benefit obligation:	
Balance, beginning of year	\$ 5,131,624
Service cost	21,084
Interest cost	235,210
Actuarial loss	(669,221)
Benefits disbursed	<u>(105,200)</u>
Balance, end of year	<u>\$ 4,613,497</u>

The plan held no assets as of December 31, 2022 or 2021.

Benefit payments were expected to be paid as follows as of December 31, 2021:

<u>Year ending December 31,</u>	
2022	\$ 25,164
2023	334,900
2024	340,914
2025	341,944
2026	338,737
Thereafter	<u>1,587,517</u>
	<u>\$ 2,969,176</u>

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(8) Custodian Funds

The Diocese acts as an agent, or custodian, for certain assets owned by churches and other institutions by receiving, investing, and disbursing funds on their behalf. Changes in custodian funds for 2022 and 2021 are as follows:

	Custodial <u>Accounts</u>	Held for Churches/ <u>Institutions</u>	<u>Total</u>
Balance, December 31, 2020	\$ 1,092,297	21,179,163	22,271,460
Receipts	2,391,537	1,524,783	3,916,320
Investment income	-	704,178	704,178
Realized and unrealized gains	-	1,651,286	1,651,286
Disbursements	<u>(2,533,704)</u>	<u>(1,233,561)</u>	<u>(3,767,265)</u>
Balance, December 31, 2021	950,130	23,825,849	24,775,979
Receipts	1,744,014	769,837	2,513,851
Investment income	-	493,195	493,195
Realized and unrealized losses	-	(4,069,173)	(4,069,173)
Disbursements	<u>(1,156,049)</u>	<u>(987,462)</u>	<u>(2,143,511)</u>
Balance, December 31, 2022	\$ <u>1,538,095</u>	<u>20,032,246</u>	<u>21,570,341</u>

(9) Paycheck Protection Program

In April 2020, the Diocese received a loan from the Small Business Administration under the Paycheck Protection Program (“PPP”), which authorizes forgivable loans to small businesses to pay their employees during the COVID-19 crisis (see note 10). This loan, in the amount of \$514,290, was forgiven when loan proceeds were used for payroll and certain other allowed costs over the 24-week period, and certain other conditions were met. The loan accrued interest at 1% and was due in 2 years from origination if not forgiven.

The Diocese met the eligibility criteria of the loan (which occurs when the Diocese is legally released from being the loan’s primary obligor). During December 31, 2021, the remaining \$505,201 of income under this program was recognized as other income.

(10) Impact of COVID-19

In March 2020, the World Health Organization declared the global novel coronavirus disease 2019 (COVID-19) outbreak a pandemic. The extent of COVID-19’s effect on the Diocese’s operational and financial performance will depend on future developments, including the duration, spread and intensity of the pandemic, all of which are uncertain and difficult to predict considering the rapidly evolving landscape. As a result, it is not currently possible to ascertain the overall impact of COVID-19 on the Diocese’s operations.

EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

Notes to Combined Financial Statements, Continued

December 31, 2022 and 2021

(11) Subsequent Events

Subsequent to year end, the Diocese entered into a contract for the sale of its administrative office building in Raleigh, N.C.

The date to which events occurring after December 31, 2022, the date of the most recent combined statement of financial position, have been evaluated for possible adjustment to the combined financial statements or disclosure is August 29, 2023, the date the combined financial statements were available to be issued.

## EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

## Schedule of Combining Statements of Financial Position

December 31, 2022

<u>Assets</u>	<u>Episcopal Diocese</u>	<u>Church Foundation</u>	<u>Combined</u>
Cash and cash equivalents	\$ 8,230,838	334,662	8,565,500
Accounts receivable, net:			
Churches	25,142	-	25,142
Other	137,706	-	137,706
Prepaid expenses	34,543	-	34,543
Installment notes receivable-churches	-	178,747	178,747
Investments, at fair value	42,759,769	3,403,092	46,162,861
Investments - other	586,902	-	586,902
Property and equipment, net	<u>1,987,392</u>	<u>-</u>	<u>1,987,392</u>
	<u>\$ 53,762,292</u>	<u>3,916,501</u>	<u>57,678,793</u>
 <u>Liabilities and Net Assets</u> 			
Liabilities:			
Accounts payable	55,961	-	55,961
Custodian funds	21,570,341	-	21,570,341
Postretirement benefit obligation	4,554,838	-	4,554,838
Other liabilities	<u>650,000</u>	<u>-</u>	<u>650,000</u>
Total liabilities	<u>26,831,140</u>	<u>-</u>	<u>26,831,140</u>
Net assets:			
Without donor restrictions- board designated	10,325,609	-	10,325,609
Without donor restrictions	4,809,455	3,916,501	8,725,956
With donor restrictions	<u>11,796,088</u>	<u>-</u>	<u>11,796,088</u>
Total net assets	<u>26,931,152</u>	<u>3,916,501</u>	<u>30,847,653</u>
	<u>\$ 53,762,292</u>	<u>3,916,501</u>	<u>57,678,793</u>

## EPISCOPAL DIOCESE OF NORTH CAROLINA AND RELATED ENTITY

## Schedule of Combining Statements of Activities

Year ended December 31, 2022

	Episcopal <u>Diocese</u>	Church <u>Foundation</u>	<u>Combined</u>
Revenues, gains, and other support:			
Shares, net	\$ 4,708,888	-	4,708,888
Investment return	(3,595,017)	(665,626)	(4,260,643)
Rental income	11,314	-	11,314
Chaplaincy income	58,143	-	58,143
Postretirement adjustment	58,659	-	58,659
Youth program revenue	30,016	-	30,016
Other income	<u>904,643</u>	<u>3,959</u>	<u>908,602</u>
Total revenues, gains, and other support	<u>2,261,269</u>	<u>(661,667)</u>	<u>1,599,602</u>
Expenses:			
Program services	4,589,026	217,824	4,806,850
Supporting services:			
Management and general	2,284,788	-	2,284,788
Fundraising	<u>15,932</u>	<u>-</u>	<u>15,932</u>
Total expenses	<u>6,889,746</u>	<u>217,824</u>	<u>7,107,570</u>
Change in net assets	(4,628,477)	(879,491)	(5,507,968)
Net assets, beginning of year	<u>31,559,629</u>	<u>4,795,992</u>	<u>36,355,621</u>
Net assets, end of year	\$ <u>26,931,152</u>	<u>3,916,501</u>	<u>30,847,653</u>



# REPORTS TO CONVENTION

## DIOCESAN COUNCIL

### 2022 Highlighted Actions of Council

- Feb: A joint retreat of the Standing Committee and Diocesan Council was held on **February 6<sup>th</sup>**. Progress on the development of the Mission Strategy (Racial Reckoning, Justice & Healing; Congregational Vitality; Formation; Collaborations & Partnerships; Creation Care) was the focus of this retreat and continues to be the focus of the work of the diocese. On **February 7<sup>th</sup>**, Diocesan Council conducted the first business meeting of 2022. The budget process was reviewed, department assignments finalized, and the effects of the continuing global pandemic throughout the diocese were discussed. Council voted to reinstate the pre-pandemic policy that churches with annual operating income of \$500,000-\$1,000,000 must have their financial results reviewed by a CPA (or, if there has been a change in leadership, must have a CPA perform a full audit). Both meetings were conducted via Zoom. **February 24<sup>th</sup>** Council met once again via Zoom. Prayers were offered for the people of the Ukraine. A new structure for congregational support was announced with each parish assigned one of 7-point people that includes the bishops. Bishop Anne announced she would be retiring at the end of the year and plans for calling an assistant bishop were discussed. Fundraising efforts for St. Michael's and All Angels in Charlotte are underway. The process for discussing plans for 200 West Morgan Street is in place. A working group for diocesan property management was established. Groups participating in the Mission Founders group accepted recommendations. Constitution and Canons is looking at restructuring the canons without changing the text.
- Mar: On **March 24<sup>th</sup>**, Council held the first hybrid meeting since the beginning of the pandemic with some members meeting in person at Diocesan House and some joining remotely via Zoom. Bishop Rodman was visiting our companion diocese in Costa Rica. Closing dates for St. Christopher's Garner and St. Mark's Raleigh were announced. Conversation concerning clergy compensation and health insurance continue. NC Episcopal Church Foundation made a long-term commitment to the Sustainability Fund. The Rev. Kathy Walker will facilitate the finalization of the Sustainability Fund.
- Apr: Celebration for the 2<sup>nd</sup> hybrid meeting of Council on **April 21<sup>st</sup>** – some members gathering at St. Paul's Winston-Salem and others joining via Zoom. Progress toward the return to pre-pandemic normalcy was a blessing. Reports from many parishes returning to in-person worship for Easter brought new energy and enthusiasm with cautious optimism. Council voted to adopt the revised charter for the Chartered Committee on Remuneration and Insurance as presented.
- May: Council rejoiced at the 1<sup>st</sup> in-person only meeting in two years on **May 19<sup>th</sup>**. We gathered at Galilee Ministries in Charlotte where we worshiped and toured the facility. It was announced that Creation Care will be the theme of our 207<sup>th</sup> Diocesan Convention in November. Both bishops will travel to Lambeth. Groundbreaking for St. Michael's and All Angels Charlotte is planned for May 21<sup>st</sup>. Plans for this year's HUGS camp are moving forward with much excitement. There was a presentation from the Chartered Committee on Remuneration and Insurance for consideration on how best to move

forward to address insurance coverage for clergy, active and retired, and lay employees. Council asked the committee to look at some educational programs and incentives that could encourage preventative care particularly among the clergy. Fair share % for 2023 will remain at 10.65. The Mission Strategy objectives continue to be the focus throughout the work in the diocese. The day concluded by visiting Chapel Christ the King to see the process being pursued to address the long-standing issues there with strategic plans to revision its place in their vital community.

- June: A hybrid meeting was held **June 30<sup>th</sup>** with some members at Diocesan House and some joining via Zoom. A Mission Strategy Coordinating Committee is being formed with the goal of hiring a Mission Strategy Coordinator. Council approved the recommendation to establish new processes for Property Planning and Management in the diocese. Process for submitting requests and information toward a 2023 budget were stressed. Work at All Saints' Warrenton continues. Council approved the consideration of the sale of 200 West Morgan Street. Dates to present the 2023 proposed Mission and Ministry budget were established. The lease of the Community Life Center at St. Mark's Raleigh was approved. It was resolved that the Church of the Good Shepherd, Rocky Mount may postpone until 2023 the full external audit of 2021 required by diocesan policy without impact to its status under Rule III or the Canons; provided the Church completes the long-form self-audit of 2021 by September 1, 2022. That stipulation was not met.
- Aug: Council met on **August 18<sup>th</sup>** at All Saints Roanoke Rapids. It was announced that The Rt. Rev. Jennifer Brooke-Davidson will join the Diocese as Assistant Bishop in November 2022. Fair Share Appeal recommendations were reviewed and approved as recommended. Recommendations for disbursement from the Sustainability Fund for 2023 were approved with proviso for oversight. There was an in-depth presentation and discussion of the 2023 Mission and Ministry budget and how to reconcile a \$240K balance difference. This discussion included provisions for additional staff positions to implement the Mission Strategy. Council voted to recommend it is in the best interests of the Diocese for the Trustees of the Diocese to enter into a Memorandum of Understanding with the vestry of Calvary Church, Wadesboro ("Wadesboro") whereby Wadesboro assumes financial and operational responsibility for the property of All Souls Church, Ansonville, pending approval of the Standing Committee.
- Sept: Diocesan House was the site of the **September 15<sup>th</sup>** meeting. A Mission & Ministry budget discussion was led by Maria Gillespie, CFO. A 5% increase of clergy minimum salary in 2023 was approved with a recommendation that parishes paying above minimum entertain a 5% increase also. A similar increase was approved for Diocesan staff. Council voted to present the budget as adjusted to the Diocese during October. The first offer for 200 West Morgan Street has been received. Discussion on eventual relocation of the Archives as well as options for office space for the staff was had. The Mission Strategy Coordinating Committee has had their initial meeting and is working on a job description for the Coordinator position. Council was encouraged to recruit interested individuals to run for the new term on Council. Council approved moving forward the resolution on Property Management and the Planning Department to

Constitution and Canons for presentation to the 207<sup>th</sup> Convention. The new Safe Church promulgated by The Episcopal Church will be reviewed in October. Support was given to move forward a resolution at Convention to reduce the age for Convocational youth delegates from 16 to 14.

- Oct: Council met in person on **October 20<sup>th</sup>** at St. Andrew's Haw River. Bishop Rodman introduced Catherine Massey as the Canon to the Bishop. The final 2023 Mission and Ministry budget was adopted for submission to Convention. The position for Mission Strategy Coordinator has been posted. The recommendations for Rule III waivers were approved. The new Safe Church program recommendations were presented to Council by Amy Campbell. A resolution acknowledging it is in the best interest of the Diocese to sell the St. Christopher's Garner property was approved and the process will be recommended to the Trustees for action. Housing allowance for Bishop Brooke-Davison was approved.

### **2021 Parochial Reports filed in February of 2022 reported for the Diocese**

- 29,746 Adult Communicants in Good Standing
- Average 2021 pledge was \$3598 (total pledged \$s divided by the # of pledge cards received). There is no information on the what % of total households pledged.

### **Council Departments and Assignments**

- Christian Formation: Abby Van Noppen, the Rev. Ginny Wilder
- Congregational Support & Development: Sue Guptill, the Rev. Jamie Pahl, the Rev. Miriam Saxon
- Finance & Administration: Jerry Price, Al Ragland
- Outreach & Justice: David Bland, Sherry Owens, the Rev. Rebecca Yarbrough
- Youth & Young Adults: The Rev. Linda Nye, David Tamer, the Rev. Ginny Wilder
- State of the Church: The Rev. Jim Bernacki, Chipper Long, Rae Mitchell

### **Christian Formation**

**Formation Purpose:** To form disciples of Jesus, we engage the work of lifelong Christian formation because we believe God calls us to join in God's transformative work in the world, manifesting the beloved community through a deeper spiritual connection to all of God's creation.

### **Adult Formation**

- **Dismantling Racism: Reclaiming our Baptismal Promise** - Racial healing and reconciliation are fundamental to our ongoing spiritual formation. Through presentations, prayer, story sharing, videos, and small group discussion, this workshop explores how the sin of racism impacts all our lives.

- **Sacred Ground** – This video and discussion group around Race, Reckoning and Reconciliation is 10 biweekly, 90-minute sessions. Readings, two core books, and film and spiritual practices. The two core books for the class are "Waking Up White" by Debby Irving and "Jesus and the Disinherited" by Howard Thurman.
- **Lay Preaching Training Initiative** – This lay preaching program, a two-year course of reading, writing, preaching, and attending classes in preparation for certification (at the bishop's discretion) as a Licensed Lay Preacher.

### **Children, Youth, Family**

- The programmatic offerings plus support to local parishes dealing with all levels of issues related to pandemic protocols are too many to number. Suffice it to say the Children, Youth, and Family Department has done phenomenal work this year.
- **HUGS Camp** was held in person this summer at Haw River State Park after being virtual the past two years. This summer was a success on many levels as we had 35 new buddy/helpers and 36 campers. Our theme was Embracing our Feelings.
- **TELL ME THE TRUTH ABOUT RACISM** was a program offered to Formation and Youth Leaders. This program offers the story about the lie that has caused racism that tries to hide in plain sight. The story is told in six parts that frames the history of racism through the lens of our faith beginning with the creation of the world and ending with the world as it is today. This story is meant for children as young as 5 years old and offers a lot to adults as well.

### **Campus and Young Adult Ministry**

- The Committee for Campus and Young Adult Ministry operates in vital mission fields for the church, where young people navigating a world in flux can find community and a sense of home created by Christ's love and our commitment to living out our Gospel calling.
- As the diocese discusses reparations, the CCYAM believes that well-funded ministries to HBCUs (NC A&T being the largest HBCU, and St. Augustine's being uniquely an Episcopal HBCU) should be a flagship priority.
- Many young adults in the diocese have fond memories at their time spent at diocesan youth events or campus ministry events. They are searching for that same level of community as young adults. This might be a perfect pilot event for CCYAM to lead the way by creating a network of young adult programs that will allow for future events geared toward this community around lay leadership, discernment, and resource sharing.
- The CCYAM is grateful for this diocese's sustained investment in campus and young adult ministries. These communities are spiritual homes for young people and serve in a sense as laboratories for intensive discernment for the future of the church.

### **Congregational Support and Development**

- The Congregational Support and Development Department supports the development of resources to encourage the vitality of congregations of all sizes.
- During 2022, we have been particularly aware that all congregations have experienced change and transitions and are feeling vulnerable and unstable. We have had extensive

conversations with the Canons and Missioners on the Diocesan staff who provide support to congregations so that we have a better understanding of how to advocate for Diocesan strategies and funding that can allow growth and development to come from this time of vulnerability.

- The Department is particularly supportive of strategies such as a strong Mutual Ministry Review process for each congregation, development and enhancement of lay ministry and lay leadership, and targeted support for historically Black and Hispanic congregations who have been poorly resourced in the past.
- Our Department is anticipating taking a lead role toward the Mission Strategy Goal “congregational Vitality.”

### **Finance and Administration**

- This Department works with and supports the CFO of the Diocese.
- Reviewed the benefits packages for staff and clergy.
- Worked on the Salary and Compensation study, making a presentation to Council during the Mission and Ministry budget deliberations.

### **Outreach and Justice**

- The Outreach and Justice Department continued its work of supporting and reporting on the activities of the 10 ministries that receive Diocesan funds through the budget process, ranging from the Chartered Committee on Environmental Ministry to Refugee Ministries.
- Particular notice should be given to the work of the Chartered Committee on Global Mission, which convened a gathering of over 30 persons interested in global mission work at Church of the Holy Family in April, with the Rev. Titus Presler, at that time Chairman of the Global Episcopal Mission Network, as keynoter, and followed up by starting a series of quarterly, truly global, Bible studies via Zoom.
- We continue to commend the Augustine Literacy Project "mothership" in Chapel Hill for their outstanding work during the pandemic, nimbly switching to on-line tutoring (and now nimbly switching back to in-person work), at the same time training 50 new ALP tutors.

### **State of the Church**

- The Department of State of the Church began the year by reviewing the narratives of all parishes in their parochial reports. It allowed us to measure the vitality and resiliency of our congregations in a post-COVID-19 world. We continue to be joyfully optimistic about the future of our diocese, understanding that shepherding on different levels will be necessary as we continue to move forward.
- The Department of State of the Church began a transition in mid-2022 to evolve into the Department of Planning. This involves the rewriting of Canon D-III.3, Section 4 (Canon 15, Section 4) which is presented to Convention in Resolution 207.1 for approval. Diocesan Council approved this transition on 15 September 2022 at their regular monthly meeting.

- In accordance with our transition, we began to work with the Historical Properties Commission of the diocese, the CFO and the Secretary of the diocese, along with the head of the Property Committee, to discern recommendations for the best use of certain properties. We also encouraged the joining of All Souls in Ansonville, NC with Calvary Wadesboro, who will manage and maintain All Souls.

Submitted by Sherry Owens

STANDING COMMITTEE  
REPORT TO THE 207<sup>TH</sup> CONVENTION  
October 1, 2021 – September 30, 2022

**Statement of Purpose**

The mission and purpose of the Standing Committee is to interview candidates for the priesthood and diaconate, consider all consents required in relation to Episcopal elections, oversee real estate matters, and act as a Council of Advice to the Bishop Diocesan. In recent years, the Standing Committee seriously examined the impact of white supremacy on real estate matters and the ordination process. This Standing Committee spent significant time in prayer, spiritual formation, continued work on racial reckoning (especially how our structures and power dynamics influence the ordination process and property matters), and relationship building during regularly and specially scheduled meetings.

**What work has your committee, commission or board done on behalf of the Diocese during the past 15 months?**

The Standing Committee met regularly, the third Monday of each month via Zoom, with one in person meeting in August 2022. There was no meeting in July 2022.

**PERSONS IN THE ORDINATION PROCESS**

**Consent of Ordination (Vocational Diaconate)**

*November 18, 2021*

Valerie Colbert

**Consent of Candidacy (Vocational Diaconate)**

*May 16, 2022*

Katherine Wisz

*September 19, 2022*

Sherry Storrs

**Consent of Ordination (Transitional Diaconate)**

*April 25, 2022*

Josiah Daniels

Keith Esposito

Phillip Bass

*May 5, 2022*

Sadie Koppelberger

Sarah Diener-Schlitt

## **EPISCOPAL CONSENTS**

*October 18, 2021*

Denied consent (dissented) to the election of the Very Rev. Daniel Richards, Bishop, Diocese of Upper South Carolina

*December 20, 2021*

Consented to the election of The Reverend Elizabeth Bonforte Gardner, Bishop, Diocese of Nevada

Consented to the election of The Rev. Matthew D. Cowden, Bishop Coadjutor, Diocese of West Virginia

Consented to the appointment of Bishop Fraser Lawton, Assistant Bishop, Diocese of Dallas

*January 24, 2022*

Consented to the election of The Reverend Juan Carlos Quiñonez, Bishop, Diocese of Ecuador Central

*February 21, 2022*

Consented to the election of The Very Rev. Brian K. Burgess, Bishop, Diocese of Springfield

*April 25, 2022*

Consented to the election of The Rev. Jos Tharakan, Bishop, Diocese of Idaho

Consented to the election of The Very Rev. Dr. Douglas Scharf, Bishop, Diocese of Southwest Florida

*June 20, 2022*

Consented to the election of The Rev. Canon Shannon Rogers Duckworth, Bishop, Diocese of Louisiana

Consented to the election of The Rev. Phyllis Spiegel, Bishop, Diocese of Utah

Consented to the election of The Rev. Jeffrey Mello, Bishop, Diocese of Connecticut

*August 15, 2022*

Consented to the election of The Rev. Canon E. Mark Stevenson, Bishop, Diocese of Virginia

## **CONSENTS TO REAL ESTATE TRANSACTIONS**

*November 18, 2021*

St. Mary's, High Point – sale of property

RESOLVED, that the Parish of Saint Mary's Episcopal Church, 108 W. Farriss Avenue, High Point, NC, Diocese of North Carolina (the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interests to sell and convey the Real Property known and described as a home located at 112 Hillcrest Drive, High Point, NC 27262, for a consideration of \$231,750, less usual costs of sale, and, in connection with such determination, does find that the property is no longer needed by the Parish and is not needed for the Parish's contemplated operations in the future.



FURTHER RESOLVED, that the Parish will enlist the services of a local real estate agent, Judy Stadler with The Stadler Group, LLC Keller Williams, and company through a standard real estate contract and listing in order to sell the property.

FURTHER RESOLVED, that the net proceeds from the sale of the property shall be used for the work of ministry in the community.

FURTHER RESOLVED, that the Senior Warden and the Junior Warden be, and each of them hereby is, authorized and directed to seek the written consent of the Ecclesiastical Authority of the Diocese by submitting a certified copy of these resolutions and the additional materials required by the Standing Committee of the Diocese for its advice and consent, all as provided by the Canons of the Diocese.

FURTHER RESOLVED, that after receiving the written consent of the Ecclesiastical Authority of the Diocese, the Senior Warden and the Junior Warden be, and each of them hereby is, authorized, empowered and directed to execute and deliver all such documents and instruments as they may deem necessary or appropriate to effect the foregoing transactions.

*January 24, 2022*

St. Michael's, Raleigh – easement

Easements as described in that certain Deed of Easement With General Warranty For Sanitary Sewer Easement and Temporary Construction Easement (the “Easement Agreement”) by and between St. Michael's Episcopal Church of Raleigh, North Carolina, a Protestant Episcopal Church in the Diocese of North Carolina and the City of Raleigh, a North Carolina municipal corporation

Grantor: St. Michael's Episcopal Church (the “Parish”)

Grantee: City of Raleigh, a North Carolina municipal corporation (the “City”)

Parish resolutions provided. The Grantee has the power of eminent domain.

Cash consideration: \$30,000.00

Net proceeds to be used to remove trees previously planned for removal by the Parish and then added to the permanent funds of the Parish for the benefit of maintaining the Parish property.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Parish, which authorized a certain easement on certain property of the Parish, for a cash consideration of \$30,000, the Standing Committee

does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of St. Michael's Episcopal Church, a Protestant Episcopal Church in the Diocese of North Carolina to grant an easement for said property of the Parish for a price of \$30,000, via the Easement Agreement, executed as provided in Canon 23, Section 2, with net proceeds to be used to remove trees previously planned for removal by the Parish and then added to the permanent funds of the Parish for the benefit of maintaining the Parish property.

*February 21, 2022*

St. Augustine's Chapel, Raleigh – easement

Conservation Easement Agreement (the "Easement") between the State of North Carolina and St. Augustine's University, a private university, regarding a historic preservation easement for the property (the "Property") on which St. Augustine's Chapel (the "Chapel") is located pursuant to the Conservation and Historic Preservation Agreements Act, N.C.G.S. § 121-34, et seq., and all applicable laws and regulations of the State of North Carolina for the purpose of preserving the Chapel, a building listed in the National Register of Historic Places. Pursuant to Title II, Canon 6, Sec. 2 of the Constitution and Canons of the Protestant Episcopal Church in the USA, the encumbrance of a consecrated chapel requires the consent of the Bishop Diocesan with the advice and consent of the Standing Committee.

Grantor: St. Augustine's University

Grantee: State of North Carolina

Cash consideration: \$312,000.00

Net proceeds to be used for preservation and stewardship of the Chapel.

Resolution of Standing Committee:

RESOLVED, St. Augustine's University, a private university, authorized a historic conservation easement, pursuant to a Conservation Easement Agreement between the State of North Carolina and St. Augustine's University, of certain property generally located in Raleigh Township, Wake County, North Carolina at 1315 Oakwood Avenue, Raleigh, NC 27610 and including the Saint Augustine's University Chapel (the "Chapel"), with cash consideration of \$312,000.00 to be used for preservation and stewardship of the Chapel, which Chapel is a consecrated chapel, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for St. Augustine's University to encumber the property with the Conservation Easement Agreement and to execute such documents as may be required to exhibit such consent.

*April 25, 2022*

St. Stephen's, Oxford – lease

St. Stephen's Episcopal Church, Oxford, North Carolina

Lease of certain property located at 134 College Street, Oxford, North Carolina, pursuant to an Annex Lease Agreement.

Lessor: St. Stephen's Episcopal Church, Oxford Lessee: Brenda Royster Harris, an individual Vestry resolutions provided.

Lease Terms: One, two year term, with an option to renew for an additional two year term. The rent during the term shall be a fixed monthly rent of One Thousand Dollars (\$1,000.00) payable in monthly installments.

Lease to provide Lessee property for a retail ice cream business to operate as Oxford Old Fashion Ice Cream Parlor. Per Vestry resolutions, the property was not otherwise in use for ongoing operations of the congregation and the rents collected thereunder will provide for a supplement to the operating revenue of the parish and necessary repairs and maintenance to the real property to be leased.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the St. Stephen's Episcopal Church, Oxford, which authorized the lease of certain property generally located at 134 College Street, Oxford, pursuant to an Annex Lease Agreement, for One Thousand Dollars (\$1,000.00) per month, payable in monthly installments, in order to lease an annex owned by the parish for use to operate a retail ice cream business, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for St. Stephen's Episcopal Church, Oxford to lease the certain property located at 134 College Street, Oxford, North Carolina, as set forth in the Annex Lease Agreement on the terms and conditions of the Annex Lease Agreement, to be executed as provided in Canon 23, Section 2

*May 16, 2022*

St. Thomas', Sanford – sale of land

Sale of an undeveloped 2.6 acre lot, generally located at 0 Tiffany Drive, Sanford, North Carolina, pursuant to a Special Warranty Deed.

Seller: St. Thomas' Episcopal Church, Sanford, North Carolina, Episcopal Diocese of North Carolina (the "Parish")

Vestry resolutions provided. Appraisal requirement waived.

Terms of Sale: Property to be sold for \$1,000.00 plus usual costs of sale to Marlene Lloyd, an individual. No purchase money financing to be provided.

The property subject to the sale is not needed for the ongoing or future operation of the parish. The property was not listed with a real estate agent. The proceeds of the sale will be added to the permanent funds of the Parish.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of St. Thomas' Episcopal Church, Sanford, North Carolina, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of an undeveloped 2.6 acre lot, generally located at 0 Tiffany Drive, Sanford, North Carolina, for a price of \$1,000.00, plus costs of sale, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of St. Thomas' Episcopal Church, Sanford, North Carolina to sell the land consisting an undeveloped 2.6 acre lot, generally located at 0 Tiffany Drive, Sanford, North Carolina for a price of \$1,000.00, plus costs of sale, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2.

*June 20, 2022*

Emmanuel, Southern Pines – lease

Lease of certain property located at 340 East Massachusetts Avenue, Southern Pines, North Carolina 28387, pursuant to a School Lease Agreement

Lessor: Emmanuel Episcopal Church, Southern Pines

Lessee: Episcopal Day School, Inc., a North Carolina nonprofit corporation

Vestry resolutions provided.

Lease Terms: One four year term, which may be extended for an additional four years. The initial rent during the first year of the term shall be a fixed annual rent for the Premises of \$90,000.00 payable in monthly installments of \$7,500.00 together such other amounts as are more fully set forth in the lease for maintenance, utilities and repairs. The rent shall increase annually pursuant to the rent table set forth in the lease.

Lease to provide Lessee property to operate a day school for educational use consistent with Lessee's tax-exempt mission and purpose. The property was previously occupied by the Lessee and not otherwise in use for ongoing operations of the congregation and the rents collected

thereunder will support the ongoing operations and mission of Emmanuel Episcopal Church, Southern Pines.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of Emmanuel Episcopal Church, Southern Pines, which authorized the lease of certain property generally located at 340 East Massachusetts Avenue, Southern Pines, North Carolina 28387, pursuant to a School Lease Agreement dated June 30, 2022 (the "Lease"), for ninety thousand dollars (\$90,000.00) for the first year and increasing annually pursuant to the rent table set forth in the Lease, in order to provide a location for Episcopal Day School, Inc., a North Carolina nonprofit corporation to operate a day school for educational use consistent with Lessee's tax-exempt mission and purpose, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of Emmanuel Episcopal Church, Southern Pines to lease the certain property located at 340 East Massachusetts Avenue, Southern Pines, North Carolina 28387, as set forth in the Lease on the terms and conditions of the Lease, executed as provided in Canon 23, Section 2.

St. Mark's, Raleigh – request by Trustees to recommend acceptance of lease

Standing Committee recommended acceptance of a renewed lease with The Unity School provided they follow our values of diversity, inclusion and equity.

*August 15, 2022*

Church of the Good Shepherd, Raleigh – leases

Lease of certain property known and described as the Parish Life Center located at 121 Hillsborough Street, Raleigh, North Carolina, pursuant to a Lease Agreement.

Lessor: Church of the Good Shepherd, Raleigh

Lessee: Raleigh Mennonite Church

Vestry resolutions provided.

Lease Terms: One, three year term. The rent during the term shall be a fixed monthly rent of One Thousand Six Hundred Sixty Seven Dollars (\$1,667.00) per month for the term for a total of \$20,004.00 for the three year term.

Lease to provide Lessee, a worship community, part-time space known as Shepherd's Hall of the Parish Life Center to hold its worship and Sunday school services and also office space on the first floor of the Paris Life Center. Per Vestry resolutions, the property was not otherwise in use for ongoing operations of the congregation.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Church of the Good Shepherd, Raleigh, which authorized the lease of certain property generally located within Parish Life Center located at 121 Hillsborough Street, Raleigh, North Carolina, for a total of \$20,004.00 for the three year term, payable in monthly installments, in order to part time lease the Parish Life Center owned by the parish for use to operate a worship community, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for Church of the Good Shepherd, Raleigh to lease the certain property located at Parish Life Center located at 121 Hillsborough Street, Raleigh, North Carolina, as set forth in the Lease Agreement on the terms and conditions of the Lease Agreement, to be executed as provided in Canon 23, Section 2.

Lease of certain property known and described as the Parish Life Center located at 121 Hillsborough Street, Raleigh, North Carolina, pursuant to a Lease Agreement.

Lessor: Church of the Good Shepherd, Raleigh

Lessee: Raleigh Boychoir, Inc.

Vestry resolutions provided.

Lease Terms: One, three-year term. The rent during the term shall be a fixed monthly rent of Eight Hundred Dollars (\$800.00) per month for the first year, One Thousand and Fifty Dollars (\$1,050.00) per month for the second year, and One Thousand Three Hundred Dollars (\$1,300.00) per month for the third year for a total of \$37,800.00 for the three year term.

Lease to provide Lessee, Raleigh Boychoir, Inc., a 501(c)(3) with a mission to educate and train boys and girls in the art of singing, part-time space in the Parish Life Center for meetings and rehearsals and an administrative office and storage space. Per Vestry resolutions, the property was not otherwise in use for ongoing operations of the congregation.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Church of the Good Shepherd, Raleigh, which authorized the lease of certain property known as the Parish Life Center generally located at 121 Hillsborough Street, Raleigh, North Carolina, for a total of \$37,800.00 for the three year term, payable in monthly installments which increase by year, in order to part time lease the Parish Life Center, for use by tenant to operate a non-profit to train boys and girls in the art of singing, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for Church of the Good Shepherd, Raleigh to lease the certain property located at Parish Life Center located at 121

Hillsborough Street, Raleigh, North Carolina, as set forth in the Lease Agreement on the terms and conditions of the Lease Agreement, to be executed as provided in Canon 23, Section 2.

### **SPIRITUAL FORMATION**

Each meeting of the Standing Committee includes Spiritual Formation. A period of twenty minutes is led by members in turn, and is often a question put to the group, such as “What controls our thoughts, love or fear?” or “What is a quality you have inherited from one of your spiritual ancestors?”

### **BECOMING BELOVED COMMUNITY/RACIAL RECONCILIATION**

The Standing Committee has committed to address systemic racism within the committee and the diocese during 2022. The work focused on applying the ground work and training the standing committee received in 2019 and 2020 to extricating white supremacy in real estate transactions and the ordination process. The committee continued the work in its regular meetings by consideration of white supremacy in our regular business and discussions, i.e., property matters, the ordination process, and inequitable access to resources. We employed deep listening and attention to the history of the Diocese of North Carolina, especially its bodies with financial and approval power, and its participation in actions and policies which reinforced white supremacy. A specific case which focused our discussions is the history of St. Michael and All Angels, Charlotte. Our conversations were deep and we were not always in agreement, but the result was the development of a history of that congregation and its influence on the continued deepening of our conversations and commitment.

In practice, we are committed to accessibility and diversity by holding our in person meetings at locations where our members live and worship. Our membership includes people who live and/or worship in each of the seven convocations of the Diocese. Our members are also diverse in culture, ethnicity, race, and age.

### **OTHER ACTIONS**

*November 7, 2021*

The Standing Committee presented a cash gift donated by its members to Iglesia El Buen Pastor in memory of former Standing Committee Member the Rev. Habacuc Ramos Huerta.

*February 6-7, 2022*

The Standing Committee participated in a joint retreat with the Diocese of North Carolina Diocesan Council.

*February 21, 2022*

The Rev. Nancy Cox (2024) is also a member of the Commission on Ministry, Priesthood, and she presented the journey of ordination. This information was a great help to members as they review and interview candidates for the priesthood.

*March 21, 2022*

The Rev. Dr. Cathy Deats reported on a meeting with Constitution and Canons Committee, Chairman The Rev. John Talk. The purpose of the meeting was to explore opportunities for mission which do not qualify as missions or parishes under the current canons. Following the meeting, it was determined that mission efforts may be affiliated with the Diocese without being members of Convention.

*June 20, 2022*

The Standing Committee received a report on the Mission Strategy Committee. The Rev. Dr. Rhonda Lee's paper was made available to Standing Committee members (*The Diocese of North Carolina History of Institutional Racism*). They also received a report on the Diocesan House Group from Mr. Marcus Clarke, who is a member of that committee.

*September 19, 2022*

Mr. Marcus Clarke was featured in a video presentation created to encourage nominations for the election of Standing Committee members for the 2023 – 2025 term.

The Rev. Pamela Haynes presented a proposal for Mental Health Training for clergy and lay leaders in the Diocese. The training would be voluntary and paid for by the Diocese. The proposal was addressed to the Bishop and Diocesan Council.

The Standing Committee of the Diocese of North Carolina is very concerned about the well-documented regional crisis in the mental health of our people, which has been exacerbated by the Covid-19 pandemic. North Carolina residents, adults and youth alike, demonstrate higher incidence of anxiety and/or depressive disorders than the national average. Clergy and lay leadership in parishes and missions around the Diocese are experiencing this in their worshipping communities, and yet many do not have the training to identify problems and symptoms before moments of crisis erupt. We believe the Diocese needs to offer and fund training to clergy and lay leadership immediately. Such training at minimum would offer leaders skills in how to learn signs and symptoms to common mental health challenges; to lead in such ways as to reduce the stigma associated with mental health issues; and to have knowledge of resources available for assistance. We request that such training be offered as soon as possible, and that going forward, this be part of the programmatic offering of the Diocese to its parish and mission leadership, both clergy and lay.



Standing Committee Contact for more information: [The Rev. Deacon Pamela Rich-Haynes](#)

Approved by Standing Committee: [9/19/2022]

Submitted by the Rev. Dr. Cathy Deats, president  
Ms. Carolyn Beranak, secretary

## CHANCELLOR

Greetings. This is my first report as chancellor, having succeeded Ed Embree at last year's convention. Ed's fifteen years of splendid service as chancellor would be a model to anyone in this position. They are particularly so to me, since I had the privilege of serving as Ed's vice chancellor and learning "at his knee" for most of those fifteen years. I will always remain grateful for the example Ed set, together with that of his predecessors Alfred L. Purrington, III, Joseph Blount Cheshire V, and Alfred L. Purrington, Jr.

When I acceded to Bishop Rodman's request that I succeed Ed, I confessed to him some concern that my duties as Dean of the University of North Carolina School of Law would infringe on my time to the degree that I would be a poor Chancellor. I am happy to say that the issues I have dealt with have been relatively straightforward, so that thus far there is on my part no cause for concern. (I am particularly grateful that I have largely been spared dealing with the COVID related issues that Ed and many of you were forced to deal with in 2020 and the earlier part of 2021.) If you are attempting to reach me to discuss a Diocesan, parish or mission legal matter, please email me at [martin92@unc.edu](mailto:martin92@unc.edu). You may hear from my assistant, Jill Davis, with a request that we set up a call or Zoom session. If the matter is urgent, please do not hesitate to say so.

Here are a few of the matters that have required my attention:

**BSA Bankruptcy.** The Boy Scouts of America ("BSA") filed for bankruptcy protection during the latter part of 2020 in order to deal with the host of abuse claims made against it. Since churches are so frequently involved with either sponsoring a boy scout troop or hosting scout meetings, churches and the denominations they are members of quickly became active in the bankruptcy. The Diocese retained A. Lee Hogewood, III (Christ Church, Raleigh), Managing Partner of the Raleigh office of the K&L Gates law firm, to assist the Diocese with respect to BSA bankruptcy matters. Lee and his most capable colleague, Emily Mather, have continued to monitor activity in the BSA bankruptcy case and have provided helpful information to the Diocese and its churches. We are hopeful that case will resolve soon with an agreed plan of reorganization, although there are likely to be appeals that will go on for some additional time.

**Real Estate Matters.** The Diocese most often gets involved with real estate issues because the Diocesan Trustees are the owners of the real estate occupied by mission churches or real estate on which now closed churches are located. Those issues might involve leases, easements, encumbrances or outright conveyance. That work has been made vastly easier through the good services and availability of C. Steven Mason (Christ Church, Raleigh) of the Smith Anderson law firm in Raleigh. Steve is a corporate and real estate attorney and Chairman of the Trustees. Vice Chancellor Chip Howes (Christ Church, Raleigh) and a member of LongLeaf Law Partners continues to work closely with the Standing Committee and its approval of parish real estate conveyances as required by Canon 23.

**Matters Involving Closing Parishes and Missions.** The Diocese has had a small number of parishes and missions that have been in the process of closing, or have recently closed. Necessarily these events give rise to issues relating to various forms of real and personal

property that had been held and used at the parish or mission level, but must now be entrusted to the Diocese. I have worked closely with Bishop Rodman and Steve Mason on several of these situations.

**Employment Matters.** These arose this year either as matters involving employment by the Diocese or in assisting the Diocese in matters involving the separation of parish employees and their parishes.

**Parish and Mission Bylaws.** Canons 20 and 22 both contain provisions allowing the mission or parish meeting to adopt bylaws governing vestry elections and the conduct of those meetings. Those canons also provide that the mission or parish vestry can adopt bylaws governing the conduct of vestry meetings and the other business of the church. However, those bylaws must be submitted to the Ecclesiastical Authority who, with the advice and consent of the Standing Committee, has the authority to disapprove any bylaw that is inconsistent with Constitution or Canons of the Diocese or The Episcopal Church. The Bishop naturally refers any church bylaws received by him to me for review and comment. This year I have reviewed submitted bylaws or provided bylaw guidance to approximately half a dozen churches.

**Other Matters.** There are other matters which I have been involved with. These involve generally either actual or threatened litigation. In the interests of confidentiality, it would be inappropriate for me to publish the details of these matters. Rest assured though that I do not operate alone with respect to these things. Bishop Rodman is usually involved in the ongoing aspects of them as well as their conclusion.

I have greatly enjoyed my first year of service to the Diocese as chancellor. It has been a privilege to work with Bishops Sam and Anne and to witness the extraordinary dedication of the Diocesan House staff, as well as the exemplary voluntary service of Chuck Till and Martha Alexander.

Submitted by Martin H. Brinkley

## TRUSTEES

### **Statement of Purpose**

The trustees discharge the duties set out in Canon 10.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The trustees hold up to four meetings during the calendar year. In December of each year, the trustees and representatives of the investment committee meet with the investment manager for the Common Trust Fund to review the performance of the Fund. The trustees also act on various property matters, including sales and leases of property.

### **What are your plans for the coming year?**

The trustees deal with property matters as they arise. It is anticipated that the possible sale of the Diocesan House property in downtown Raleigh will be one such matter.

Submitted by Steve Mason

## SECRETARY OF CONVENTION

The Secretary of Convention, a constitutional officer whose duties are prescribed by Canon D-II.1, is elected each year by the Annual Convention upon nomination of the Bishop. The Secretary has two principal duties: (1) to organize and to publicize the annual and special conventions of the Diocese and to publish a journal of their proceedings, and (2) to serve as secretary of Diocesan Council.

Other duties include receiving and processing applications for admission of congregations, soliciting and receiving reports of diocesan institutions, and receiving and evaluating the annual parochial reports of all parishes and missions. In addition, the Secretary is responsible under the constitution and canons of The Episcopal Church for giving formal notice to the Convention of the Diocese when amendments are proposed to the Constitution of the Episcopal Church or to the Book of Common Prayer, for reporting on the actions of the Diocese in response to acts of General Convention, and for certifying elections by the Diocese of bishops and of deputies to General Convention.

### **Actions of the 206th Annual Convention**

I compiled the Acts of the 206th Annual Convention of the Diocese, communicated actions of the Convention to the necessary parties, and with the assistance of the Communications staff of the Diocese I published the Journal of the 206th Annual Convention. I published the Constitution and Canons of the Diocese and the Rules of Order of Convention as amended by the 206th Annual Convention and as corrected by the Commission on Constitution and Canons; see Exhibits A and B hereto.

### **Diocesan Council**

As secretary of Diocesan Council, I scheduled, prepared the agenda, and arranged logistics for ten meetings since the 206th Annual Convention. I attended and wrote minutes for nine of these meetings. I notified various persons and Diocesan entities of the actions of Council and wrote summaries of actions for the website of the Diocese. I maintained consolidated electronic minutes of Council from 2011 onward and answered occasional inquiries pertaining thereto.

### **Ex-officio Meetings**

Being an ex-officio member of the Commission on Constitution and Canons and the Chartered Committee on History and Archives, I participated in their meetings during 2022.

### **The Episcopal Church**

I forwarded the Journal of the 206th Annual Convention to the Archives of The Episcopal Church. I notified the Office of the General Convention of the deputation from the Diocese to the 80th General Convention and the necrology of prior Deputies.

### **Organizing of the 207th Annual Convention**

I gave formal notices of the 207th Annual Convention, published various forms, prepared the rolls of voting clergy and lay delegates, configured election ballots in Election Runner and assigned voter IDs to voting clergy and lay delegates, served as Secretary for the Committee on Dispatch of Business which met six times in 2022, solicited and received proposed resolutions, solicited and

received nominations, and tracked compliance of parishes and missions with the Constitution, Canons, and Rules of Order of the Diocese with respect to parochial reports, audits, and payment of Fair Share. I also responded to numerous inquiries from parishes and missions, members of the clergy, senior wardens, lay delegates, and Deans of Convocations on matters related to Convention.

#### **Canon D-IV.4 and Rule III Reports**

I communicated with 33 churches about incomplete, late, or missing parochial reports, audits, and payments of Fair Share. See Exhibit C hereto. The details of non-compliance are included in my annual letter to the Bishop Diocesan and the Standing Committee for their further deliberation with respect to Canon D-V.13.

#### **Changes in Status of Churches**

On February 6, 2022 the vestry of St. Christopher's Church in Garner, a mission of this Diocese, informed the Bishop Diocesan that they were unable to remain open and requested closure. The final service was held on April 3.

On March 6, 2022 the vestry of St. Mark's Church in Raleigh, a parish of this Diocese, informed the Bishop Diocesan that they were unable to remain open and requested closure. The final service was held on April 24. Title to the real property of the parish passed to the Trustees.

On August 20, 2022 the vestry of All Souls Church in Ansonville, a mission of this Diocese, informed the Bishop Diocesan that they were unable to remain open and requested closure. On November 1, the Diocese and Calvary Church, Wadesboro signed a memorandum of understanding whereby Calvary assumed responsibility for All Souls' membership and property.

Accordingly, I shall place before the 207th Annual Convention a motion to dissolve the union between Convention and St. Christopher's, Garner'; St Mark's, Raleigh; and All Souls, Ansonville.

I received no application from a parish or mission to enter into union with Convention.

#### **Statistical Analysis**

In my annual letter to the Bishop Diocesan and the President of the Standing Committee, I commented upon the statistics of the Diocese. Of note is the impact of the COVID-19 pandemic on record-keeping for Average Sunday Attendance. At this time, I do not consider recent ASA statistics to be meaningful. Fortunately, ASA statistics are not used in the operations of the Diocese.

#### **Reports to Convention**

I solicited reports from 50 officers, commissions, committees, appointees, and entities of or related to the Diocese for inclusion in the Journal of the 207th Annual Convention. 47 reports were received.

#### **Proposed Amendments to the Constitution of The Episcopal Church**

Article XII of the Constitution of The Episcopal Church requires the Secretary of each Diocese to inform the respective diocesan Convention of amendments to the Constitution adopted by a

General Convention upon first reading. The 80th General Convention in 2022 adopted three such amendments. See Exhibit D hereto.

**In Closing**

I am blessed by the opportunity to interact regularly with so many dedicated, thoughtful, considerate, diligent, and inspirational disciples of Christ in this Diocese. Let me express my particular gratitude for assistance from the Bishops, staff, and other officers of the Diocese to make fulfilling my responsibilities as Secretary not merely less burdensome, but rather a pleasure.

I am committed to serving the Convention and its constituent churches and institutions. All clergy, lay delegates, senior wardens, parish administrators, and so forth are encouraged to contact me with their questions and concerns.

Submitted by  
Charles L. Till

## Exhibit A to the Report of the Secretary of Convention

Canon D-III.7.3(c) states:

After the close of each Annual Convention, the Commission [on Constitution and Canons] shall certify the changes, if any, made in the Constitution and Canons, including a correction of errors in spelling, punctuation, grammar, and references made in any portion of the Constitution or Canons to another portion thereof, and report the same to the Secretary of the Convention who shall include such corrections in the official edition of the Constitution and Canons published in the Journal. All such technical corrections shall be reported to the Convention.

On February 23, 2022 the Commission certified changes to the Constitution and Canons made by the 206th Annual Convention:

- Act 2021-10 amended the Constitution regarding the length of the term of the Treasurer (second reading).
- Act 2021-11 deleted Canon 13, Section 8, Paragraph (c); Canon 16, Section 8; and Canon 29.
- Act 2021-12 adopted a new Canon 47.
- Act 2021-13 adopted a new Rule of Order XXVI.

As of adjournment of the 207th Annual Convention, the Commission will publish a new edition of the Canons to make them more legible and useful to the Diocese. Prior to finalizing the new edition, the Commission published an introduction to the new edition in Exhibit B hereto, circulated a copy of the new edition for comment, and held a teleconference to collect corrections.

Parishes and missions of the Diocese may revise their bylaws to reflect the numbering in the new edition of the Canons without obtaining the usual prior consent of the Ecclesiastical Authority and Chancellor, so long as there is no change to the substance of the bylaws.



## Exhibit B to the Report of the Secretary of Convention

### Introduction to the New Edition of the Canons of the Diocese Commission on Constitution and Canons

Over the years, the Canons of the Diocese of North Carolina became increasingly difficult to comprehend and apply. The Canons were not arranged in a logical order. For example, provisions of the Canons relevant to the vestry of a church were scattered throughout the published Canons. Fractional numbers of new Canons had been used to avoid resequencing the Canons, which was a daunting undertaking because of the large number of cross-references to be corrected. Some Canons contained obsolete provisions of a transitional nature. Other Canons had sections or paragraphs that dealt with matters that would be more clearly described in a separate canon.

The net effect is that most persons in the Diocese who consulted the Canons found them to be impenetrable and obscure. Even the persons in the Diocese who consult the Canons weekly – the Bishops, the officers, and ourselves as the Commission on Constitution and Canons – often found it difficult to identify the Canons of particular interest in a given situation.

Until the adoption of Canon 12.2(c) by the 203rd Convention in 2018, the only mechanisms available to remedy these problems were a complete replacement of the Canons by Convention or a massive set of amendments. Neither mechanism was considered feasible, and therefore the problems in the published Canons continued to accrue. However, Canon 12.2(c) empowered the Commission on Constitution and Canons to make technical corrections.

After months of painstaking work, we are pleased to offer for your review and comment a new edition of the Canons of the Diocese.

At first, you will notice a new structure for the Canons:

The number of each Canon is prefixed by the letter D to denote a canon of the Diocese. The numbers of the Canons of the General Convention have no prefix. This eliminates ambiguity as to whether a given Canon is a Canon of the Diocese or a Canon of the General Convention. Everything we do in the Diocese is subject to the Canons of the General Convention.

The Canons are grouped into in seven titles, so that all Canons relevant to a given topic are found in the corresponding title. The titles are:

- Title D-I, Convention.
- Title D-II, Officers.
- Title D-III, Permanent Bodies. This Title describes the Standing Committee, the Trustees, the Diocesan Council, etc.
- Title D-IV, Finances.
- Title D-V, Congregations.
- Title D-VI, Ecclesiastical Discipline.
- Title D-VII, Administration.

To implement the new structure, there is considerable rearrangement of the sequence of the Canons. In a few instances, sentences or paragraphs were transferred from one Canon to another or to a new Canon.

Other corrections incorporated into the new edition:

- Transitional language no longer relevant to the Diocese was deleted. A typical transitional provision was to implement staggered terms of office 20 years ago. Now that the staggered terms have been in effect for so long, the transitional language served no purpose.
- Sections and paragraphs of some Canons were resequenced within the respective Canon to provide a more logical flow.
- Content that was haphazardly spread across multiple Canons was collected into a single place. For example, all provisions of the Canons that granted seat and voice at Convention to certain persons ex officio are transferred to a new Canon D-I.9.
- Titles of some Canons were modified to reflect more accurately the content of the respective Canons.
- All internal cross-references within the Canons were corrected to conform to the new structure.
- We found that a canonical amendment adopted by the 195th Convention in 2011 had not been accurately captured in the master document of the Canons. This oversight created ambiguity about the membership of the Disciplinary Board. By consulting the Journal of the 195th Convention, we have corrected the text of the relevant Canon.
- Various references to our church are standardized as “The Episcopal Church”.
- Various references to the Canons of our church are standardized as “Canons of the General Convention.”

In order to ease the transition from the old structure of the Canons to the new structure, the Table of Contents of the new edition contains references to the former numbers of the Canons.

We, the Commission on Constitution and Canons were careful to stay within the limits of the authority granted to us by what is now Canon D-III.7.3(c). Amending the Canons remains the purview of the Convention alone. Also, this process of canonical editing did not extend to the Constitution of the Diocese. The only way that even “one iota” of the Constitution may be changed is for two successive Conventions, each voting by orders, to adopt an amendment. However, it is our opinion that the compact nature of the Constitution and the infrequency of amendments to it, compared to amendments to the Canons, has allowed the Constitution to remain readable.

## Exhibit C to the Report of the Secretary of Convention

### **Canon D-IV.4 Report**

Article IX.7 of the Constitution of the Diocese and Canon D-IV.4.4 require the Secretary to strike from the voting rolls of Convention the lay delegates of and members of the clergy assigned to any church that failed to pay its Fair Share in full and on time. For the avoidance of doubt, this requirement does apply to churches with interim clergy or no clergy.

Two churches did not pay their Fair Share in full prior to the canonical deadline:

Battleboro, St John.  
Weldon, Grace.

Accordingly, their lay delegates and clergy cannot vote at the 207th Annual Convention. This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

Churches should note that Canons D-V.2.4(h) and D-V.1.6(g), respectively, require payment of Fair Share to maintain union with Convention. Parishes should also note that Canon D-IV.4.4 establishes other consequences for non-compliance specifically by a parish. As long as a parish remains in arrears on Fair Share, its vestry shall not elect a rector, nor shall the rector call an assistant minister or other member of the clergy. If the parish fails for two consecutive years to contribute the amount required of it, the parish is automatically changed in status to a mission. These consequences are not subject to the discretion of the Ecclesiastical Authority or the Convention.

### **Rule III Report**

The Episcopal Church requires every church to submit a parochial report and an audit. General Convention sets the deadlines, which are March 1 and September 1, respectively. I remind churches with no clergy, interim clergy, or clergy on sabbatical that they are not exempt from these requirements. In those situations, the parochial report and the audit are the responsibility of the Senior Warden.

Rule of Order III of Convention, as rewritten by Act 2019-6, applies to a church that “fails to comply with Canon D-V.2.4(g) or Canon D-V.1.6(a), as the case may be, concerning the timely filing of an audit or with Canon D-V.8.5 concerning the timely filing of a parochial report”.

Pursuant to the process defined by Rule III, the Secretary notified 11 churches that both their clergy and lay delegates would be deprived of vote at the 207th Annual Convention unless the churches were to apply to Diocesan Council for waivers of Rule III and Diocesan Council were to grant such waivers. On October 22, 2022, Diocesan Council granted 7 waivers:

Charlotte, Christ the King – no audit.  
Durham, El Buen Pastor – no audit.  
Greensboro, Holy Trinity – no audit.  
Henderson, Holy Innocents – non-timely parochial report.  
High Point, St Mary – no audit.  
Kernersville, St Matthew – non-timely parochial report.  
Lexington, Grace – no audit.

Diocesan Council did not decline any application for a waiver.

The following churches did not apply for a waiver. Accordingly, their lay delegates and clergy cannot vote at the 207th Annual Convention:

Halifax, St Mark – no audit and no parochial report.  
Louisburg, St Matthias – no audit.  
Mooresville, St James – no parochial report and no audit.  
Rockingham, Messiah – no parochial report and no audit

This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

Good Shepherd, Rocky Mount received a waiver of Rule III from Diocesan Council for the 205th and the 206th Annual Conventions. The church did not submit an audit for 2021. As specified by Rule III, a church may not receive a waiver for a third consecutive year. Therefore, the clergy and lay delegates of Good Shepherd, Rocky Mount cannot vote at the 207th Annual Convention. This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

Exhibit D to the Report of the Secretary of Convention

Amendments to the Constitution of The Episcopal Church Adopted on  
First Reading by the 80th General Convention

A031 - Amend the Constitution and Canons Relating to Mergers of Dioceses

Resolved, That the 80th General Convention amend Article V, Section 4 of the Constitution to read as follows:

~~Sec. 4. Whenever a new Diocese is formed and erected out of an existing Diocese or out of two or more existing Dioceses or parts of them, it shall be subject to the Constitution and Canons of the Diocese out of which it was formed, except as local circumstances may prevent, until the same be altered in accordance with such Constitution and Canons by the Convention of the new Diocese the formation process of the newly formed Diocese, including the adoption of its Constitution and Canons, shall be as set forth in the Canons.~~

~~Whenever a Diocese is formed out of two or more existing Dioceses, it shall be subject to the Constitution and Canons of that one of the said existing Dioceses to which the greater number of Members of the Clergy shall have belonged prior to the erection of such new Diocese, except as local circumstances may prevent, until the same be altered in accordance with such Constitution and Canons by the Convention of the new Diocese.~~

A059 - Amend Article X of the Constitution of The Episcopal Church

Resolved, That the 80th General Convention of The Episcopal Church repeal Article X in its entirety and replace it with the following:

*Sec 1. The Book of Common Prayer is understood to be those liturgical forms and other texts authorized by the General Convention in accordance with this article and the Canons of this Church.*

*The Book of Common Prayer in this Church is intended to be communal and devotional prayer enriched by our church's cultural, geographical, and linguistic contexts. The Book of Common Prayer shall contain both public worship and private devotion.*

*The Book of Common Prayer, as now established or hereafter amended by the General Convention, shall be in use in all the Dioceses of this Church.*

*Sec. 2. No alteration thereof or addition thereto shall be made unless the General Convention approve the same on first reading in one regular meeting of the General Convention and, by resolve so directing, be sent by the Secretary of the General Convention to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next regular meeting, and be adopted on second reading*

*without alteration by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by an affirmative vote by orders in the House of Deputies in accordance with Art. I, Sec. 5 of this Constitution, except that concurrence in the affirmative by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies.*

*Sec 3.No alteration thereof or addition thereto shall be made unless it has previously been authorized for Trial Use in accordance with this Article and the Canons of this Church.*

*Sec 4. The General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:*

*a. Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.*

*b. Authorize for Trial Use such alterations or additions in whole or in part to the established Book of Common Prayer as maybe proposed in accord with the Canons of this Church and duly undertaken by and implemented according to the directives of the General Convention.*

*c. Authorize for use throughout this Church, as provided by Canon, alternative and additional liturgies to supplement those provided in the Book of Common Prayer.*

*Sec. 5. Nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.*

#### A157 - Amend Article I Sec. 7

Resolved, That Article I, Section 7 of the Constitution be amended to read as follows:

*Sec. 7. The General Convention shall ~~meet~~ hold its regular meeting not less than once in each three years, at a time and place determined in accordance with the Canons. In the event of a change of circumstances indicating the necessity or advisability of changing the date of such regular meeting of The General Convention beyond three years, said meeting may be rescheduled as provided by Canon. Special Meetings may be held as provided for by Canon.*

## BISHOP'S COMMITTEE ON AFFORDABLE HOUSING

### **Statement of Purpose**

Bishop's Committee on Affordable Housing is charged with compiling resource information which includes but is not limited to practical assessment tools for community-based assets to expand their understanding of the complex issues related to affordable housing including their relationship to systemic racism and other social/environmental factors. The Committee is called to share the housing ministry stories and photos to inform and inspire congregational and convocational efforts.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

Housing is a racial justice issue; residential segregation and discrimination (legally mandated in the past and actively practiced in the present) impact every aspect of our communities: disparities in household wealth, opportunities for education, public safety and health, even life expectancy. By advocating for adequate public investment in housing, helping people move from homelessness to housing, developing and managing affordable housing, restoring vacant buildings for safe places to live, and helping preserve homeownership through education and property tax assistance, we have expanded the ways that churches can advance the priority for racial justice.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

When congregations learn what they can do to support housing opportunities, they are “set on fire,” to quote a rector when her congregation began an advocacy campaign. Several small churches are eagerly responding to God's call to welcome people to new homes, as they look beyond their doors to their neighborhoods.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Our committee prepares teaching materials for congregations to learn about housing needs and policies and the ways that they can become involved in supporting people experiencing homelessness, repairing and developing housing, and advocating for public investment and equitable policies. We are available to lead discussions, in-person or virtually.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

Affordable housing must be done in collaboration with community partners. We are eager to connect congregations with local organizations who can collaborate in building housing and in supporting people as they move to (or keep from losing) homes. Advocacy on a statewide level is crucial, since major budget and policy decisions are made at the state level, collaborating with other organizations and coalitions to impact these decisions.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

While we have not had a special focus on creation care, housing must be energy efficient and compact to be sustainable, rather than increasing sprawl which requires more transportation emissions and removes farmland and wetlands. Episcopal Church of the Holy Spirit Greensboro is carefully discerning the balance between preserving the environmental treasure of woods and streams with potential development of affordable housing. Other churches are considering adaptive reuse of their buildings for housing, rather than these sitting vacant or being demolished.

**What other work has your committee, commission or board done on behalf of the Diocese?**

We are working with the bishops and communication staff to bring affordable housing to the forefront of discussions of church property, mission priorities, and Diocesan/congregational initiatives, offering expertise in community engagement, affordable housing financing, and advocacy issues.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

Our committee is clearly focused on the increasing gap between people who have housing at a price within their budgets and the growing population in our diocese who are unhoused or whose housing options are priced far above their paychecks. North Carolina demographics are moving towards a majority of people of color; with nonwhite households already having less access to adequate housing, the need for fair affordable housing is growing exponentially.

**What are your plans for the coming year?**

We met with Bishop Sam to talk about ways we can be more effective at engaging churches and diocesan bodies in housing ministries, with the following plans: compile the expertise resources of committee members, promote these resources on the diocesan website and communications, engage with diocesan decision-making to assure funding for housing ministries (especially from expected sale of Morgan St. office property), and provide advice to the diocesan property committee about the feasibility of creating affordable housing on the properties it reviews.

Submitted by the Rev. Beth McKee-Huger



## BISHOP'S COMMITTEE ON THE DIACONATE

### **Statement of Purpose**

BCOD presents two information sessions per year for those who are seeking information in their early discernment process. These information sessions have been held in person and by Zoom. Participants are the BCOD members, Bishop Sam (or Bishop Ann in his absence), potential candidates just beginning their discernment process.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The BCOD continues to pray for and support those in the ordination process, those serving as deacons in the diocese, and retired deacons.

### **What are your plans for the coming year?**

The BCOD continues to pray for and support those in the ordination process, those serving as deacons in the diocese, and retired deacons.

Submitted by Chip Carter

## BISHOP'S COMMITTEE ON EXAMINING CHAPLAINS

### **Statement of Purpose**

The Board of Examining Chaplains is charged with the responsibility to advise the Bishop of the Diocese and the Commission on Ministry on the academic preparation of participants in the ordination process in the six areas of a theological education, as defined by the Canons of the Church.

This work includes

1. Interpreting the General Board of Examining Chaplains' assessment of student performance on the General Ordination Exams
2. Recommending ways that students might address perceived deficiencies in their preparation
3. Evaluating alternative processes for academic preparation when deemed appropriate by the Bishop of the Diocese and the Commission on Ministry
4. Undertaking other tasks related to its core responsibilities when requested by the Bishop of the Diocese

### **What other work has your committee, commission or board done on behalf of the Diocese?**

In 2022, the Board of Examining Chaplains fulfilled our charge by advising the Bishop of the Diocese and the Commission on Ministry on the academic preparation of participants in the ordination process in the six areas of a theological education, as defined by the Canons of the Church.

This work includes

1. Interpreting the General Board of Examining Chaplains' assessment of student performance on the General Ordination Exams
2. Recommending ways that students might address perceived deficiencies in their preparation
3. Evaluating alternative processes for academic preparation when deemed appropriate by the Bishop of the Diocese and the Commission on Ministry
4. Undertaking other tasks related to its core responsibilities when requested by the Bishop of the Diocese

What are your plans for the coming year?

In 2023, the Board of Examining Chaplains will continue to fulfill our charge by advising the Bishop of the Diocese and the Commission on Ministry on the academic preparation of participants in the ordination process in the six areas of a theological education, as defined by the Canons of the Church.

## BISHOP'S COMMITTEE ON LITURGY AND DIOCESAN LITURGICAL OFFICER

### **Statement of Purpose**

The purview of the Bishop's Committee on Liturgy is to advise, plan, and execute diocesan liturgies for ordinations, conventions, and other special occasions, as well as to explore other ways the diocese can support congregations in liturgical revision and renewal.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

While not directly under our purview, we have advised and discussed liturgies pertaining to the annual Absalom Jones commemoration. We are also committed to diversifying our committee to reflect the breadth of the diocese.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

One of the ways we assist congregations is with liturgical resources.

Episcopalcommonprayer.org is the official liturgical resource for General Conventions Task Force for Liturgical and Prayer Book Revision. Here congregations can access all liturgies approved for use in our Church, how to use these resources, and translations when available.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Our committee understands how liturgy forms us to participate in God's mission. With that in mind, we are always trying to balance the need for liturgy to comfort and to inspire.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

This year's Diocesan Convention is focused on Creation Care. We have worked closely with Bishop Rodman to ensure that each of our liturgies inspire stewardship of God's creation as we reflect on this mission strategy priority. We have also decided to fully eliminate the use of paper worship leaflets at Convention. Convention attendees are now well-versed in the use of the YappApp, and evolving technologies allow us to provide translations and fulsome liturgies without paper waste.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

In 2022, we have planned and celebrated the ordination of 1 candidate to the diaconate, 5 candidates to the transitional diaconate, and we are in the planning stages for 2 ordinations to the priesthood in December and 2 ordinations to the diaconate in January. We have also working closely with Bishop Rodman to receive and review liturgies for diocesan use, such as the Swindell Liturgy for Longing and Lament. We also work closely with our bishops to prepare for convention liturgies.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We are committed to diversifying our committee to reflect the breadth of the diocese. We are also working to create a standard for how we offer bilingual liturgies in that diocese that respect and value Spanish-speakers and English-speakers alike, while maintaining our goal for accessibility.

**What are your plans for the coming year?**

For the coming year, we will focus on diocesan liturgies and ordinations. There has been some conversation about a diocesan LGBTQ service in the near future, which we will consider with our bishops. We have worked hard in the past to create standards and commonality for diocesan ordinations, and we are hoping to create guidelines for all liturgies of the diocese.

Submitted by the Rev. Jacob Pierce

## BISHOP'S COMMITTEE: PASTORAL RESPONSE

### **Statement of Purpose**

The Pastoral Response Team's canonical purpose is to ensure the Pastoral Response mandated by the provisions of the Canons of the General Convention of The Episcopal Church (Title IV, Canon 8) in matters of Ecclesiastical Discipline. The work of the team extends beyond this mandate, however, as members of the Team have been called upon to bring insight and guidance to congregations in situations where the normal pastoral resources of the congregation are at their limits, and to be available as a council of pastoral advice and/or pastoral backup to the bishops and diocesan staff.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

We have recognized our need to have more diversity on the Pastoral Care Team, which becomes particularly relevant when working with historically Black parishes and in majority-Latino parishes. To that end we have recruited people for the team who can bring perspective from these populations and/or speak their native language.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

The work of the Pastoral Care Team has encouraged and led programming designed to sustain and support lay and ordained leadership in the Diocese. Our mission is to support the well-being of parishes and clergy, particularly in times of crisis.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

The PRT engages in spiritual formation among its members which has an indirect effect on their home communities. We have also supported and led programming on the spiritual life and spiritual practices for lay and ordained leaders in the past year.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

The Pastoral Care Team is itself a collaboration between psychotherapists, social workers, clergy, and lawyers. We have not been directly involved in New Communities.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

We have not directly addressed Creation Care in the past year, except in making better use of technology to reach further with less physical transportation across the diocese.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The Pastoral Care Team met four times in 2022 for its own formation, discussion of matters arising in the Diocese, to debrief on parish interventions, and to imagine ways of proactively

supporting clergy. We were also part of a parish-wide meeting with the bishop and his staff, in late 2021.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We are seeking, constantly, ways to support lay and ordained leadership in the church such that the parish crises we are often called on to address occur less frequently.

**What are your plans for the coming year?**

We will continue to meet quarterly and remain in close contact with the bishop and his staff for ways the Pastoral Care Team could offer support or leadership.

Submitted by the Rev. Robert Fruehwirth

## BISHOP'S COMMITTEE ON PRISON MINISTRY

### **Statement of Purpose**

The Bishop's Committee on Prison Ministry serves as a resource for education, communication, and networking, as it relates to ministers to the incarcerated within the Diocese of North Carolina. The Bishop's Committee on Prison Ministry is also a vehicle to facilitate hands on ministry to the jails and prisons of our diocese, while working to bring awareness of prison and jail related matters to the wider community.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

By virtue of the fact that a large percentage of incarcerated individuals are minorities, and by the fact that "felons" in our state have serious discrimination issues as they face reentry into society, the commission's work involves opening doors and creating opportunities for justice involved individuals as they seek to reenter society.

The Committee recognizes and supports many other efforts in the pre-detention and post-detention (e.g., elimination of the bail-bond system, and diversion to other non-detention programs or processes). We seek ways to embody Jesus' call from Matthew 25:36, "I was in prison and you visited me."

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Those of us involved in Prison Ministry have found it to be a meaningful and fulfilling ministry to and with those who are justice involved. The members get to see what the church looks like from the perspective of those justice involved individuals with whom we are privileged to have relationships with.

Their involvement in the life of our parishes help to break down the stereotypes of "felons" and receive the blessings of their hope and gratitude for the basics of freedom and a new opportunity to start life anew.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

By the members involvements and commitments to the various prison ministry endeavors in their areas, they bear witness to and invite involvement with others engaged in prison ministry.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

All members of the Prison Ministry Committee bring their involvements with, and commitment to, a variety of local prison ministry efforts. The larger committee provides a network for sharing information and activities of our various local prison ministries.

Vivian Rogers writes about prison work in her area: "I got 3 new volunteers from our mission

day at St. Alban's. Fifteen boys were served September 17. We meet with them again monthly starting October 4. We love to see the program in Edgecomb county. Do you have contacts in Rocky Mount Wilson area?"

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

We share with the justice involved individuals with whom we work the many involvements of our parishes in creation care.

**What other work has your committee, commission or board done on behalf of the Diocese?**

In Hillsborough, David Stanford is actively involved with Reentry House Plus, Inc., providing housing and programs for justice involved residents and community members through SWIT (Success While in Transition).

At the Womenn's Prison in Raleigh, Jenny Brown is working with the Women's Interfaith Prison Ministry to provide a chaplain and programs at the facility.

Mark Davidson and Jamie Edwards are actively involved with the Forsyth County Jail.

Martin Fowler is actively involved with St. Philip's Ministry of teleconferencing with the inmates of the Durham County Jail.

Joan Sherrill is actively involved in letter writing and support of 12 Step programs in her area. Vivian Rogers is active with the state youth facility near Davidson.

David Bland is active in lobbying for the repeal of the Bail Bond system.

David Stanford also provides a connection with the state Yokefellows Prison Ministry that has volunteer groups in a number of correctional facilities throughout the state of North Carolina.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

The committee has evolved into a resourcing and networking committee, dedicated to enhancing the ministries that are currently in process, and providing consultation to others who would like to see prison ministry in their local areas.

The committee members are slowly getting back into prison facilities after the COVID pandemic limited direct contacts for the last 2 years.

**What are your plans for the coming year?**

Our committee will continue to meet quarterly to share resources and ideas for furthering prison ministry in our areas and in the diocese.

Submitted by David Stanford



## CHARTERED COMMITTEE FOR CAMPUS AND YOUNG ADULT MINISTRY

### **Statement of Purpose**

The Council for Campus and Young Adult Ministry (CCYAM) is charged with financial oversight of the 10 campus ministries, 1 episcopal service corps, and other young adult ministries looking for diocesan support. We are focused on creating an inclusive and welcoming environment to the church and church seeking students and young adults we meet in our places of worship and around our campuses. CCYAM works with all our constituent campus to build relationships and strategically discuss best practices in ministry development.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

CCYAM is working hard with local parishes located near HBCU's in the diocesan boundaries to ensure that we are supporting students at as many institutes of higher education as feasible. This work builds off the success we have had at North Carolina Central University and our foundational program at St. Augustine's University. We look forward to increasing the number of formal programs of the next few years to reflect this work.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

As we come out of the COVID-19 pandemic, the campuses and programs supported by CCYAM are taking the time to evaluate how these programs will move forward. Many of our campuses and programs have significantly reduced attendance or involvement due to the lack of evangelism opportunities during the past few years. This is a wonderful blessing to allow us to take the time to reflect on how campus and young adult ministry has evolved over the last 10 - 15 years. We are working with our students to understand the new student experience and expectations of campus ministries.

We also started a new partnership with the Diocese of Western North Carolina and the campus ministries of the UNC-Chapel Hill and Wake Forest University that creates resources that will support LGBTQ+ affirming student athletes and allies to have a space to engage discipleship in Jesus Christ without discrimination for their sexual identity or affirming ally ship. You can learn more at <https://christianathletecircles.org/>

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

At every campus you will find a unique bible study opportunity, whether it is Elon for Coffee, UNC-Greensboro for some Dungeon's and Dragons, or compline in the Duke Chapel on a Tuesday night. Our students lead many of these sessions with the passion that equals the creativity. We are unafraid to innovate on meaningful ways to engage the Bible and other ancient text and practices. For every post-modern activity, there is a reflection of the ancient and lived practices. We invite you to reach-out to our programs and find times that you can join us to learn about how we are merging the old with the new.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

We would like to start by congratulating Niners United for their work with the Diocesan partner Diocese of Costa Rica and the investment of time and talent to build up the work of campus ministries.

Additionally, we look-forward to reviewing the results of the first full year of the Christian Athletes Circles in the spring of 2023 to understand the importance of partnership across our diocese and our diocesan neighbors. This may be a model that can be replicated in other areas of diocesan priority and outreach.

And as with everything we do, we are consistently challenging ourselves and our students to look outside our community to engage the not-yet-churched and the previously-harmed-by-church to show them the welcoming embrace of the Episcopal Branch of the Jesus Movement. Often times we work in collaboration with other protestant churches on our campuses embracing the one apostolic church and the ecumenical relationship ties of the national church.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

Creation Care has always been an important aspect of campus ministry. We have spent time during the pandemic assessing our worship and outdoor spaces to understand how best to utilize the blessings around us. Many of our campuses have revitalized our outdoor spaces to include firepits and community gardens. We want to ensure that we have a safe space to worship as the pandemic and other illnesses cycle through our campuses.

Additionally, we are consistently looking at our building carbon footprints and reviewing energy assessments. Our students are passionate about the environmental impact of their campus communities and identifying ways to be less wasteful and more intentional about their resource usage. As we return to in-person dinners and fellowship, we are rethinking our waste strategies and water usage.

**What other work has your committee, commission or board done on behalf of the Diocese?**

The CCYAM is charged with Financial oversight of the budget for the Campus and Young Adult ministries of the Diocese. Every program augments the funding received by the diocese with fundraising, grants, and pledges. Diocesan funding is often the backbone to these programs that lets the community know that we are a priority of the diocese and not an afterthought. We have been blessed in the funding we have received during the leaner years of the pandemic to keep and grow these programs. We have used this funding to look outside our historic programs and grow our presence on HBCUs and in programing areas often overlooked. We continue to lead the way on collaboration outside our campuses with other campuses and other Episcopal church entities. We know our students/members are only with us for a few years and we are privileged to guide them to the next stop on their church journey.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

CCYAM is always looking at our storied programs for growth and outreach to the changing demographics of our campuses and to ensuring that we can provide support to as many young adults as possible. We are limited in our options due to the highly secular nature of many campuses in the UNC system of higher education and in the changing way in which higher education is delivered. Post-COVID, online classes and online education has continued to flourish.

Nevertheless, we have dedicated the last two years to outreach at HBCUs in the Piedmont-Triad region of the state with some small success as we build up campus ministry as an extension of parish ministry in the model of St. Titus with NCCU. We are hopeful that this growth will be sustainable and we will be adding another Diocesan supported program in the next year or two.

Lastly, as you look at the number of D1 schools that have campus ministries in our diocese, it might surprise you that we have never had great success with student athletes and providing a safe space for the Christian development of these individuals. Because of practice, game, and school commitments, many athletes are unable to attend regular campus ministry programming. A team-up with the diocese of Western North Carolina is looking to offer another type of student athlete engagement that demonstrates the inviting presence of God for all regardless of the how we define our lives.

### **What are your plans for the coming year?**

It is a rebuilding year across all our campuses. Many of the freshman who were part of our last real recruiting class will be graduating in the spring. We will be focusing the fall of 2022 and spring of 2023 on outreach to our campuses. We will need the support of all youth programs to help identify graduating seniors that will be attending a North Carolina college or university in the fall.

The Johnson Service Corps is also taking the Fall 2022 - Spring 2023 service cycle to evaluate and restructure their ministry to best serve young adults post-COVID. They hope to come back in Fall 2023 with a strong service corps ready to take on the challenges of today.

Lastly, with the support of a few parishes in the Diocese, we hope to support a Young Adult Festival in the heart of North Carolina Bar-Be-Que. This event will look to unite the young adult programs across this diocese and be a celebration of the importance of the shared table. We are still in early planning for this event, but will utilize diocesan funding specifically to get the event off the ground. Additional funds will come from fundraisers, grants, and/or participant fees. Many young adults in the diocese have fond memories at their time spent at diocesan youth events or campus ministry events. They are searching for that same level of community as young adults. We feel that this might be a perfect pilot event for CCYAM to lead the way as anticipated under Goal 1, 2, & 4 of the Diocesan priority of Congregational Vitality by creating a network of young adult programs that will allow for future events geared toward this community around lay

leadership, discernment, and resource sharing. Additionally, it will be a great program to review processes for collaboration and partnership from the formation of the event through to the debrief and report to the diocese of the outcome.

Submitted by Megan Carlson

## CHARTERED COMMITTEE ON ENVIRONMENTAL MINISTRY

### **Statement of Purpose**

The primary purpose of our committee is to promote the work of Environmental Ministry in the Diocese. It is our goal to demonstrate that concern and care for God's ongoing Creation is not a peripheral concern to our spiritual path as Episcopalians but is instead at the very heart of the Gospel message to love God and love one's neighbor as one's self.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

One of our six Creation Care goals is "Creation Care and Racial Justice." Our ministry has recognized that Creation Care and Social and Racial Justice connects in the area of Environmental Justice, and we continue to identify ways that our committee can promote Environmental Justice as a way to advance Racial Reckoning, Justice and Healing.

Example: In 2021, we supported St. Ambrose Raleigh's successful application for an Episcopal Church Green Grant to address Environmental Justice related to the restoration of the Walnut Creek Wetlands. We plan to continue our support as their work on this project continues.

We intend to continue intentionally exploring the confluence of civil rights, racial justice, and environmental concern in the area of environmental justice. By recognizing that issues of social injustice and inequality are often rooted in and exacerbated by environmental factors, we can work to mitigate these conditions and therefore make a greater contribution toward achieving the goal of becoming Beloved Community.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

We have continued to support a vibrant Green Grant Program particularly aimed at small congregations looking to begin the work of Environmental Ministry. This work has been closely connected with our energy efficiency program, but we are open to grant proposals to fund a variety of environmental ministry projects. We have created a grant proposal document to publicize these grants in order to help congregations in need of financial assistance to begin a project to green their church. Grants are typically in the \$500-\$1000 range. Thus far in 2022, we have allocated over \$1200 of grant funds and plan to allocate approximately \$1800 more in grant funds before the end of the 2022 budget year. Projects frequently include maintenance projects that will lead to cost savings such as building insulation and energy and water efficiency projects.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

One of our six Creation Care priorities is "Becoming Deeper Green Churches," a primary component of which is connecting Creation Care with our traditions of scripture and worship. We have also advocated for the use of environmental curricula including Living in an Icon,

co-authored by Robin Gottfried, former Director of the Center for Religion and Environment at Sewanee: The University of the South. Our members also frequently promote the work of Environmental Ministry through talks at education forums throughout the Diocese.

We also worked with Diocesan Formation to sponsor a Diocesan webinar presented by Dr. Steve Jurovics entitled, "Creation Care and Formation: Climate Change is a Biblical Issue" in April of 2022.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

During 2022, we have continued to connect Diocesan mission work with creation care collaborations locally, regionally, nationally, and globally. Examples include but are not limited to the following:

- Province IV Environmental Ministries
- Connecting on Creation Care (Charlotte)
- Interfaith Creation Care of the Triangle
- NC Interfaith Power and Light
- GreenFaith
- Center for Religion and Environment at Sewanee: The University of the South
- Creation Care collaboration with neighboring Dioceses
- Creation Care Alliance of Western NC

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

Every aspect of our ministry is devoted to fulfilling the goals of the Creation Care priority.

**What other work has your committee, commission or board done on behalf of the Diocese?**

As representatives of our Diocese, members of our committee have participated in discussions with the World Resources Institute's Faith and Sustainability Initiative, the NC Interfaith Power and Light Energy Working Group, the Center for Religion and Environment at Sewanee, and the Episcopal Church Building Fund regarding improving the availability of solar technology in our Diocese. We have also worked closely with solar companies including Eagle Solar and Light and Southern Energy Management in order to promote the expansion of solar implementation in churches in our Diocese.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

Creation Care work is never tied to a particular demographic but is instead invested in fostering a love and care for God's Creation among all of God's people. While we have had no explicit discussions of a changing mission field or changing demographics in our Diocese, we feel that our ministry is well equipped to address the task of promoting environmental ministries as an integral part of following our Christian call to love God and love our neighbors.

**What are your plans for the coming year?**

We plan to continue our work promoting the following Creation Care goals in the Diocese:

1. Becoming Deeper Green Churches
2. Creation Care and Racial Justice
3. Climate stabilization through emissions reductions
4. Restore earth using natural systems
5. Engage in Environmental Advocacy
6. Points of intersection with other diocesan priorities

The Environmental Ministry Committee will also be working to promote the Communion Forest Initiative among Diocesan Congregations. The Communion Forest Initiative was promoted at the 2022 Lambeth Conference, and our committee will be sponsoring a resolution at Diocesan Convention to encourage its implementation in congregations throughout the Diocese.

Submitted by the Rev. David McDuffie

## CHARTERED COMMITTEE ON GLOBAL MISSION

### **Statement of Purpose**

The Chartered Committee on Global Mission has responsibility for fostering global connections and partnerships among congregations in this diocese and abroad, and for increasing the competencies of those engaged in global mission. The Committee also administers a grant program to address human need around the world and to serve as good stewards of our resources.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

All engagement in global mission and advancing relationships with the global church by definition advances racial reckoning, justice and healing. Our grants program provides specific aid in addressing human need.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

We have encouraged congregational engagement through our diocesan-wide conference on global mission in April, have encouraged establishing or deepening relationships with global partners through our grants program, and have encouraged participation in virtual global Bible studies quarterly.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Our conference in April, with a keynote address by Titus Presler, missiologist who heads the Global Episcopal Mission Network and with a variety of workshops, served a ministerial formation purpose.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

We entered into collaboration with the Environmental Ministry Committee to host an educational and advocacy event on global creation care on the Thursday preceding convention, and joined with that committee in presenting a resolution on global creation care at convention.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

See above under collaboration.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

We secured approval of our charter, permitting expanded membership, and we revised our grant guidelines for clarity and breadth.



**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

Aside from our ongoing grant program, all of the initiatives described above sought to challenge our diocesan engagement in global mission, encourage great dialogue with partners, and deepen relationship with global partners.

**What are your plans for the coming year?**

The incoming chairperson, Rebecca Yarbrough, writes: "I hope that we can continue to expand and build upon the wonderful work that has been done over the past two years. I would love to see us have another Global Mission gathering that this time focuses on sharing stories and the how-tos of planning trips and building relational time into them. I also hope that we can continue and expand the quarterly global Bible Studies. I'm hoping to hear from the Committee their hopes and dreams."

Submitted by the Rev. Leon Spencer

## CHARTERED COMMITTEE ON GRANTS

### **Statement of Purpose**

In accordance with Diocesan policy and budget availability, the committee receives applications and authorizes disbursements to clergy and laity for theological education, rather broadly defined. The committee also provides parish grants for new and expanded ministries. Allocations for these purposes in the Diocesan budget for 2022 are: Clergy grants - \$7,500, Laity grants - \$5,500, Parish grants - \$18,520.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The committee does not directly address the mission strategies. Grants to individual clergy and laity and to parishes are supportive of these strategies.

To date, during 2022, the Chartered Committee on Grants has approved and disbursed grants as follow:

- Clergy - \$2,880
- Laity - \$2,000
- Parish - \$8,000.

All applications received have been approved in amounts consistent with Diocesan policy.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

The work evolves and adapts to the extent applications received and approved are reflective of these changes.

### **What are your plans for the coming year?**

Current policies for the work of the Chartered Committee on Grants are several years old and should be reviewed to determine if modifications need to be made.

Submitted by Emerson Bell

## CHARTERED COMMITTEE ON HISPANIC MINISTRY

### **Statement of Purpose**

To work together to vision and plan the work that our communities can carry out to be part of the mission of the diocese to become the beloved community as an effective witness of the transformative love of God in Christ

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

We sought to take an inventory of how our Spanish speaking communities are doing, having them host meetings so that we could get a better grasp on the diversity of our diocese. We considered which liturgies were working well in our Spanish speaking congregations, with the hope of sharing them one day broadly across our diocese.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

We brought members from six different worshipping communities together both virtually and in person to find commonalities that we could celebrate

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

We lifted up and celebrated lay ministries in our meetings.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

We sought to collaborate by sharing ideas that we could implement in one another's parishes.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

Being early on in our group formation, we were not able to address this as a body.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

Our group has spent most of its time building community and fellowship among its members.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We are striving to strengthen and support our existing churches, with the hope of offering ideas to those that are interested in beginning Spanish-speaking ministries themselves.

### **What are your plans for the coming year?**

We hope to strengthen attendance, broaden the membership, and establish regular recurring meetings.

Submitted by the Rev. Greg Brown

## CHARTERED COMMITTEE ON LIFELONG LEARNING

### **Statement of Purpose**

The Chartered Committee for Lifelong Christian Formation seeks to form, equip, teach, and inspire parishioners in the Diocese of North Carolina to become disciples of Jesus and share the gospel in their daily lives. To make our work as relevant and effective as possible, we focus on initiatives that individual parishes and missions could not do alone. We seek to connect members and leaders from multiple congregations, and we try to engage leaders that not all congregations can access easily. We also make sure that our efforts reflect and support the mission priorities of the Diocese of North Carolina.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

- Sacred Ground programs, including facilitator trainings.
- A video and book study of *The Color Of Compromise: The Truth About the American Church's Complicity in Racism* by Jemar Tisbee. This program engaged more than 80 participants from 40 cities and towns across the Diocese. We provided an outline and small group discussion guides for participants to host their own groups in local contexts.
- A video and book study of *How To Fight Racism* by Jemar Tisbee.
- Creation of a social justice pilgrimage working group to plan pilgrimages.
- An educational event on the "Tell Me The Truth About Racism" curriculum for children and families.
- Collection and analysis of parochial report data on racial justice work around the Diocese.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Please see examples above and below.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

- A Centering Prayer online workshop.
- A Diocesan Confirmation Class offered online.
- Lenten series on interfaith understanding, led by Rabbi Raachel Jurovics.
- Lauren Winner's Clergy Quiet Day offered to lay leaders.
- Sponsorship of lay participation in Education For Ministry training, Kanuga's Christian Formation Conference, the FORMA Conference, and the Lay Preaching Training Initiative.
- Confirmation 2.0 Workshop training in a youth confirmation model.
- Vacation Bible School resources shared with congregations.
- Shared resources on collective trauma and collective resilience with congregations.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

Please see examples above and below.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

- A webinar on climate change as a biblical issue, offered in collaboration with the Creation Care committee, led by the author Stephen Jurovics.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

For all that we offer, we assume a diverse audience with widely varying levels of prior knowledge of Christianity.

**What are your plans for the coming year?**

We plan to continue our efforts to form, equip, teach, and inspire parishioners in the Diocese of North Carolina to become disciples of Jesus and share the gospel in their daily lives.

Submitted by the Rev. David Frazelle

## CHARTERED COMMITTEE ON REMUNERATION AND INSURANCE

### **Statement of Purpose**

The committee shall study the remuneration of the clergy and make an annual recommendation to Diocesan Council for minimum clergy salaries and other remuneration in the Diocese. The committee shall make an annual recommendation to Diocesan Council for healthcare and other benefits to be provided to qualifying clergy and lay employees.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

Our committee made two presentations to Diocesan Council in 2022:

1. We studied the cost of individual and family healthcare coverage provided by Church Pension Group ("CPG"). We compared these rates to those available on the open market. Our Diocese rates are on average 5% below the national average; however, our rates are skewed by the aging clergy population and will continue to increase. The committee recommends exploring cost sharing and greater education, options, and preventative care opportunities from CPG. In addition, we annually analyze the Compass Report, provided by CPG, which highlights healthcare spending trends across the Diocese.
2. We presented a clergy compensation report comparing the national average with our Diocese based on a study by CPG. The committee endorsed a minimum clergy salary with a 5% cost of living adjustment and a Diocesan Staff increase of 5% for cost of living.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We adapt our focus on remuneration and insurance as the clergy and lay employees of the Diocese change.

### **What are your plans for the coming year?**

We will continue to monitor healthcare costs and health claims data. Our remuneration report will be updated annually as well.

Submitted by Sammy Anderson

## CHARTERED COMMITTEE ON YOUTH

### **Statement of Purpose**

Our mission is to provide children, youth and families in the diocese safe, affirming spaces to learn about God, scripture and The Episcopal Church. We want them to have fun and build strong, faithful relationships in the process! The CCY and youth missionaries work with youth and their families to come together to grow in spiritual formation and develop leadership within the church. This mission includes supporting children, youth leaders and congregations in their ministries.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

This past summer we invited children and families to read and wonder with us through the Green and Growing Season. Families that signed up received weekly a postcard with a book suggestion, one or more Bible stories to check out, and some questions to consider. Our hope was to give families resources and ideas to foster Christian formation at home, while encouraging conversations about ideas that are central to Becoming Beloved Community. We also included links for additional resources and videos of each book being read to make it easy for families to join in while they are on vacation, at home or around town.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

The Chartered Committee on Youth has worked with congregations who have requested assistance to give them resources and leadership to offer programming, events and formation.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

- We have offered at home formation clubs for families, as well as virtual offerings for youth, parents, and leaders, and have encouraged intergenerational offerings.
- Diocesan confirmation, LGBYQ+ offering for youth, as well as a separate offering for adults, workshops during Bishops Ball. We have offered access to the Forma Conference in 2022, and continue to offer resources and curriculum through our Trello board and in our monthly children and youth leadership gatherings.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

We continue to gather children's formation and youth leaders (paid and lay staff) from across the Diocese to share ideas and collaborate on offerings together.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

For Earth Day 2022 we curated resources and shared with congregations events and program offerings across the Diocese.

**What other work has your committee, commission or board done on behalf of the Diocese?**

As part of our continuing work, we are charged to administrate Safe Church Training. Currently this involves a complete reboot of the way training is offered. We are currently working with congregations to move their people onto an online system, get a baseline of who has been trained, and who needs to take the training. We are working with our bishop and Council to revise the Best Practices for Safeguarding God's Children.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

Adapting programs and events to meet the needs where our congregations are.

**What are your plans for the coming year?**

We will continue to connect and collaborate with church leaders to provide programming for children, youth and families, while offering in person program events for youth as a diocese. We are considering ways in how to engage leadership and parents about dismantling racism in the hope that they will in turn share with the younger members of their congregations. We are also looking at expanding our summer offerings for children and their families.

Submitted by Lisa Aycock



## COMMISSION ON CONSTITUTION AND CANONS

### **Statement of Purpose**

The Commission on Constitution and Canons is a canonically required organization with stewardship for the Constitution, Canons, and Rules of Procedure for the Diocese of North Carolina.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The work of the Commission is to help prepare the common ground on which we stand as a diocese. We prepare the framework for relationship on which others build the ministry of the Diocese including by her individual parishes, missions and other partners. This year we re-numbered the canons to enable ease of use, continued the process of removing and re-forming canons and constitutional provisions that hinder the growth of the diocese, and advised various diocesan actors and ministries of how to use the Constitution and Canons for our mutual benefit.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We have made an active attempt to respond to the needs of historically marginalized persons through our teaching and advice. We work to ensure that our Constitution and Canons cause no damage, and deepen no wounds. We recognize the need to expand the viewpoints expressed in our meetings by encouraging a changing membership on the commission.

### **What are your plans for the coming year?**

We will continue to assist the diocese in using the re-ordered and re-numbered canons as appropriate. We will continue to seek ways to expand the utility of the canons in creating a common space for ministerial growth.

Submitted by the Rev. John Talk

## COMMISSION ON HISTORIC PROPERTIES

### **Statement of Purpose**

Identify and preserve those properties (churches and cemeteries) owned and overseen by the Diocese which are central to its history and the evolution of the Episcopal faith in North Carolina.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

Prioritized the survey and status of all minority-based Episcopal churches for inclusion as either Living Historical Properties or as vacant properties where a support group can be developed to create a Preserved Living Historical Property.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

In the process of actively surveying 17 missions and 13 parishes whose property/building is 75+ years old to document their historic significance to the Diocese but also what building and structural challenges they face where we can help bring funds and grants in their support.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

In the process of actively surveying 17 missions and 13 parishes whose property/building is 75+ years old to document their historic significance to the Diocese but also what building and structural challenges they face where we can help bring funds and grants in their support.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

Our work seeks to preserve and uplift the many struggling, often rural parishes and missions that are in areas of economic decline and often feel they are ignored by the Diocese. We help them to understand that the continuation of the Episcopal faith in their location is important and we provide an ear and voice to their needs.

### **What are your plans for the coming year?**

We will complete a full Historic Survey of all diocesan properties and will submit a report and recommendations to the Bishop and the Diocesan Council on additional properties to be included as Diocesan Historic Properties (Living). In addition, we will compile a listing of congregational building needs that could benefit from historic preservation. We will pursue funding for the historic preservation via grants, foundation gifts, and at-large benevolence.

Submitted by Claude Snow

## COMMISSION ON MINISTRY FOR THE DIACONATE

### **Statement of Purpose**

The role of the Committee on the Diaconate (COM-D) is to advise and assist the Bishop in the selection of persons through discernment of an individual's call to ministry for the vocational diaconate and in the guidance and pastoral care of the candidates during their formation.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. Additionally, we work with other committees and groups as well as individual congregations to see that historically underrepresented communities are supported in the discernment process.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. Additionally, it is our hope that the formation and ordination of new deacons will contribute to vitality in both individual congregations and the wider Church.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. Additionally, we have paid special attention to the intellectual and spiritual formation of those in discernment. This year marked the first time that we have had two internships, both a primary discernment internship and a second field education internship in a different congregation. It is our hope that this will more greatly contribute to the preparation of new deacons to serve faithfully and well in the church.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. As of now, we're working with the Diocese of Massachusetts to host an intern who is in discernment with MA but resident in NC.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment.

**What other work has your committee, commission or board done on behalf of the Diocese?**

As of now, we have nine people in various stages of discernment. There was also one deacon ordination in 2022.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We are having more meetings virtually, which enables people to participate better, regardless of their location. We're also working with the Bishop's Committee on the Diaconate to ensure that recruitment for discernment reflects these changes.

**What are your plans for the coming year?**

In the coming year, we intend to carry on as we have done previously, supporting both individuals and congregations as the Church continues to raise up new deacons. As of now, we do not have significant changes planned for the discernment and formation process.

Submitted by the Rev. Caleb Tabor

## COMMISSION ON MINISTRY FOR THE PRIESTHOOD

### **Statement of Purpose**

We discern God's movement in the lives of those exploring a call to ordained ministry, and offer advisement and counsel to Bishop Sam Rodman regarding the education and evaluation of a person's formation as a priest in the Episcopal Church.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

Racial Reckoning, Justice and Healing is a part of the recruitment and formation of new clergy in the Episcopal church through our work with candidates of color, as well as our own education in these topics. Each member of the Commission, and everyone who enters the ordination process, must complete Anti-Racism training. We advance this diocesan strategy by working to create opportunities not only for persons of color to succeed in ministry, but for non-minority candidates to explore their own stories of racism and bias, and learn how to grieve and heal.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

We prioritize the development of leadership in the Diocese of NC that can serve not only our thriving parishes, but bring vitality to our vulnerable congregations. The Commission seeks ordained leaders who are able to adjust to the changing needs of the church and explores the ways bi-vocational ministry can provide options for congregations to thrive with part-time leadership.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Formation is a key aspect of the making of new priests. The Commission attends to formation in individual mentorship, spiritual direction, the parish diocesan internships, our Episcopal seminaries and Anglican studies programs, and other formation requirements such as Clinical Pastoral Education, Anti-Racism training, Title IV training, Safe Church training, and the evaluation process of the General Ordination Exams.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

The Commission's work with the formation of new priests looks ahead to ways the Episcopal Church can grow, establish new faith communities, and serve as creative entrepreneurs of Christ's work in the world.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

Creation Care is not directly addressed in the work of the Commission on Ministry, though the Commission agrees that this is an important aspect of future ministry in the church.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We are always reviewing and revising our process of interviews and applications to receive leaders from all different backgrounds and future paths in ministry.

**What are your plans for the coming year?**

To continue our work of discernment with those who are interested in pursuing a call to Holy Orders.

Submitted by the Rev. Sara Ardrey-Graves

## COMMITTEE ON GLOBAL MISSION – COSTA RICA

### **Statement of Purpose**

The purpose of our Committee is to both broaden and deepen the relationship between our two dioceses by way of relationship-building diocese to diocese, church to church, and most important person to person relationships. We do this most effectively by creating relationships and do things with each other instead of for each other.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

As we well know, racism is a global issue. In Costa Rica, the Episcopal church is known as the black church and most of its parishes are located on the Caribbean side of the country. One of the biggest things we are doing is telling the story of how the Episcopal Church came to Costa Rica to start the conversation about who the church is and what the church is doing in Costa Rica from the very beginning. This provides our diocese with a contextual understanding of racial issues in Costa Rica.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

In prioritizing relationship building, we encourage groups (youth & adults) to spend time with their Costa Rican peers on more than just Sunday Morning. We encourage conversation about what is going well, and what both churches/groups are finding challenging. It gives both delegations and idea of how similar our churches really are and a sense of solidarity in working through the day-to-day life of the church.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Through the conversations together, both groups often share what has worked well for their own congregations. This often creates brainstorming sessions and further discussion around Formation opportunities that extend well beyond their time together. Also, Costa Rica has begun participating in the quarterly global mission bible studies that take place on zoom, which is connecting the diocese of Costa Rica with places all over the world for the first time at a parishioner level.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

While it may not be official new communities, our two dioceses are working together to re-open many of the after-school programs that were shut down by COVID. Upgrades to facilities and new ways of doing things are establishing new traditions and trends in old programs.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

This is something the country of Costa Rica takes very seriously and so we have much to learn

from them in the area of creation care. They have so much to teach us about preservation as most of their country's industry revolves around ecotourism.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

The largest shift taking place is an emphasis on relationship building rather than "nails & hammers."

**What are your plans for the coming year?**

Our committee is working hard are reinvigorating relationships and establishing new relationships between our two dioceses now that travel is over and a new generation of youth and adults are coming of age that can engage in partnering with Costa Rica.

Submitted by the Rev. Matt Addington



## DISCIPLINARY BOARD

### **Statement of Purpose**

Clergy take vows to uphold the “doctrine, discipline, and worship” of the Episcopal Church. When there is a question about whether a bishop, deacon or priest may have been involved in misconduct, the Church has two responsibilities. One is to see that justice is done. The other is to provide pastoral care for all involved, including the accused clergy person. Both of these responsibilities are entrusted to the diocesan bishop, and the Canons of the Church govern how matters are to be handled.

In the Diocese of North Carolina these two responsibilities of the Diocesan Bishop are handled by two different groups of people. The Disciplinary Board, as described in Title IV of the Canons of the Episcopal Church, has the responsibility to investigate the matter, consider and decide whether a violation of the Canons has taken place, and discern what must be done to bring about healing, reconciliation and justice for all involved. The Pastoral Response Team has the responsibility to provide pastoral care, under the guidance of the bishop, for each person and community impacted by a situation. The Pastoral Response Team has other gifts to offer clergy and congregations outside of the discipline process.

The Disciplinary Board meets annually to reflect on best practices for the process including work with members of the pastoral response team, and the bishops. It is sacred work and we are privileged to serve in this unique way.

In 2022 I report that there were no cases.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

The ministry of the Disciplinary Board is to assure justice is done and to seek healing for all involved.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

The ministry of the Disciplinary Board is to support the vitality of a congregation where misconduct may have occurred.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

The ministry of the Disciplinary Board is a collaborative effort that is a model for healing where mistrust or hurt has occurred.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The work of the Disciplinary Board is required to respond to any matter pertaining to Title IV.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We look to the Disciplinary Board to be a diverse community of clergy and laity representing the diversity of our diocese.

**What are your plans for the coming year?**

We will gather this year for a day long review of how we have handled cases that have come before us and seek to learn from what we have done well as well as improve where we could do better.

Submitted by the Rev. George Adamik

## ELLA AND LEICESTER SWINDELL MAJOR SPEAKERS FUND

### **Statement of Purpose**

The Committee uses funds the Swindells bequeathed the Diocese to bring new, emerging and outside perspectives of Christianity, the work of the Church, and the interior spiritual life to lay members and their clergy who are informing and adapting to inevitable changes in their culture and lives. Past initiatives have included bringing nationally known speakers to conferences and retreats at the Summit Conference Center, holding an on-line interactive book study with Diana Butler-Bass and Bishop Michael Curry a decade before the pandemic, giving \$100.00 to every congregation at convention to engage a new mission in their community, hosting a round table breakfast the following year to share the results of the experience, creating a Diocesan Convention Eucharist to be held in the public square, and creating a bible study, More and More, to recognize the call in scripture to expand the tent of faith and inclusion.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

As reported last year, in 2021, the committee created an interactive Liturgy of Lament, Longing and Hope in two formats to be used in both in-person and remote worship. The liturgy addresses the disappointment, grief, and suffering the pandemic brought into our individual and collective lives. It also names the civil divisiveness, and racial strife apparent in our county today, as well as anxiety brought on by future unknowing. In addition to the worship service, a deck of Go Speak cards which encourage small group or family storytelling and the holding space for truth and faith. A list of resources for children and families navigating loss were also developed to be used in Christian Formation settings. The liturgy and all materials were presented to the clergy at their weekly Zoom meeting in late August. A Liturgy of Lament, Longing and Hope was the Diocesan Streamed Service on September 12th, celebrated at Church of the Advocate, Chapel Hill.

In 2022, the Committee celebrated the good leadership and work of Sarah Hollar and Ayliffe Mumford who had shepherded the committee for the past 8 years. We welcomed new members, Jennie Beaumont and Gabe Lamazares, and new leadership in Matt Addington and Lisa Fischbeck.

2022 has been a year of regrouping, as we have welcomed new members and met with Bishop Rodman and Diocesan staff to better coordinate and facilitate our efforts moving forward. As a result, our work in 2022 has largely been to update earlier offerings. In the Spring, the Liturgy of Lament, Longing and Hope was updated for a new year and continues to be available. In the Fall, we began to re-work the Bible Study for Expanding the Tent to incorporate new understandings of faith and inclusion since our first launch of More and More in 2019. This updated edition will be available in the Spring of 2023.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Provided resources for worship and study

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Provided resources for worship and study

**What are your plans for the coming year?**

In the year ahead we look forward to welcoming new members and developing creative new offerings for the diocese.

Submitted by the Rev. Lisa Fischbeck

## EPISCOPAL FARMWORKER MINISTRY

### **Statement of Purpose**

Episcopal Farmworker Ministry responds to the physical, emotional, and spiritual needs of farmworkers and actively supports opportunities for them to become self-directive.

We seek to minister to farmworkers in three principal ways:

- through direct services;
- through the development and support of programs that work towards the empowerment of farmworkers;
- by encouraging leadership development, advocacy, and education aimed toward a systemic change of agricultural policy.

What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?

Episcopal Farmworker Ministry has a long-standing relationship with la Sagrada Familia, a mission in the Diocese of East Carolina. This relationship has been strengthened over the past year with stronger communication and collaboration. The Ministry is excited about the groundbreaking for a church building for la Sagrada Familia on our shared property.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The Episcopal Farmworker Ministry (EFWM) continued its outreach to the Latino community of farmworkers, processing plant workers and other immigrant families of eastern North Carolina, providing a place, both physically and virtually, where these individuals and families can find support for the physical and emotional demands they confront and opening a door for them to find a path toward meeting their spiritual needs. Through direct services—food distribution events, providing access to mental health services, immigration assistance and intervention, and home repair made possible by Episcopal Relief and Development; leadership development, especially our Women’s Group (Grupo de Mujeres), whose herb garden cooperative has just successfully incorporated, with big plans for a greenhouse and expanded production, drawing in a growing number of women from our community, as well as our vital group of promoters (promotores) who play key leadership roles in all of our programs; and advocacy which is far reaching over all of our programs, gaining energy from and bringing our experience to a broad network of farmworker organizations who, collectively make their presence felt and their voices heard in the hall of power—we continue to seek to affirm each worker’s value and dignity and provide multiple opportunities for them to gain strength from one another and provide programs and information for them to grow as individuals and as a community. One notable sign of this growth is the Ministry’s hiring of a number of young people—the children of these same farmworkers—who become key links in carrying out our programs, gain experience and confidence in the process, and who take this experience back home with them and then on to college or university as a demonstration to their families that this growth of which we speak is a very real thing.

All our programs were seriously tested by the pandemic, as was the life of the churches of the two dioceses who support our work. But we have found and are still finding our way to the other side of this challenge. Our numbers of families supported—boxes of food distributed, visits to H2A camps, homes repaired, emergency kits distributed, immigration services appointments (including appearances in court), vaccination events coordinated with local and state health authorities, emergency funds distributed to families whose work and livelihoods are turned upside down by sickness or other factors beyond their control—continues strong and virtually unabated from the previous year, irrespective of the continuing challenges.

**What are your plans for the coming year?**

Episcopal Farmworker Ministry has been in a time of leadership transition for most of 2022, following the departure of the Executive Director February 28. The interim has worked to support the staff in maintaining programs, monitoring and executing grants, and assisting the Ministry in preparing for new leadership. A primary goal for 2023 is to employ a new Executive Director.

EFWM's goals and objectives for 2023 are to essentially continue the direct delivery of services within our community. We meet a keen and continuing need for these services and know, firsthand, of the ways in which these services are alleviating human suffering and providing hope to families who otherwise would have none. These include, but are not limited to, twice monthly food distributions, school supply and Christmas present distributions, vaccination clinics, distribution of accurate information in the local community, mental health referral, and immigration assistance.

Submitted by the Rev. Jan Lamb

## EPISCOPAL RELIEF AND DEVELOPMENT

### **Statement of Purpose**

Our work to heal a hurting world is guided by the principles of compassion, dignity and generosity. We take our mandate from the words of Jesus, found in Matthew 25. Episcopal Relief & Development is the compassionate response of The Episcopal Church to human suffering in the world. Hearing God's call to seek and serve Christ in all persons and to respect the dignity of every human being, Episcopal Relief & Development serves to bring together the generosity of Episcopalians and others with the needs of the world.

Episcopal Relief & Development faithfully administers the funds that it receives from the church and raises from other sources. It provides relief in times of disaster and promotes sustainable development by identifying and addressing the root causes of suffering.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

- Bringing clean water to communities in need
- Protecting children from the threat of malaria
- Responding to disasters and emergencies in the United States and abroad
- Empowering women through microfinance

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Episcopal Relief and Development helps congregations come together to heal a world beyond our local communities.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Episcopal Relief provides worship resources, projects, and opportunities for congregations to reach beyond their own walls, working together for lasting change in the world.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

This is not a focus of Episcopal Relief and Development. Episcopal Relief and Development works in the area of relief for natural disasters within the United States. Episcopal Relief & Development facilitates healthier, more fulfilling lives in communities struggling with hunger, poverty, disaster and disease around the world.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

We collaborate with communities around the world to address three life-changing priorities – women, children and climate – creating authentic, lasting results that can be sustained by the communities themselves.

Our work with women focuses on helping communities promote the rights of women and children and move toward the vision that everyone deserves a life free from violence in a society where they are treated with dignity and respect. Only then can communities truly heal and thrive.

Our work with children supports and protects kids under age six so they reach appropriate health and developmental milestones. This focus on early development is foundational and critical to helping children achieve their full potential as future contributing members of their communities.

Our climate-related work focuses on how families and communities can work together to adapt to the effects of rapidly changing weather patterns. This work includes preparing for and recovering from climate-influenced events such as floods, hurricanes and other disasters.

**What other work has your committee, commission or board done on behalf of the Diocese?**

I work as an Episcopal Relief and Development Diocesan ministry partner for our Diocese.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

A Tradition of Saving Lives For 80 years, Episcopal Relief & Development has been inspired by the faith and compassion of its supporters and partners to work together for lasting change. Its mission is to seek and serve Christ in all persons and respect the dignity of every human being.

Originally called the Presiding Bishop's Fund for World Relief (the PB Fund), the organization was established in 1940 by The Episcopal Church.

**What are your plans for the coming year?**

To work with congregations to bring knowledge of Episcopal Relief and Development's work around the work to their congregations.

Submitted by the Rev. Louise T. Anderson



## FAIR SHARE APPEALS BOARD

### **Statement of Purpose**

The Fair Share Appeals Board (“FSAB”) is tasked with the responsibility of reviewing applications from parishes or missions that, due to extraordinary circumstances, feel unable to fulfill their expected annual financial contributions to the Diocese.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

The Fair Share Appeals Board (“FSAB”) is tasked with the responsibility of reviewing applications from parishes or missions that, due to extraordinary circumstances, feel unable to fulfill their expected annual financial contributions to the Diocese. The FASB is comprised of members from both the lay and clergy orders, with members serving for a three-year term. To provide continuity, the members serve in three-year staggered terms, thus assuring new insights as well as historical precedence.

This year, the FASB was charged with reviewing and making a recommendation to Diocesan Council for three completed applications submitted by a parish for its 2023 asking. The FASB prayerfully and dutifully handled its responsibilities and communicated its recommendations to Diocesan Council for its final determination.

I thank the members of the FSAB for their willingness to serve.

Submitted by David P. Broughton

## FRANCIS J MURDOCH SOCIETY

### **Statement of Purpose**

The Francis J. Murdoch Memorial Society administers a trust fund governed by Canon 37 of the Diocese of North Carolina which exists to aid “fit persons who desire to prepare for the ministry of the Church” (Canon 37, Sec.3). Under all ordinary circumstances, this aid is given in the form of a loan to a person enrolled in a seminary and which becomes cancelable upon ordination. Otherwise it shall be in full legal force and effect until paid.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

The committee is in conversation about how best to prioritize seminarians of greatest need, and how these funds might be used to assist with curacies in the diocese. We have not explored how this change might advance the mission priority of racial reckoning, given our narrow charge, but this is something the Trustees should consider in the near future. Changes to our funding model have proven difficult due to the original donor documents, but we are continuing the conversation.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Our work of funding seminarians allows newly ordained clergy to return to the diocese free of seminary debt, which is an essential part of fostering congregational vitality.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

We directly fund seminarians who are formed for the priesthood at their respective divinity schools.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

We have no participated in this work directly, however, we are more closely collaborating with the diocese in our funding.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

In 2022, the Murdoch Society distributed awards totally \$7,000 to 7 qualifying seminarians from the Diocese of NC. We have been in conversation with Missioner Maria Gillespie regarding how the Murdoch Society can streamline our own process in greater communication with the Diocesan Seminarian Support Grants. As part of this conversation in 2021, we again joined the Krebs application process so that the Diocese might be better stewards of both funds while collecting a more fulsome understating of each seminarian's particular financial needs.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

The committee is in conversation about how best to prioritize seminarians of greatest need, and how these funds might be used to assist with curacies in the diocese. We have not explored how this change might advance the mission priority of racial reckoning, given our narrow charge, but this is something the Trustees should consider in the near future. Changes to our funding model have proven difficult due to the original donor documents, but we are continuing the conversation.

**What are your plans for the coming year?**

The Rev. Jacob Pierce has served as chair of the trustees since 2017. He has decided to step down from this role. Bishop Rodman has appointed the Rev. Marion Sprott-Goldson to take his place. The society will continue to explore how it can participate in the mission strategy priorities in conversation with diocesan staff.

Submitted by the Rev. Jacob Pierce

## GALILEE MINISTRIES OF EAST CHARLOTTE

### **Statement of Purpose**

Founded in 2015 by the Episcopal Diocese of North Carolina, Galilee Ministries of East Charlotte (GMEC) operates the Galilee Center where we share our historic buildings and lush grounds with other nonprofits to provide direct services and programs to refugees, immigrants, migrants and our neighbors in East Charlotte. GMEC is a Special Ministry Mission, as defined by Canon 20, Section 2. Our mission is to provide radical Christian hospitality, welcome and refuge to our nonprofit partners, their clients and our neighbors in East Charlotte. Galilee Ministries relies on the generosity and kindness of donors such as the Episcopal Diocese of North Carolina, the Episcopal Parishes, individuals and grants to sustain our mission and share these gifts with the community we serve. We use these gifts for the purpose of “feeding body, mind and spirit.”

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

Galilee Ministries of East Charlotte serves a multi-cultural and multi-generational community. The partnerships we have at Galilee are core to advancing racial reckoning, justice and healing. It starts with who we serve.

East Charlotte is home to primarily working-class families with pockets of lower income individuals. Given the recent emergence of gentrification, we see young professionals of all races and ethnicities moving into the area. The primary refugee resettlement agencies working with the state of NC are Carolina Refugee Resettlement Agency and Catholic Charities. Catholic Charities (a GMEC partner) operates an after school childcare program serving refugee students from elementary to high school at the Galilee Center. Refugees who visit Galilee for services are from Afghanistan, Ukraine, Sudan, Ethiopia, Eritria, Syria, Myanmar, Congo, and other African and Central American countries. We also serve lower socio-economic individuals and families as well as schools with mostly Hispanic and African-American children from the neighborhood. The elderly and differently abled are also included in those who are welcomed at Galilee—that includes our immediate neighbors who live at St. Andrew's Homes adjacent to the Galilee Center.

We are advancing the diocesan mission strategy priority of Racial Reckoning, Justice and Healing through collaboration and donating our primary assets (i.e. our buildings and grounds) to nonprofits to provide food and nutrition; education; vocational training/workforce development and after school childcare. We have an edible garden and play space and a community garden worked by those we serve. Our partnerships, programs and services are targeted to achieve our goals, create community and connect all to opportunities and resources. The number of refugees being served by our partners is increasing with the re-opening of indoor activities post the height of the-COVID- 19 pandemic. Collectively we are serving >600 people at Galilee monthly.

To advance racial equality, justice and advocacy as well as to eliminate racial barriers we form partnerships to provide:

1. A safe and welcoming space for organizations and individuals to meet and make connections and form new friendships.
2. Culture classes for refugees, community meals, aquaponic tower garden workshops, and other opportunities for fellowship.
3. We share our buildings for worship services for various faiths and multiracial congregations.

#### Our Direct Services Partners

- Catholic Charities: After-school and summer enrichment programs for ~20 refugee children.
- Central Piedmont Community College: English as a Second Language (ESL) classes, career preparation counseling, workforce development (started Fall 2022) and U.S. Citizenship Naturalization Classes (resumed October 2022). (On avg. ~50 students/month attend classes.)
- Carolinas Road Runner Club's Community Kitchen Program: ServSafe Manager Certificate Training in culinary skills food handling, preparation and catering. Twelve students enrolled.
- Loaves and Fishes: Food pantry – individual clients served have increased by 58% since the start of the year. There were 418 individual clients served in September. Families served during this period saw a 36% increase (146 vs. 107).

#### Inter-faith worship communities at Galilee

- Ethiopian Ministry – 30 adults attend and 15 children are in Sunday School.
- Matters to Mission Charlotte (Presbyterian Church (USA)) – 20% growth since worshipping at Galilee (30 regular attendees).

During 2022 some of the activities we have undertaken to advance this diocesan priority have included:

- All Galilee Board members completed Dismantling Racism: Reclaiming our Baptismal Promise by The Episcopal Diocese of North Carolina. The Board followed with a debrief and teambuilding led by Makeda Pennycook, Consultant and member of Christ Episcopal Church Charlotte, and Jenny Beaumont, Bishop's representative to the Galilee Ministries' Board and Missioner for Adult and Life-Long Formation for the Episcopal Diocese of North Carolina.
- Galilee Ministries joined St. Peter's clergy and Social Justice Ministry to support March for Our Lives in advocating for an end to gun violence.
- Organizations such as Truth and Reconciliation Commission Reimagining America Project Charlotte's Board of Directors of the Commission use our facilities for meetings and a place to gather.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Galilee Ministries was formed as a missional initiative to serve God's call. While Galilee does not currently have a congregation of our own, we partner closely with Parishes in the Charlotte convocation who send volunteers to Galilee to serve in numerous ways e.g. as greeters, help with administrative tasks, serve in our kitchen, serve on our Board/Committees and to feed our neighbors at St. Andrew's Homes (a few examples). There are many generous offers of time and talent. We also receive grants/donations from several Parishes, special collections and individuals who have been friends of Galilee over the years.

This year the Episcopal Diocese of North Carolina Council, with the Rt. Rev. Sam Rodman and bishop suffragan the Rt. Rev. Anne Hodges-Copple met at the Galilee Center. There was the celebration of a Holy Eucharist, the first since St. Andrew's Episcopal Church closed and Galilee was formed.

The Charlotte convocation Clericus met at Galilee. Offices at our Center are also used by the Sacred Ground instructors to plan and prepare for their classes. The Rt. Rev. Sam Rodman and The Rt. Rev. Bishop Anne Hodges-Copple and the Galilee Board of Directors will be having an upcoming lunch reception for the Rectors of the Charlotte Convocation, on October 26th 2022, at the Galilee Center.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

At Galilee there are numerous ways in which Formation is done. It is at the core of all that we do. We started with all Board members taking Dismantling Racism as the foundation of not only how we engage with the larger community but with a diverse Board, staff and the community we serve. This formation is essential to our success. Formation is being advanced through education as well as interacting and engaging with people from other countries, nationalities, races, ethnicities, backgrounds and ages that you find at Galilee.

We hosted >60 Episcopal youth this Spring/Summer from Palisades Episcopal School, Episcopal Outreach Camp, St. Martin's, Christ Episcopal Church Charlotte, St. Margaret's, Holy Comforter and other Parishes. The youth worked in our garden, helped fulfill Galilee's commitment to Adopt-A-Street and built relationships with ~10 children from the Catholic Charities after-school program.

With St. John's Episcopal Church and others, we celebrated Teachers' Appreciation Day with 100 teachers, staff, administrators and facilitators at Merry Oaks Elementary International Academy, Greater Enrichment Program and the Galilee Center partners.

People come to Galilee and can discern and hear where God is calling them. Dreams come true at Galilee. There is the opportunity to serve as a mentor and connector; to welcome a new family to America. Through our partnerships with other nonprofits in Charlotte and working with our

partners we were able to refer 2 new Afghan students to the Year Up workforce development program at CPCC. The young adults have been accepted to the program, are taking classes with CPCC and Year Up and are looking forward to internships and attractive well-paying careers ([www.yearup.org](http://www.yearup.org)).

At Galilee we provide a sanctuary for worship and fellowship and Sunday school for children to learn about Christ. We partner with other religious denominations and veteran agencies for them to deliver culture classes to 25 Afghan women and their 15 children.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

GMEC was formed through collaboration and partnerships and this continues to be our strength. In partnering with other nonprofits to provide direct services, workforce development and programming we can advance the diocesan mission strategy of collaboration and new communities. People come to Galilee and build community. Galilee is a place of building beloved community and collaboration. God's love is reflected everyday through the work we are doing at Galilee. A perfect example of collaboration at Galilee was introducing Central Piedmont Community College to our Community Kitchen Program partner. This collaboration during a monthly partner meeting gave birth to the new immersive language ESL workforce development program being offered at the Galilee Center, with 12 students initially enrolled for the inaugural class. Graduation will be in November 2022 and since starting in mid-September the students have served ~1165 meals, at various events. The next cohort of students will begin their 10-week course in January 2023, with 50 students having already expressed an interest in enrolling. CPCC/CKP are building a pipeline to fill seats in future cohorts.

Other outcomes of collaboration and new communities at the Galilee Center include the return of the U.S. Citizenship Naturalization classes, starting this month. Additionally, we now have the Charlotte Mecklenburg Mobile Library Unit visiting the Galilee Center monthly. We have hosted medical clinics and health fairs at Galilee, including Mecklenburg County Public Health COVID and Flu vaccine clinics. Forty people attended the recent health fair, of which >24 needed follow up medical care. There were 11 physicians and 23 other medical staff and volunteers in attendance. The mobile medical unit (One Charlotte Health Alliance with Novant and Atrium) visits Galilee each month providing basic medical services to the community. In early 2023, Galilee in conjunction with other inter-faith and Veteran nonprofits, will begin to host community meals for Afghan families experiencing isolation since arriving in the US—giving them an opportunity to gather and connect.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

Galilee has continued to enhance our urban park, Galilee Green and Community Garden, where neighbors gather to enjoy the environment, our green space in the heart of the city, enjoy the fruits and vegetables grown and cultivate vegetables from their native countries. We have 40 garden plots in the Community Garden and 100% of them are leased (each leased for a nominal

fee of \$10 annually) and there is a waiting list. We installed an irrigation drip system to water the orchard where we grow fig trees, pear trees, goji berries and blueberries.

The Universal Sacred Harvest 12 Hydroponic Tower Gardens are a new addition to the Galilee Center. This new project has been a way for fellowship and making new friends. People come together for workshops to learn about the tower gardens, how the vegetables are grown and harvested and to share new recipes.

Caring for our building and grounds and investing in maintaining our physical assets remains our priority to do God's work in serving others.

**What other work has your committee, commission or board done on behalf of the Diocese?**

We have also spent much of 2022 adopting best practices and enhancing our policies and procedures e.g. personnel manual, emergency preparedness plan, Board development and training, implementing enhanced controls, strengthening financial reporting, documenting finance policies and procedures, having an audit that followed the Diocesan guidelines, updating partner agreements and insurance coverage, revising our Bylaws and team building.

At the end of October 2022, the Rev. Tom Brackett, Missioner for New Church Starts and Missional Initiatives, will be journeying with the Galilee Board on a pilgrimage to discern where God is leading our mission in crafting our vision for what is next for Galilee Ministries of East Charlotte.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

The Galilee Ministries Executive Director of 6+ years retired at the end of 2021. We have had a part-time interim Executive Director who will also be retiring at year end. We have formed a Search Committee to recruit a new full-time Executive Director. This is opening doors for new ways of collaboration and engaging with new communities, with congregants, clergy and lay leaders. We are being more intentional on who is invited to serve on the Search Committee, seeking to have a diverse slate, people with the required knowledge and expertise in hiring, as well as a mix of those skilled/experienced in listening and discerning God's voice. Additionally, we met with Canon Catherine Massey, to learn best practices, the process of transition and transformation and to collaborate with her through this process.

**What are your plans for the coming year?**

Our goals are focused on Becoming a Beloved Community: Feeding Mind, Body and Spirit:

- Economic mobility - make East Charlotte a prosperous and happy neighborhood to live, go to school and to work; make available access to education and skills-based training at Galilee.
- Outreach - form strong partnerships to address the needs of vulnerable populations e.g. refugees, immigrants, migrants, elderly, differently abled, children and those struggling with other issues such as isolation.



- Through partnership provide access to healthcare and food
- Advocate for racial justice and equality – (e.g. explore partnerships with EMM and GEMN)
- Be environmentally responsible
- Sustainable growth for our mission
- Spiritual ministry

Submitted by Faith Hamilton

## THE GOOD SAMARITAN FUND COMMITTEE

### **Statement of Purpose**

The Good Samaritan Fund Board Statement of Purpose: To support programs operated by non-profit organizations (church - or community-based) which provide economic opportunity, housing, education, health, social services access, and/or spiritual support for low-income African Americans in the Charlotte community. Strong consideration should be given to:

- Programs that work toward empowerment; and
- Those programs where the award of small grants makes a significant impact.
- To begin or support programs designed to support racial justice and reconciliation, including programs that provide equitable access to enrichment opportunities for low-income African-American children who otherwise would lack such access.
- To provide emergency support for needy African American families and individuals (This may consist of special grants to pastoral discretionary accounts in missions with limited resources to support discretionary funds; it also might be done by funding a special emergency grant program through a community resource such as Crisis Assistance Ministries.)
- To support the initiation of new mission activities specifically aimed at low-income African Americans within and outside the worshipping community, provided that there is a plan for the sustainability of such activities within three years of the program's inception.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

The Good Samaritan Fund Board's Mission, Goals and Purpose is in complete agreement with the Diocesan Mission Strategy of Racial Reckoning, Justice and Healing. 100% of the grants awarded by this board have been given to support initiatives in the African American Community in Charlotte, NC. That was the original intent at the inception of the Good Samaritan Fund and it remains the major tenant of grant awards even today. This work will continue into the foreseeable future.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

The Good Samaritan Fund Board's goal is to support, (medium to long term), two African American Episcopal congregations in Charlotte. Our hope and prayer is that these grant will help these two congregations do more than just survive, but begin to thrive.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

The Good Samaritan Fund Board awarded grants to St. Michael and All Angels - Charlotte and to The Chapel of Christ The King - Charlotte. These grants are eligible to fund initiatives that are most emergent including funding for Formation.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

The Good Samaritan Fund Board supports the Diocesan Mission Strategy of Collaboration and New Communities through awarding grants to community groups, specifically The Charlotte School Choir and The Academy of Goal Achievers.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

The Good Samaritan Fund Board supports the Diocesan Mission Strategy of Creation Care through individual member commitments and corporate prayer. The Fund's By-Laws do not allow for direct funding of this purpose.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

The Good Samaritan Fund Board recognizes that there are increasingly fewer funding sources for church/religious organizations and our churches have fewer places to go for funding support. The Good Samaritan Fund Board's position is that we will unapologetically support sharing the Good News of God in Christ. After some lengthy discussions, the Board decided to significantly support two missions within the Charlotte Convocation with their multiple needs.

**What are your plans for the coming year?**

The Good Samaritan Fund Board will continue to fund its priorities with a focus on the African American Community within the Charlotte, NC Community at-large.

Submitted by Connie Sessoms

## HISTORIOGRAPHER AND THE CHARTERED COMMITTEE FOR HISTORY AND ARCHIVES

### **Statement of Purpose**

By Canon, the historiographer is charged with collecting, classifying, preserving, and publishing materials relating to the history of the Diocese. The historiographer is also responsible for the oversight of the Diocesan Archives and for providing oversight and direction to the archivist. The Chartered Committee serves as a council of advice to the historiographer.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

In April, the Committee hosted a diocesan History Day in Warrenton. The keynote speaker, Ebonee Davis of Virginia Theological Seminary, described the Racial Reparations work that she and others at VTS are doing. The History Day also highlighted the life and ministry of the Ven. Odell Greenleaf Harris, a native of Warren County, who led the fight for desegregation in Southern Virginia and Georgia in the 1940s and 50s. The event afforded attendees the opportunity to visit and learn more about 3 historic black churches in Warren and Halifax counties.

The historiographer and archivist are also actively engaged in providing timelines, documentation, images, and text for the “Telling Our Stories” Project, highlighting the black congregations of our diocese.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

The archivist has consulted with local congregations on establishing or maintaining their historical records, and she has assisted in collecting materials to help them with the celebration of landmark anniversaries. This work deepens vitality through fostering a congregational appreciation of abiding identity and mission in a particular community. The special initiative, begun by the historiographer, continues for locating and restoring (as needed) the early parish registers of our historic black churches.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

The historiographer has offered historical addresses at four parishes this year and continues to teach church history annually in the Deacons’ Formation Program of the Diocese. He also taught a course on “Religion in Local North Carolina History” for the OLLI program at Duke University.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

By hosting a diocesan-wide “History Day” in April and “History Keepers” workshop in October, the historiographer and archivist have fostered collaboration among congregations. In their

research and writing, the historiographer and archivist have also highlighted earlier collaborative efforts, such as the founding of La Iglesia El Buen Pastor in Durham and the Ministerial Training Program at St. Augustine's School which operated between 1867 and 1894.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

The archivist has made available records of our past work in the area of Environmental Ministries.

**What other work has your committee, commission or board done on behalf of the Diocese?**

In September, the archivist and historiographer drafted a report on diocesan archival storage and processing requirements in anticipation of the sale of our current Diocesan House property. The archivist has also been active in helping to secure the records of recently-closed churches and transfer them to diocesan custody.

The archivist has also been active in helping to secure the permanent records of recently-closed churches for transfer to diocesan custody. For the past two years volunteer assistance from History & Archives Committee member Margo Acomb has helped reduce the backlog of closed church processing.

Staff and external research requests and on-site church consultations remain vital aspects of the archivist's work. For 2022, these have included: (1) documented responses to more than 75 individual requests for information; and (2) consultations with congregations regarding local church history and the storage and organization of records. Additional consultations were made with five congregations celebrating 150th or 200th anniversaries between 2021 and 2024.

The historiographer responds to queries that concern matters of historical assessment and interpretation.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

The historiographer and archivist are acutely aware of the impact of such changes and seek to provide historical context for the challenges the diocese is currently facing, by reminding us of how we have sought to address similar challenges in the past. For example, demographic change in North Carolina was something Bishop Thomas Fraser called upon the Diocese to confront in his 1964 Convention Address. Demographic change has been an especially profound and abiding factor in our racial history. For example, Bishop Henry B. Delany noted the challenges for black congregations posed by the Great Migration after World War One.

**What are your plans for the coming year?**

The historiographer and archivist are prepared to assist in the relocation of the diocesan archives in the coming year. They also will work with the Chartered Committee and other interested parties in hosting another History Day and a History Keepers Workshop.

The archivist is working with an intern from the School of Library Science at UNC-CH to complete the digitization of our diocesan newspapers and make them accessible.

The historiographer will continue work toward completing the National Register Nomination for All Saints', Warrenton, and toward compiling a racial history of the diocese.

Submitted by the Rev. Brooks Graebner

## INVESTMENT COMMITTEE

### **Statement of Purpose**

We are responsible for hiring the investment managers to invest the proceeds of the diocesan Consolidated Pooled Funds. As of 9/30/22 the market value of said fund was \$ \$34,756,503.42. This represents a decline YTD of 22.80%, or roughly .40 ahead of the custom benchmark for the investment pool. Our last 3 years produced an annualized average annual return net of fees of 2.01%, ahead of the benchmark, which was 1.86%. Since inception date of 12/31/16, the Fund has returned 5.20% average annual return versus the benchmark of 4.88% Our investment manager of record has been Sterling Capital Management, LLC, a division of Truist.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

Our committee has diverse representation, our Funds have an ESG overlay, certified by Sterling Capital Management, LLC on a quarterly basis.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Our outreach includes presenting the investment report to member Parishes throughout the Diocese and the report is available on the diocesan website.

### **What are your plans for the coming year?**

Our goal is to oversee the fund in such a manner as to meet or exceed the benchmark with a risk adjusted return, and provide for 4.5% distributions to member Parishes to allow them to support the work of their congregation.

Submitted by W. Robert Newell

## KANUGA

### **Statement of Purpose**

Kanuga is a gathering place inviting all people to connect with each other, nature, and the Creator.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

If 2021 was an intentional but careful step toward welcoming guests to return “home” to Kanuga as we began to emerge from the darkness of the pandemic, 2022 was a sinking into a renewed rhythm of worship and healing—made possible by the Kanuga community’s support and a much stronger financial position.

Kanuga is indeed continuing along a path toward financial health, and has made progress again in 2022. We were fortunate that our fundraising efforts in 2022 resulted in strong annual giving, a trend that has been on the increase since 2020. These funds are now being utilized to move Kanuga forward in programming, rather than to prop up our operations. Operations are now close to a break-even scenario in which expenses are covered, staff are compensated well, and improvements to many areas, including food and beverage, are well underway.

With this renewed focus on excellence in programming, in 2022 we were pleased to host and sponsor myriad events and programs, including Nuevo Amanecer, Winterlight and Youth Week, Camp Kanuga, Awakening Soul, Daughters of the King, dozens of parishes, Kanuga Christian Formation, Renewal, Iconography, Mountain Trail Outdoor School, and many more. We have introduced twice-annual service weekends to the calendar, and developed a new concert series of outdoor performances. We are thankful for these successes, but this list doesn’t begin to describe the depth of spirit that exists on campus as we re-gather to worship in person.

In 2022, as a community grounded in appreciation and empathy, we prayed for each other and the world in a visible way through a new prayer ribbon ministry that began as a response to the invasion of Ukraine. Within days, dozens of ribbons were inscribed with personal prayers and hung in The Chapel of The Transfiguration. And then, one day, we were asked if a prayer could be added for a loved one. Soon, an entire system was developed using ribbon colors to denote specific types of prayer, and a growing rainbow of gently swaying ribbons was suspended from the ceiling.

Indeed, thousands of campers, youth conference teens, adult conference participants, staff members, lodging guests, mountain bikers, clergy and lay leaders, and people from all walks have written prayers on these ribbons. The meditations themselves include everything from prayers for the ill to those who are victims of war, violence, and poverty, to those who govern, those who sin, and those who bring us joy.

In effect, Kanuga’s prayer ribbon ministry has evolved to serve as a visible form of the Prayers of the People. When I walk into the Chapel now, underneath these prayers that are lifted high



toward the Spirit, thousands of ribbons dancing in the sunlight, I sense the strength of the Kanuga mission in a real and tangible way, and feel the Holy Spirit at work.

I feel hope. I feel gratitude. And I hope you will join me in praying:

“For the good earth which God has given us, and for the wisdom and will to conserve it, let us pray to the Lord.” —from Prayers for the People

Thanks to all who have shared their wisdom, voice, financial resources, friendship, partnership, and commitment to Kanuga. Our community demonstrates every blessed day the wisdom and the will to keep Kanuga intact and thriving for many generations to come.

Submitted by Michael R. Sullivan, president / CEO

## MISSION ENDOWMENT BOARD

### **Statement of Purpose**

The Mission Endowment Board's mission is to support the innovation needed to implement mission strategy of the Diocese by making grants to applicants.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

Our charge is to receive and evaluate grants requests, which we dutifully do.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

We support the Sustainability Fund of the Diocese as we think about how to fund ministries with ongoing financial needs.

**What are your plans for the coming year?**

To have one grant cycle (November 30 deadline), in which we continue to receive applications and make grants, as appropriate.

Submitted by the Rev. Robert Black

## MISSIONARY RESOURCE SUPPORT TEAM

### **Statement of Purpose**

The Missionary Resource Support Team (MRST), a chartered committee of the Diocese of North Carolina, provides financial support to mission congregations, small parishes and newly established worshipping communities in the Diocese who are intentionally carrying out the mission of the Church, and that of the Diocese of North Carolina, in their unique ministry context.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

MRST has been in the process of working with the Bishops, Canons, and Missioners in making our processes more equitable and transparent for all. We've worked on this for the past few years, and MRST has subsequently changed quite a bit on its scope and mission.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

MRST serves to support communities that need a bit of financial help to help them dream and implement the mission that they have prayerfully discerned. Our goal in discerning our distribution of funds is to help those communities thrive and be able to do the good work they are called to do.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

We have done the work that we are chartered to do, which is to receive grant applications, review those applications, have discussions with the grant applicant, and discern how much grant money we recommend the Diocese to grant to the applicants.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

As mentioned above, with the help of the Bishops, Canons, and Missioners, MRST has fundamentally changed how it operates and who applies for a MRST grant in order to adapt to the needs of this diocese.

### **What are your plans for the coming year?**

We plan to continue praying and walking with our grant applicants and continue the grant process.

Submitted by the Rev. Daniel Reeves

## NORTH CAROLINA COUNCIL OF CHURCHES

### **Statement of Purpose**

With 18 denominations representing over 6,200 congregations in N.C., the Council provides incarnational evidence of Christian Unity. By creating unity without expecting uniformity, member bodies collaborate on matters that contribute to the flourishing of God's creation. We are grateful to Episcopal Diocese of North Carolina for their support and for the leadership on our Governing Board provided by the Reverend Sarah Woodard.

### **What other work has your committee, commission or board done on behalf of the Diocese?**

Currently our priority areas include:

- **Reparations to Restoration: A Call to Action.** With representation from each of the 18 denominational members of the Council, we are creating a resource that can be used by any congregation or individual to learn about the need for government reparations while beginning the work of local restoration. We are drawing on the wisdom of those who have written about reparations while framing our work through the Christian teaching of confession, forgiveness, and restoration. The resource should be available by spring of 2023. For more information, contact [info@ncchurches.org](mailto:info@ncchurches.org).
- **Confederate Monument Removal.** Related to the above, but with its own emphasis, the Council has joined the work of the N.C. Commission on Racial and Ethnic Disparities in Criminal Justice in their effort to move confederate monuments from courthouse lawns. If you live in a county currently working on such an effort or would like to begin leading such an effort, please contact: [info@ncchurches.org](mailto:info@ncchurches.org).
- **Eco-Justice Connection (EJC).** This multi-faith program area focuses on environmental and climate justice, with an emphasis in "advocating with compassion." A keystone initiative of EJC is NC Interfaith Power & Light. EJC's program mission is to educate, inspire, and mobilize people of faith and conscience to act on climate change as a moral imperative. For more information, contact [susannah@ncchurches.org](mailto:susannah@ncchurches.org).
- **Partners in Health and Wholeness (PHW)** provides tools to help faith communities form healthy habits by supporting congregation based health ministries with resources and mini-grants. Other PHW focus areas include mental health, substance use disorder, and issues related to healthy aging. We are currently offering grant opportunities to BIPOC faith communities to enhance their mental health capacity. For more information, contact [phwinfo@ncchurches.org](mailto:phwinfo@ncchurches.org).
- **The Opioid Crisis and HIV/AIDS** educates faith leaders about compassionate responses to these growing health concerns and opportunities to reduce the associated stigmas. We provide avenues to engage the overdose crisis and the AIDS epidemic by connecting congregations to resources in their communities. If you would like to host an event or learn more about either of these projects, contact [elizabeth@ncchurches.org](mailto:elizabeth@ncchurches.org).
- **Gun Violence Prevention** advocacy focuses on telling the truth about gun violence in our country. We know the majority of gun deaths are suicides; the next highest number is homicides, usually among people who know each other or who are related to one another. Our work is to help people understand how guns end up in places that create great harm

and what each of us can do to make all of us safer. For more information, contact [jennifer@ncchurches.org](mailto:jennifer@ncchurches.org).

Over the course of this year, the Governing Board approved the following policy statements which can be found on our website along with other statements from previous years:

- A Resolution to Change the Cash Bail Bond System (August 8, 2022)
- Tribute to the Life of the Reverend Dr. T. Anthony Spearman (July 21, 2022)
- Statement Condemning Violence Against our Jewish Neighbors (January 24, 2022)
- Statement on George Floyd Murder Trial Verdict (April 21, 2021)

We craft these statements in keeping with our interpretation of the prophetic witness of the Old Testament and the gospel message of the New Testament.

Currently, other areas of emphasis include living wage and paid family leave endorsement, death penalty abolition, cash bail reform, fair courts advocacy, Medicaid expansion, and redistricting reform. Resources are available online and our staff is available to help your congregation address any of the myriad concerns that arise in our contemporary setting. If you have any questions or are interested in more information, please contact us at [info@ncchurches.org](mailto:info@ncchurches.org), or call our office at 919-828-6501.

Denominational members include Alliance of Baptists, African Methodist Episcopal Church, African Methodist Episcopal Zion Church, Christian Methodist Episcopal, Christian Church (Disciples of Christ), The Episcopal Church, Evangelical Lutheran Church in America, General Baptist State Convention, Metropolitan Community Churches, Mennonite Church USA, Moravian Church in America, Presbyterian Church (USA), Reformed Church in America, Reformed Churches of God in Christ, International, Religious Society of Friends, United Church of Christ, Unity Fellowship Church Movement, United Methodist Church.

Submitted by the Rev. Sarah Woodard,  
on behalf of Jennifer E. Copeland, executive director

## NORTH CAROLINA EPISCOPAL CHURCH FOUNDATION

### **Statement of Purpose**

"The purposes for which the Corporation is formed are to aid by making loans, grants, gifts, or otherwise, parishes, missions, or unorganized groups of the Protestant Episcopal Church in the Diocese of North Carolina, or institutions owned by the Diocese, in the erection, repair, renovation, or improvement of church buildings, grounds or property, the acquisition of church properties and the payment of priests or lay workers, under such rules and regulations as the Directors of this Corporation shall hereafter from time to time establish." (from 1955 charter)

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

Our support of the Sustainability Fund assists several historically Black congregations and offers our commitment to them as diocesan partners.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

ECF voted to give 40% of its annual income to the Sustainability Fund of the Diocese to support selected vulnerable congregations, so that they might develop mission plans over a longer horizon and not have to worry about applying for funding each year. A few more Innovation and Adaptation Grants to vulnerable congregations were also made from the monies ECF made available during the Covid-19 pandemic.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

ECF was privileged to award a grant to Church of the Advocate in Carrboro for its Fold and Field initiative which, among other benefits, will provide more Christian Formation space.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

ECF has offered Green Grants totaling \$13, 100 to churches to reduce their energy consumption and their carbon footprint. We also received updates from churches which received grants in 2021 showing their progress in installing solar panels.

### **How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

With the advent of the Sustainability Fund, the NCECF is adjusting its evaluation of grant applications to comport with the reality of less discretionary award money. In addition to the merits of the proposals, we are considering any past awards the congregation may have received as well as the capacity of the congregation to fund their project through other means. We hope that this adjustment will help our resources go where they are most needed and most helpful.

**What are your plans for the coming year?**

As our granting process has become more competitive, we might take a look at our application cycle to insure that we have funds available throughout the year for disbursement.

Submitted by the Rev. Brad Mullis



## PENICK VILLAGE

### **Statement of Purpose**

We are a loving family creating a loving community by making each day great for one another. What other work has your committee, commission or board done on behalf of the Diocese? After two years of leadership changes and challenges with the Covid pandemic, Penick Village has begun a new chapter in its history. As an organization, Penick Village has been deeply engaged over the past year in the transition of its new CEO Chip Cromartie; the creation of a campus expansion plan; and a dedication for Penick to become a premiere employer of choice as it addresses staffing challenge facing our industry.

As a faith-based community, Penick offers programs and opportunities on multiple levels to engage residents for well-being, spiritual growth, meaning and quality of life as they move through the continuum of care offering independent living, assisted living, skilled nursing and memory care.

Weekly worship services are held in all levels of care, including Sunday mornings in the Chapel of the Transfiguration and in our North Building Chapel for health care residents. Each week there are two Bible studies offered on campus, and numerous other programs like newly introduced “Meditative Coloring and Prayer.”

Penick Village continues to engage the cares of the world and reach out as neighbor. Its largest program is one that offers the assurance of Bishop Penick half a century ago, that no person would be asked to leave Penick should their finances run out. Through this “Benevolent Assistant” (BA) program, residents are able to live out their lives in the comfort of the community they called home. Some data includes for 2022:

#### Benevolent Assistance Program:

- 14 received benevolent assistance and 7 received Medicaid adjustments, so 21 total received Charity Care over our last fiscal year.
- Penick Village reported \$871,871 in Charity Care, of that \$478,841 went to the Benevolent Assistance.
- The BA program is supported by the annual Penick Art Show, which netted \$101,846 in 2022.

#### Other Outreach

- Residents created “Ukraine Bracelets” of yellow and blue beads, worn as a sign of the community’s prayers for the people of the Ukraine.
- In 2022 Penick was involved with Habitat for Humanity’s “Apostle’s Build” through financial support and involvement by residents and Chaplain’s participation with Habitat’s monthly pastors group meetings.
- Penick continues to support the Thrift Shop of Emmanuel Church in Southern Pines’ through monthly donations by residents.

- Penick Chapel has been working with members of Emmanuel Church to create a new visitor's program for Emmanuel's care team to make visits at Penick's nursing and memory communities.

#### Staff Support

- Penick Village maintains its Theide Program offering grants and loans to help staff who are in a crisis situation. The Theide Program also provides education grants for staff members with \$1,000 a semester in education support.
- Penick is just completing the creation of its employee housing initiative that would provide staff rental units on its' Shibliu Gardens property. The initiative is meant to address employees who are unhoused, endure long distance commutes, or find themselves unsafe where they are living.

Submitted by Caroline Eddy, foundation director, and  
the Rev. Colette Bachand, priest-in-charge and chaplain

## SAINT MARY'S SCHOOL

### **Statement of Purpose**

Saint Mary's School, a community dedicated to academic excellence and personal achievement, prepares young women for college and life. To accomplish our mission, Saint Mary's School:

- Challenges each young woman to embrace the habits of an intellectual life, engages her with the past and the emerging future, and empowers her to serve and shape her world; and
- Fosters in each young woman a spirit of connection to others, guides her in developing her spiritual and ethical integrity, and prepares her to take responsibility for herself and her future.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

The Chaplain is a member of the Faculty/Staff Diversity, Equity, Inclusion, and Belonging (DEIB) Committee, along with being a Co-Advisor for the student Inclusion Ambassadors. Recent efforts have included addressing DEIB issues in school Chapel services, hosting "Difficult Dialogues" with students, raising awareness about the history of slavery on campus, and intervening and educating in situations where racial or ethnic bias is displayed.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Congregational Vitality isn't directly applicable to our setting, but we do work to educate our students and broaden their horizons with regard to the enormous variety of worship traditions and styles and spiritual practices that fall under the umbrella of Christianity (while remaining rooted in the Episcopal tradition).

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Formation is a huge focus of the Chapel program at Saint Mary's. We treat our twice-weekly all-school services as a kind of "Worship Laboratory," allowing students (and employees) to explore the perennial, and often difficult, questions of faith together. Formal and informal study of Scripture, including its application to our everyday lives, is a constant thread through all of our programming.

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Collaboration & New Communities?**

We have hosted guest preachers from Episcopal parishes and other denominations, and this fall has seen a small "new community" gather in our Chapel every Tuesday evening -- a meditative engagement with Scripture and prayer in Spanish, called "La Palabra."

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Creation Care?**

SMS has "adopted" both a section of Hillsborough Street and the Pigeon Run Branch (stream) in Edna Metz Wells Park through the City of Raleigh, and groups of students regularly patrol and sweep those areas of all trash and recyclables. We also include messages about Creation Care in our regular prayers and our worship services.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

Our School's recently updated Strategic Plan includes goals and action items related to increasing local partnerships, affirming and enhancing our DEIB efforts, and diversifying the communities and networks from which we draw prospective students and families.

**What are your plans for the coming year?**

Engaging worship, multiple options for study/formation, courageous conversations, organized prayer time, fellowship opportunities, moral and character development, and more!

Submitted by the Rev. Maggie Stoddard

## SEWANEE, THE UNIVERSITY OF THE SOUTH

### **What other work has your committee, commission or board done on behalf of the Diocese?**

Former Vice-Chancellor Reuben Brigety was confirmed in July by the U.S. Senate as the U.S. ambassador to the Republic of South Africa and has taken up his post. His official portrait was unveiled at the fall meeting of the Trustees and his parents attended on his behalf.

Nancy Berner, former Provost and Professor of Biology, is serving as the Acting Vice-Chancellor this year. The Search Committee for the 18th Vice-Chancellor is in place, search consultants have been identified, listening sessions with all constituencies (students, faculty, staff, parents, alumni, and community members) have been conducted, a leadership profile has been shared, and interviews with applicants have begun.

The Names and Places Committee is wrapping up its research and is in the process of making their final recommendations to the Board of Regents. The Roberson Project on Slavery, Race, and Reconciliation at the University of the South recently celebrated its 5th anniversary of investigating the university's historical entanglements with slavery and slavery's legacies. Sibby Anderson-Thompkins is in her second year as the inaugural Vice-Provost for Diversity, Equity, and Inclusion. Future goals include the creation of a Truth, Racial Healing, and Transformation campus center.

The Regents and administration are working together to address the faculty and staff housing shortage and the hiring and compensation of faculty.

There are 440 students in the first-year class, including a large class of international students, and the class is 6% more diverse than last year. They are 19% Episcopalian. The total number of applications for matriculation in 2023 is up by 50%. The early decision pool has more than doubled. These admissions gains are especially important as the upcoming demographic cliff approaches.

60% of students in the College participate in Greek life. Many lessons have been learned over the past couple of years and the College is working to build a culture of healthy socializing.

The University celebrated the 50th anniversary of Title IX and inducted an all-women athlete class into the Hall of Fame in 2022.

A strategic planning process begun in 2021 has continued, albeit at a modified level, to allow input from the new Vice-Chancellor. Following a vote by the College faculty to pause the strategic planning process, Provost Scott Wilson has worked with other administrators to formulate a revised timeline. The goals of revision are to remove operational elements, provide more flexibility for input by the next Vice-Chancellor, and foster greater collaboration among subcommittees.

The School of Theology's renovation project at Hamilton Hall will begin in early 2023 with an anticipated completion date of fall 2024. \$13 million has been raised, out of the total \$18 million needed. An additional capital project is underway at Thompson Union, which is slated to contain a lounge, café, event space, and outdoor commons.

The Rev. Jemonde Taylor of the Diocese of North Carolina received the 2022 service award from the School of Theology.

Submitted by Richard Ammons and the Rev. Carmen Germino

## THOMPSON CHILD & FAMILY FOCUS

### **Statement of Purpose**

Thompson Child & Family Focus (Thompson) is called to strengthen children, families and communities through healing, teaching, worship and play. Founded in 1886 by the Episcopal Diocese of North Carolina, we transform lives through early childhood, family stability and mental health services. We take a trauma-informed, evidence-based, whole-health, 2gen approach to serving our community. Our vision is “All children healthy, all families thriving, all communities strong.”

### **What work has your committee, commission or board done to advance the diocesan mission strategy priority of Racial Reckoning, Justice & Healing?**

Thompson is committed to the ongoing transformational work that seeks to address both the visible and invisible practices, policies, and biases that shape organizational culture and work experiences. Our commitment to diversity, equity, and inclusion is critical to the organization's overall success. Our goal is to foster an inclusive environment by celebrating what makes each of us unique and by encouraging authenticity among our staff and the clients we serve.

To this end, Thompson's DEI committee, supported by Chief Operations Officer, developed a comprehensive action plan to ensure compliance with CLAS standards and to maintain agency focus and rigor on continuous quality improvement regarding diversity, equity, and inclusion. We set specific targets in the categories of Governance, Leadership & Workforce, Communication & Language Assistance, and Engagement, Continuous Improvement & Accountability.

#### Governance, Leadership & Workforce

- Thompson offers a multitude of virtual diversity training opportunities for all staff. At least two of these trainings are incorporated into program-specific staff meetings each year.

#### Communication & Language Assistance

- Our community-based services and child development center intake packets and assessments are available in Spanish.
- Our agency's website content can be translated into multiple languages.
- Interpreters are available as needed for meetings with parents or communicating with clients who speak other languages.
- Our signage and marketing materials include alternative language versions.

#### Engagement, Continuous Improvement & Accountability

- Our DEI policy and practices are discussed at new employee orientation.
- We maintain a calendar of events aligned with celebratory national days, weeks, and/or months of recognition for ethnic, gender, religious, and other groups.
- We distribute a report on our agency's demographic information quarterly to all staff.

- We conduct an annual staff survey to gather feedback on staff awareness, understanding and support and ideas around diversity issues and initiatives.
- We complete an annual review of our Cultural & Linguistic Appropriate Services policy and CLAS standards.
- At present, 72% of our leaders are minority and 79% are female. Compared with the minority EEOC Benchmark of 50.5%, we are 21.5% above the target. Compared to our minority leadership percentage in October 2021 (69.3%) we have increased by 2.7%.
- Seventeen percent (17%) of our board members are Black/African American, 83% are White. Fifty-six percent (56%) are male and 44% are female. Our current Board Chair is Black/African American male.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Congregational Vitality?**

Thompson aligns with the diocesan mission strategy of recognizing the impact of the pandemic on congregations for external collaboration and community-building. We seek to engage parishioners in our mission and work by serving on our Board and/or committees and volunteering in various capacities that utilize their talents to strengthen the communities we serve.

**What work has your committee, commission or board done to advance the diocesan mission strategy priority of Formation?**

Thompson aligns with the diocesan mission strategy priority of offering lifelong and multigenerational formation to support discipleship throughout the diocese by offering health and wholeness programs that build resilience and address trauma. We also support and strengthen the faith journeys of the youth in our residential mental health programs as they engage with our Spiritual Life and Arts Facilitator.

**How is your work evolving and adapting to a changing mission field and the changing demographics of our diocese?**

Thompson is flexible and adaptable to the needs we see in the communities we serve. As a needs-based organization, we evaluate the most pressing concerns facing children and families, and respond with appropriate evidence-based services while taking care not to duplicate the efforts of other organizations. Especially considering the COVID-19 pandemic and economic downturn, we are acutely aware of the social-emotional and financial needs of children, youth and their parents/caregivers, and are positioned to meet those needs by delivering high-quality services. We also know the changing demographics of our communities, and implement the Diversity, Equity and Inclusion strategies detailed above to be sure that our clients are represented and served well.

**What are your plans for the coming year?**



In 2023, we continue to work toward our strategic goals, including but not limited to:

- preparing infrastructure for growth
- implementing current/new programs
- acquiring & retaining funding partners, and high-quality, top tier talent
- increasing brand awareness

Submitted by Andrea Smith

## TRINITY CENTER

### **What other work has your committee, commission or board done on behalf of the Diocese?**

For many reasons this has been a great year for Trinity Center. Although we still have some hurdles to climb as a result of COVID, we have experienced some major milestones. After a lengthy search process, we were able to hire an outstanding new Executive Director for the Center. John Koch, a native North Carolinian, but coming to us from the Bishop's Ranch in California, accepted the job as the new Executive Director of Trinity Center. He brings a wealth of experience and knowledge of conference center and camping program management. We are extremely excited and pleased to have him on board.

We sold approximately 3.5 acres of undeveloped oceanfront property that was not developed and we had no plans to develop. This enabled us to repay the debt we had incurred to the diocese for helping us survive the closure due to COVID. It also is allowing us to set up a sizeable endowment to insure the future of Trinity Center. This has been something the Center has needed since its inception.

Our summer camping program operated at 80% capacity this summer, based on CDC and ACA recommendations. Our summer Sound to Sea program was also very successful. We had to deal with one short COVID outbreak in summer camp. Now that the school year has begun, our residential Sound to Sea program is up and running and accepting school groups for the year.

If you have a programming need or a retreat location need, please contact Trinity Center and let us help provide that for you.

Submitted by Ed Hodges

**OFFICIAL ACTS OF THE BISHOP OF NORTH CAROLINA**  
**January 1, 2022 – December 31, 2022**

The Right Reverend Samuel S. Rodman  
Summary of Official Acts

Ordinations to the Priesthood: 2  
Ordinations to the Diaconate: 6  
Candidates admitted: 4  
Postulants admitted: 3  
Clergy Transferred into Diocese: 18  
Clergy Transferred out of Diocese: 5  
Clergy Deaths: 9  
Clergy Changes of Cure: 95  
Baptisms: 8  
Confirmations: 171  
Receptions: 51  
Reaffirmations: 14  
Visitations: 39  
Additional Vestry and Congregational Meetings: 19  
Other Services in the Diocese: 11  
Church Anniversaries and Dedications: 8  
Celebrations of New Ministry: 5  
Judgments for Remarriage:  
Marriages: 0  
Funerals: 5  
Consents to Episcopal Elections: 10  
Consecrations Attended: 1  
Pastoral Directives: 2  
Lay Eucharistic Licenses: 298  
Worship Licenses: 30

## SUNDAY VISITATIONS WITH VESTRY MEETINGS AND REGIONAL VISITATIONS

<b>Date</b>	<b>Congregation</b>	<b>Baptism</b>	<b>Confirmation</b>	<b>Reception</b>	<b>Reaffirmation</b>
Jan. 9	St. Paul's, Monroe	1B			
Jan. 23	St. Timothy's, Wilson	1B	13C		
Jan. 30	All Saints', Hamlet		4C		
Feb. 6	St. Luke's, Durham				
Feb. 13	Holy Innocents, Henderson				
Feb. 13	St. John's, Henderson				
Feb. 20	Good Shepherd, Rocky Mount				
Feb. 27	Good Shepherd, Asheboro				
Mar. 6	St. Timothy's, Winston-Salem	1B	13C		
Mar. 13	St. Ambrose, Raleigh				
Mar. 27	St. Paul's, Winston-Salem		15C	7R	1Re
Apr. 3	Christ Church, Raleigh		57C	2R	4Re
Apr. 10	Trinity, Mount Airy		3C	1R	
Apr. 10	Wake Forest Campus Ministry		1C		
Apr. 16	St. Mathew's, Hillsborough		7C	2R	
Apr. 20	San Jose, Smithfield				
Apr. 24	Grace, Lexington				
May 8	St. Paul's, Salisbury	1B		1R	
May 15	St. Thomas, Reidsville			1R	
May 22	St. Timothy's, Raleigh				
Jun. 5	St. Michael's, Raleigh		11C	8R	
Jun. 12	St. Stephen's, Durham				
Jun. 19	Good Shepherd, Raleigh	1B	5C	1R	1Re
Jun. 26	St. John's, Wake Forest		1C	5R	3Re
Sept. 11	St. Luke's, Salisbury		2C		4Re
Sept. 15	Emmanuel, Warrenton		2C		
Sept. 18	St. Anne's, Winston-Salem			11R	
Sept. 25	Messiah, Mayodan				
Oct. 9	St. Clement's, Clemmons			1R	
Oct. 16	St. Mary's, High Point			3C	1R
Oct. 23	St. Alban's, Davidson	1B	17C	7R	1Re
Oct. 23	Davidson College Campus Ministry				
Oct. 30	Trinity, Statesville	2B	8C		
Nov. 6	All Saints', Roanoke Rapids		4C		
Nov. 13	St. Michael and All Angels, Charlotte				
Nov. 20	All Saints', Greensboro				
Dec. 4	St. Titus', Durham		1C	1R	
Dec. 4	St. Matthias', Louisburg				
Dec. 11	St. Thomas', Sanford		2C	1R	
Dec. 18	St. Stephen's, Winston-Salem		2C	1R	
	<b>Totals:</b>	<b>8B</b>	<b>171C</b>	<b>51R</b>	<b>14Re</b>

## **ORDINATIONS**

### **Priesthood - Title III Canon 8**

- Dec. 4      The Rev. Sarah Koppkeberger, Christ Church, Kalispell, Montana by The Rt. Rev. Martha Stebbins for The Rt. Rev. Samuel S. Rodman
- Dec. 10     The Rev. Sarah Diener-Schlitt, Trinity, Houghton, Michigan by The Rt. Rev. Rayford Ray for The Rt. Rev. Samuel S. Rodman
- Dec. 10     The Rev. Phillip Bass, Chapel of the Cross, Chapel Hill by The Rt. Rev. Samuel S. Rodman
- Dec. 10     The Rev. Keith Esposito, Chapel of the Cross, Chapel Hill by The Rt. Rev. Samuel S. Rodman
- Dec. 17     The Rev. Josiah Daniels, St. Paul's Chestnut Hill, Philadelphia, Pennsylvania by The Rt. Rev. Daniel Gutiérrez for The Rt. Rev. Samuel S. Rodman

### **Vocational Deacons – Title III Canon 6.6**

- May 21      The Rev. Valerie Davis Colbert, St. Alban's, Davidson

### **Transitional Deacons – Title III Canon 8.6**

#### **Phillip's Chapel, Canterbury School, Greensboro, North Carolina**

- Jun. 4      The Rev. Phillip Michael Bass
- Jun. 4      The Rev. Josiah Mark Daniels
- Jun. 4      Keith Callahan Esposito
- Jun. 4      Sarah Ruth Diener-Schlitt
- Jun. 4      Sarah Gayle Koppelberger

### **Candidates Admitted for Holy Orders – Priesthood**

<b>Date of Admission</b>	<b>Candidate</b>
Mar. 21	Keith Esposito
Mar. 21	Josiah Daniels
Oct. 17	Kimberly Elaine Dunn
Oct. 17	Taylor Vines

### **Postulants Admitted for Holy Orders – Priesthood**

<b>Date of Admission</b>	<b>Postulant</b>
Jan. 12	Eliza Brinkley
Jan. 12	Brett Stonecipher
Mar. 12	Karen Connor McGugan

## **CLERGY TRANSFERRED INTO THE DIOCESE**

- Jan. 12      The Rev. Gabriel Lamazares, from the Diocese of New York
- Feb. 3        The Rev. Harry T. Grace, from Diocese of Western New York
- Feb. 14      The Rev. Robert Henderson, from the Diocese of Alabama
- Mar. 1        The Rev. Canon Gregory A. Jacobs, from the Diocese of Newark
- Mar. 8        The Rev. John Garry Edwards, from the Diocese of Central Florida
- Mar. 16      The Rev. Sanford A. Key, from the Diocese of Connecticut
- May 11      The Rev. Catherine Hannah Victoria Connolly, from The Church of England

### **CLERGY TRANSFERRED INTO THE DIOCESE**

May 25 The Rev. Edward Kelaher, from the Diocese of Washington  
Jun. 16 The Rev. Hugh Tudor-Foley, from the Diocese of Connecticut  
Sept. 14 The Rev. Philip Zoutendam, from the Diocese of Western Michigan  
Sept. 21 The Rev. Stephen L. Mazingo, from the Diocese of Florida  
Sept. 26 The Rev. Foster M. Mays, from the Diocese of Ohio  
Oct. 27 The Rev. Javier Enrique Arias, from the Diocese of the Rio Grande  
Nov. 1 The Rev. Ricardo Santiago Medina-Salabarría, from the Diocese of Florida  
Nov. 1 The Rev. Erika Takacs, from the Diocese of Chicago  
Nov. 9 The Rev. Lucy Strandlund, from the Diocese of West Texas  
Nov. 16 The Rev. Justice Schunior, from the Diocese of Colorado  
Nov. 21 The Rev. Allen Pruitt, from the Diocese of Atlanta

### **CLERGY TRANSFERRED OUT OF THE DIOCESE**

May. 25 The Rev. Jonathan McManus-Dail, Diocese of Texas  
May 25 The Rev. Elizabeth McManus-Dail, Diocese of Texas  
Aug. 17 The Rev. Michael Bye, Diocese of South Carolina  
Sept. 15 The Rev. Jonathan E. Baugh, Diocese of Florida  
Nov. 29 The Rev. Timothy Meyers, Diocese of Atlanta

### **CLERGY DEATHS**

Jan. 2 The Rev. Jack Davis Durant, Raleigh, North Carolina  
Feb. 25 The Rev. Lois A. Reardin, Apex, North Carolina  
Jul. 2 The Rt. Rev. Peter James Lee, Chapel Hill, North Carolina  
Jul. 15 The Rev. Monroe Freeman, Durham, North Carolina  
Jul. 19 The Rev. Charles Hawes, Alpharetta, Georgia  
Aug. 15 The Rev. Nelson Hodgkins, Clayton, North Carolina  
Sept. 23 The Rev. Lyonel W. Gilmer, Nashville, Tennessee  
Dec. 24 The Rev. Ralph E. Smith, Chapel Hill, NC  
Dec. 27 The Rev. Roderick L. Reinecke, Burlington, NC

### **CHANGES OF CURE**

Nov. 19 The Rt. Rev. Jennifer Brooke-Davidson from Assistant Bishop, Diocese of Virginia, to Assistant Bishop, Diocese of North Carolina  
Dec. 31 The Rt. Rev. Anne Elliot Hodges-Copple from Suffragan Bishop, Diocese of North Carolina to retired  
Jan. 1 The Rev. Dr. Rhonda Lee from Interim Rector, St. Luke's, Durham to Rector, Time-Certain, St. Luke's, Durham  
Jan. 1 The Rev. Jonathan Pucik from non-parochial to Vicar, Galloway Memorial, Elkin  
Jan. 2 The Rev. Jack Davis Durant, deceased, Raleigh, NC  
Jan. 12 The Rev. Gabriel Lamazares from Letters Dimissory Diocese of New York to Letters Dimissory Diocese of North Carolina

## CHANGES OF CURE

Jan. 26	The Rev. Pamela Haynes from Deacon, St. Anne's, Winston-Salem to Deacon, St. Andrew's, Greensboro
Jan. 31	The Rev. Stephanie Yancy, from Rector, St. Titus', Durham to non-parochial
Feb. 1	The Rev. Amy Huacani from non-parochial to Vicar, St. Paul's, Louisburg
Feb. 3	The Rev. Harry T. Grace from Letters Dimissory, Diocese of Western New York to Letters Dimissory, Diocese of North Carolina
Feb. 6	The Rev. Susan Keedy from Interim Vicar, Trinity, Fuquay-Varina, to non-parochial
Feb. 7	The Rev. Lucy Strandlund from Diocese of West Texas to Associate Rector, St. Paul's, Winston-Salem
Feb. 13	The Rev. Noah Van Niel from Associate Rector, Chapel of the Cross, Chapel Hill to Diocese of Southern Virginia
Feb. 14	The Rev. Robert Henderson from Letters Dimissory, Diocese of Alabama to Letters Dimissory, Diocese of North Carolina
Feb. 25	The Rev. Lois A. Reardin, deceased, Apex, North Carolina
Mar. 1	The Rev. Robert Henderson from non-parochial to Rector Time-Certain, Trinity, Fuquay-Varina
Mar. 1	The Rev. Gregory A. Jacobs from Letters Dimissory, Diocese of Newark to Letters Dimissory, Diocese of North Carolina
Mar. 6	The Rev. Tyrone Fowlkes from Rector, St. Mark's, Raleigh to non-parochial
Mar. 8	The Rev. John Garry Edwards from Letters Dimissory, Diocese of Central Florida to Letters Dimissory, Diocese of North Carolina
Mar. 13	The Rev. Noah Van Niel from Associate Rector, Chapel of the Cross, Chapel Hill to Priest-in-Charge, Christ and St. Luke's, Norfolk, Virginia
Mar. 15	The Rev. Dale Hathaway from Interim Rector, St. Paul's, Monroe to non-parochial
Mar. 16	The Rev. Sanford A. Key from Diocese of New York to Rector, St. Stephen's, Durham
Mar. 16	The Rev. Sanford A. Key from Letters Dimissory, Diocese of Connecticut to Letters Dimissory, Diocese of North Carolina
Mar. 28	The Rev. Susan Keedy from non-parochial to Part-time, Interim Rector, St. Bartholomew's, Pittsboro
Apr. 23	The Rev. Edward (Jay) Mills from retired to part-time Priest Associate, St. Margaret's, Waxhaw
Apr. 24	The Rev. Julie Murdoch from Interim Priest-in-Charge, Church of the Good Shepherd, Asheboro to non-parochial
Apr. 24	The Rev. Joseph Sroka from Associate/Curate, Church of the Good Shepherd, Asheboro to non-parochial
May 1	The Rev. Stephanie Yancy from non-parochial to retirement
May 1	The Rev. Alicia Alexis from non-parochial to Interim Rector, St. Titus', Durham
May 1	The Rev. Patricia Grace from non-parochial to Interim Rector, Emmanuel, Southern Pines

## CHANGES OF CURE

May 1	The Rev. Darby Everhard from retirement to Priest Associate, Church of the Good Shepherd, Asheboro
May 2	The Rev. Edmund Pickup from non-parochial to Interim, Rector, St. Paul's, Monroe
May 11	The Rev. Catherine Connolly from The Church of England to The Episcopal Church
May 15	The Rev. Catherine Connolly from non-parochial to Associate Rector, Church of the Holy Comforter, Charlotte
May 18	The Rev. Richard Miles from non-parochial to retirement
May 21	The Rev. Valerie Davis Colbert from Candidate to Vocational Deacon/assigned St. Alban's, Davidson
May 25	The Rev. Jonathan McManus-Dail from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Texas
May 25	The Rev. Elizabeth McManus-Dail from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Texas
May 25	The Rev. Edward Kelaher from Letters Dimissory, Diocese of Washington to Letters Dimissory, Diocese of North Carolina
May 29	The Rev. Donald A. Lowery from Rector, Church of the Holy Innocents, Henderson to non-parochial
May 30	The Rev. Gus Chrysson from Assistant to the Rector, St. Mary's, High Point to non-parochial
Jun. 1	The Rev. Justice Schunior from Diocese of Colorado to Associate Priest, St. Martin's, Charlotte
Jun. 1	The Rev. Barry Vaughn from non-parochial to part-time Associate Rector, Church of the Holy Comforter, Charlotte
Jun. 4	The Rev. Phillip Bass from Candidate to Transitional Deacon/Associate Rector, Church of the Nativity, Raleigh
Jun. 4	The Rev. Josiah Daniels from Candidate to Transitional Deacon/Associate Rector, St. Paul's Chestnut Hill, Philadelphia, Pennsylvania
Jun. 4	The Rev. Sarah Diener-Schlitt from Candidate to Transitional Deacon/Vicar, Trinity Episcopal Church, Houghton, Michigan
Jun. 4	The Rev. Keith Esposito from Candidate to Transitional Deacon
Jun. 4	The Rev. Sarah Koppelberger from Candidate to Transitional Deacon/Priest-in-Charge, Christ Episcopal Church, Kalispell, Montana
Jun. 16	The Rev. Hugh Tudor-Foley from Letters Dimissory, Episcopal Church in Connecticut to Letters Dimissory, Diocese of North Carolina
Jun. 30	The Rev. Frances Cox from Vicar, St. Matthew's, Kernersville, to Retirement
Jul. 1	The Rev. Donald A. Lowery from non-parochial to retirement
Jul. 1	The Rev. Timothy V. Hushion from Rector, Calvary, Wadesboro and Vicar, All Souls, Ansonville to retirement
Jul. 1	The Rev. Jason Eslicker from Diocese of Texas to Transitional Deacon/Curate, Church of the Holy Family, Chapel Hill
Jul. 2	The Rt. Rev. Peter James Lee, deceased, Chapel Hill, North Carolina



## CHANGES OF CURE

Jul. 3	The Rev. David W. Nichols from Diocese of Tennessee to Transitional Deacon/Curate, St. Michael's, Raleigh
Jul. 15	The Rev. Monroe Freeman, deceased, Durham, North Carolina
Jul. 18	The Rev. Keith Esposito from non-parochial to Curate, Chapel of the Cross, Chapel Hill
Jul. 19	The Rev. Charles Hawes, deceased, Alpharetta, Georgie
Jul. 31	The Rev. Darby Everhard from Priest Associate, Church of the Good Shepherd, Asheboro to retirement
Aug. 1	The Rev. Dr. Lauren Winner from non-parochial to Vicar, St. Joseph's, Durham
Aug 1	The Rev. John Jacobs from Vicar, The Village Chapel, Pinehurst to Retirement
Aug. 1	The Rev. Brian Benton from Vicar, St. Alban's, Littleton to Vicar, St. Alban's, Littleton and Vicar, Trinity, Scotland Neck
Aug. 13	The Rev. Javier Arias from Diocese of the Rio Grande to Rector, Christ's Beloved Community, Winton-Salem
Aug. 15	The Rev. Nelson Hodgkins to deceased, Smithfield, North Carolina
Aug. 17	The Rev. Michaels Bye from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of South Carolina
Sept. 1	The Rev. Foster Mays from Diocese of Ohio to Assistant to the Rector, St. Mary's, High Point
Sept. 14	The Rev. Philip Zoutendam from Letters Dimissory, Diocese of Western Michigan to Letters Dimissory, Diocese of North Carolina
Sept. 15	The Rev. Jonathan E. Baugh from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Florida
Sept. 21	The Rev. Stephen L. Mazingo from Letters Dimissory, Diocese of Florida, to Letters Dimissory, Diocese of North Carolina
Sept. 23	The Rev. Lyonel W. Gilmer, deceased, Nashville, Tennessee
Sept. 26	The Rev. Foster M. Mays from Letters Dimissory, Diocese of Ohio to Letters Dimissory, Diocese of North Carolina
Oct. 9	The Rev. Jan Lamb from Arch-deacon, Diocese of North Carolina/Non-parochial to Arch-deacon, Diocese of North Carolina/Deacon, St. Joseph's, Durham
Oct. 16	The Rev. Ricardo Medina-Salabarría from the Diocese of Florida to Vicar, Iglesia, El Buen Pastor, Durham
Oct. 27	The Rev. Javier Arias from Letters Dimissory, Diocese of the Rio Grande, to Letters Dimissory, Diocese of North Carolina
Nov. 1	The Rev. Franklin Colebrooke, Sr. from non-parochial to Vicar, All Saints', Hamlet
Nov. 1	The Rev. Erika L. Takacs from Letters Dimissory, Diocese of Chicago to Letters Dimissory, Diocese of North Carolina
Nov. 1	The Rev. Ricardo Medina from Diocese of Florida to Vicar, Iglesia El Buen Pastor, Durham
Nov. 1	The Rev. Ricardo Medina from Letters Dimissory, Diocese of Florida to Letters Dimissory, Diocese of North Carolina

## **CHANGES OF CURE**

Nov. 1	The Rev. Daniel Wall from Vicar, Church of the Ascension, Advance to retirement
Nov. 9	The Rev. Lucy Strandlund from Letters Dimissory, Diocese of West Texas to Letter Dimissory, Diocese of North Carolina
Nov. 16	The Rev. Justice Schunior from Letters Dimissory, Diocese of Colorado, to Letters Dimissory, Diocese of North Carolina
Nov. 21	The Rev. Allen Pruitt from Letters Dimissory, Diocese of Atlanta to Letters Dimissory, Diocese of North Carolina
Nov. 27	The Rev. Gus Chrysson from non-parochial to Rector, Time-Certain, Church of the Ascension, Advance
Nov. 29	The Rev. Timothy Meyers from Letters Dimissory, Diocese of North Carolina to Letters Dimissory, Diocese of Atlanta
Dec. 1	The Rev. Theresa from the Diocese of Arkansas to Vicar, Grace Episcopal Mission, Clayton
Dec. 4	The Rev. Sarah Koppelberger from Transitional Deacon to Priesthood by The Rt. Rev. Martha Stebbins for The Rt. Rev. Samuel S. Rodman
Dec. 10	The Rev. Sarah Diener-Schlitt from Transitional Deacon to Priesthood by The Rt. Rev. Rayford Ray for The Rt. Rev. Samuel S. Rodman
Dec. 10	The Rev. Phillip Michael Bass from Transitional Deacon to Priesthood by The Rt. Rev. Samuel S. Rodman
Dec. 10	The Rev. Keith Callahan Esposito from Transitional Deacon to Priesthood by The Rt. Rev. Samuel S. Rodman
Dec. 17	The Rev. Josiah Daniels from Transitional Deacon to Priesthood by The Rt. Rev. Daniel Gutiérrez for The Rt. Rev. Samuel S. Rodman
Dec. 24	The Rev. Ralph E. Smith, deceased, Chapel Hill, NC
Dec. 27	The Rev. Roderick L. Reinecke, deceased, Burlington, NC

## **OTHER MEETINGS AND LITURGICAL EVENTS**

Jan. 3/6	Office days
Jan. 7/8	COM-P Postulancy Weekend
Jan. 10/13	Office days
Jan. 14	Sabbath
Jan. 15	Habitat Build, Raleigh
Jan. 17	MLK Day, office closed
Jan. 17/20	Office days
Jan. 24/27	Office days
Jan. 28	Sabbath
Jan. 31/Feb. 3	Office days
Feb. 4	Sabbath
Feb. 6/7	Joint Standing Committee/Diocesan Council Retreat via Zoom
Feb. 8/10	Office days
Feb. 11	St. Augustine's University Board of Trustees Meeting
Feb. 12	Bishop's Ball, Holy Comforter, Burlington
Feb. 14/15	Office days

## **OTHER MEETINGS AND LITURGICAL EVENTS**

Feb. 16	St. Michael's and All Angels Fundraiser
Feb. 18	Sabbath
Feb. 19	Absalom Jones Service, St. Augustine's University Chapel
Feb. 21/22	Office days
Feb. 23/24	Conference: Working Group on Truth Telling, Reckoning and Healing via Zoom
Feb. 25	Sabbath
Feb. 28/Mar. 3	Office Days
Mar. 4/5	Special Convention of the Diocese of NC, Benton Convention Center, Winston-Salem
Mar. 7/10	Office days
Mar. 11	Sabbath
Mar. 14	Travel Day
Mar. 15/21	Spring House of Bishop's Meeting, Camp Allen, Texas
Mar. 22/31	Costa Rica Pilgrimage
Apr. 1	Travel Day
Apr. 4/5	Office days
Apr. 6	Clergy Quiet Day with Renewal of Vows, Holy Trinity, Greensboro
Apr. 7/8	Travel Days
Apr. 9	Global Mission Event, Holy Family, Chapel Hill
Apr. 11/13	Office days
Apr. 14/18	Holy Week, Office closed
Apr. 19/21	Office days
Apr. 22	Sabbath
Apr. 25/27	Province IV Bishop's Meeting/Synod, Camp McDowell, Alabama
Apr. 28	Inauguration Dr. McPhail as President of St. Augustine's University, Marriott City Center, Raleigh
Apr. 29	St. Augustine's University Board of Trustees Meeting via Zoom
May 2/5	Office days
May 6	Sabbath
May 7	Acolyte Festival, St. Paul's, Winston-Salem (?)
May 9	Office day
May 10	Office day; Dinner with Johnson Service Corps members
May 11	Office day
May 12	Big 3 Meeting, Chapel of the Cross, Chapel Hill
May 13	Sabbath
May 16/17	Office days
May 18/19	Charlotte days
May 20	Sabbath
May 21	Vocational Diaconate Ordination, Davidson; St. Michael & All Angels Ground Breaking, Charlotte
May 23/25	Office days
May 26/31	Vacation
Jun. 1/2	Office days
Jun. 3	Sabbath

## **OTHER MEETINGS AND LITURGICAL EVENTS**

Jun. 4	Transitional Diaconate Ordination, Greensboro
Jun. 6/9	Office days
Jun. 13/15	Office days
Jun. 16	St. Augustine's University Board of Trustees Retreat via Zoom
Jun. 20/23	Office days
Jun. 24	Sabbath
Jun. 27/28	Office days
Jun. 29	Greensboro day
Jun. 30	Office day
Jul. 1	Sabbath
Jul. 4	Office closed
Jul. 5/6	Office days
Jul. 7	Travel day
Jul. 8/11	80 <sup>th</sup> General Convention, Baltimore, Maryland
Jul. 12	Travel Day
Jul. 13/14	Vacation
Jul. 15	Sabbath; Funeral for Bishop Peter Lee, Chapel Hill
Jul. 16	HUGS Camp, Camp Walter Johnson, Denton
Jul. 18	Office day
Jul. 19/20	Charlotte days
Jul. 21	Office day
Jul. 22	Sabbath
Jul. 23	Travel day
Jul. 24/Aug. 7	Lambeth Conference 2022
Aug. 8	Travel day
Aug. 9/11	Office days
Aug. 15/16	Office days
Aug. 17/Sept. 5	Vacation
Sept. 6/8	Office days
Sept. 9	Deacon's Overnight Retreat, Haw River
Sept. 12/15	Office days
Sept. 16	Sabbath
Sept. 17	Funeral Rev. Nelson Hodgkins, Reidsville; Funeral Rev. Charles Hawes, Greensboro
Sept. 19/22	Office days
Sept. 23	Sabbath
Sept. 26	Study Day
Sept. 27/28	Clergy Conference, St. Paul's, Winston-Salem
Sept. 29	Travel day
Sept. 30/Oct. 2	Diocese of Botswana, 50 <sup>th</sup> Anniversary Celebration, Gabarone
Oct. 3	Travel day
Oct. 5/6	Sewanee Board of Trustees Meeting via Zoom
Oct. 7	Sabbath
Oct. 10/12	Office days
Oct. 13	Travel day

## **OTHER MEETINGS AND LITURGICAL EVENTS**

Oct. 14/15	Consecration of Rev. Jeffrey Mello, Diocese of Connecticut, Hartford, CT
Oct. 17/20	Office days
Oct. 21	Sabbath
Oct. 24/25	Office days
Oct. 26/27	Charlotte/Greensboro days
Oct. 28	Funeral for Mary Ellen Droppers, Greensboro
Nov. 1/3	Office days
Nov. 4	Sabbath
Nov. 5	Acolyte Festival, St. Paul's, Winston-Salem
Nov. 7/10	Office days
Nov. 11/12	100 <sup>th</sup> Anniversary Celebration & Annual Convention of Diocese of Western North Carolina, Asheville
Nov. 14/16	Office days
Nov. 17/16	207 <sup>th</sup> Annual Convention, Benton Convention Center, Winston-Salem
Nov. 21/22	Office days
Nov. 23/27	Thanksgiving holiday, offices closed
Nov. 28/29	Office days
Nov. 30/Dec. 2	Province IV Bishops Meeting, Memphis, TN
Dec. 5/8	Office days
Dec. 9	Sabbath
Dec. 10	Ordination to Priesthood, Chapel of the Cross, Chapel Hill
Dec. 12/15	Office days
Dec. 16	Sabbath
Dec. 19/21	Office days
Dec. 22/Jan. 2	Christmas/New Year Break, offices closed

## **VESTRY MEETINGS & CONGREGATIONAL MEETINGS BEYOND VISITATIONS**

Jan. 6	Vestry Meeting, St. Bartholomew's, Pittsboro
Feb. 6	Vestry Meeting, St. Luke's, Durham
Feb. 8	Vestry Meeting, St. Stephen's, Winston-Salem
Feb. 15	Vestry Meeting, All Saints', Concord
Feb. 17	Vestry Meeting, St. Christopher's, Garner
Feb. 23	Vestry Meeting, St. Mark's, Raleigh
Feb. 26	Congregational Meeting, St. Mark's, Raleigh
Mar. 9	Congregational Meeting, St. Mark's, Raleigh
May 17	Vestry Meeting, St. Matthew's, Hillsborough
June 16	Vestry Meeting, St. Timothy's, Raleigh
Jun. 20	Vestry Meeting, Good Shepherd, Raleigh
Aug. 10	Vestry Meeting, St. Thomas, Sanford
Aug. 11	Congregational Meeting, Historic St. James', Kittrell
Aug. 16	Vestry Meeting, St. Luke's, Durham
Sept. 20	Vestry Meeting, St. Michael's, Raleigh
Oct. 10	Vestry Meeting, Christ Church, Albemarle
Dec. 4	Congregational Meeting, St. Matthias', Louisburg

## **VESTRY MEETINGS & CONGREGATIONAL MEETINGS BEYOND VISITATIONS**

- Dec. 5 Vestry Meeting, All Saints, Roanoke Rapids  
Dec. 13 Vestry Meeting, St. Andrew's, Greensboro

## **FUNERALS**

- Mar. 12 The Rev. Lois Reardin, St. Paul's, Cary  
Apr. 7 Edward Johnson, III, Boston, Massachusetts  
Jul. 15 The Rt. Rev. Peter J. Lee, Chapel of the Cross, Chapel Hill  
Sept. 17 The Rev. Nelson Hodgkins, St. Thomas', Reidsville  
Sept. 17 The Rev. Charles Hawes, All Saints', Greensboro

## **OTHER SERVICES IN THE DIOCESE**

- Feb. 19 Feast of Absalom Jones Service, St. Augustine's University Chapel  
Mar. 2 Ash Wednesday Service, noon, St. Ambrose, Raleigh  
Mar. 2 City-wide Ash Wednesday Service, evening, Church of the Redeemer, Greensboro  
Mar. 6 Closing Eucharist, Cursillo Weekend, Camp Walter Johnson, Denton  
Apr. 3 Closing and Farewell Service, St. Christopher's, Garner  
Apr. 6 Healing Service, Church of the Good Shepherd, Rocky Mount  
Apr. 9 Meditation, "God who comes alongside us", Global Mission Event: Being in the World Together, Church of the Holy Family, Chapel Hill  
Apr. 24 Closing and Farewell Service, St. Mark's, Raleigh  
May 1 Celebration of Faith, St. Augustine's University Chapel  
Jul. 16 Closing Worship, HUGS Camp, Camp Walter Johnson, Denton  
Sept. 24 Eucharist, St. Joseph's, Durham, Pride Parade

## **CHURCH ANNIVERSARY CELEBRATIONS & DEDICATIONS**

- Feb. 6 Blessing of red paraments, St. Luke's, Durham  
March 6 Dedication of Googe Chapel Altar, Dedication and Consecration of a Church, Dedication of Font, Pulpit and Altar at St. Timothy's, Winston-Salem  
March 13 Dedication of outside labyrinth at St. Ambrose, Raleigh  
April 24 200<sup>th</sup> Anniversary Celebration, Grace, Lexington  
May 19 Invocation and Address, Graduation Ceremony, Palisades School, Charlotte  
May 21 Ground Breaking Ceremony & Liturgy, St. Michael and All Angels, Charlotte  
Sept. 8 Blessing 3 Stoles, 2 Chasubles, 1 Cope and an Oil Stock at Diocesan House, gift to Rev. Jemonde Taylor by St. Ambrose, Raleigh  
Sept. 25 Messiah, Mayodan, 125<sup>th</sup> Anniversary Celebration

## **CONSENTS**

- Jan. 8 Election of Rev. Juan Carlos Quiñonez, Bishop Diocesan Diocese of Central Ecuador  
Jan. 21 Election of Rev. Brian K. Burgess, Bishop Diocesan, Diocese of Springfield

## **CONSENTS**

- Mar. 17 Election of Rev. Jos Tharakan, Bishop Diocesan, Diocese of Idaho  
Apr. 22 Election of Rev. Douglas Scharf, Bishop Coadjutor, Diocese of Southwestern Florida  
May 25 Election of Rev. Phyllis Spiegel, Bishop Diocesan, Diocese of Utah  
Jun. 1 Election of Shannon Rogers Duckworth, Bishop Diocesan, Diocese of Louisiana  
Jun. 13 Election of Rev. Jeffrey Mello, Bishop Diocesan, Diocese of Connecticut  
Jun. 29 Election of Rev. E. Mark Stevenson, Bishop Diocesan, Diocese of Virginia  
Oct. 12 Election of Rev. Elias Garcia Cárdenas, Bishop Diocesan, Diocese of Colombia  
Dec. 1 Election of Rev. Anne Jolly, Bishop Coadjutor, Diocese of Colombia

## **CELEBRATIONS OF NEW MINISTRY**

- Apr. 24 The Rev. Edward T. Kelaher, Grace, Lexington  
May 12 The Rev. Maryann Younger, St. Philip's, Durham  
May 18 The Rev. John Garry Edwards, St. Mark's, Huntersville  
May 25 The Rev. Marion Sprott, Church of the Advocate, Chapel Hill  
Oct. 18 The Rev. Sanford Key, St. Stephen's, Durham

## **DIOCESAN COUNCIL MEETINGS**

- Jan. 12 New Council Members On-boarding Meeting via Zoom  
Feb. 6/7 Joint Retreat via Zoom  
Feb. 24 Via Zoom  
Mar. 24 Diocesan House/Hybrid  
Apr. 21 St. Paul's, Winston-Salem/Hybrid  
May 19 Diocesan House/Hybrid  
Jun. 30 Diocesan House/Hybrid  
Sept. 15 Diocesan House, Raleigh  
Oct. 20 St. Andrew's, Haw River (celebrated)  
Dec. 15 St. Mark's (closed), Raleigh

## **STANDING COMMITTEE MEETINGS**

- Jan. 24 Via Zoom  
Feb. 6/7 Joint Retreat with Diocesan Council via Zoom  
Mar. 21 Via Zoom  
May 16 Via Zoom  
Jun. 20 Via Zoom  
Aug. 15 Via Zoom  
Oct. 17 Via Zoom  
Nov. 17 Benton Convention Center, Winston-Salem  
Dec. 19 Via Zoom

## **TRUSTEES MEETINGS**

- Dec. 14 Diocesan House

**OFFICIAL ACTS OF THE ASSISTANT BISHOP OF NORTH CAROLINA**  
**January 1, 2022 – December 31, 2022**

The Right Reverend Jennifer Brooke-Davidson  
Summary of Official Acts

Baptisms: 0  
Burials: 0  
Celebrated Holy Communion:\* 3  
Confirmations: 33  
Consents: 0  
Deconsecrations: 0  
Dedications and Consecrations: 0  
Diocesan Council Meetings: 2  
Installations: 0  
Institutions: 0  
Marriages: 0  
Ordinations to the Diaconate: 0  
Ordinations to the Priesthood: 0  
Other Visitations: 0  
Reaffirmations: 0  
Receptions: 1  
Visitations and Vestry Meetings: 5

\*Does not include Holy Communions celebrated during Visitations

***NOTE: Due to the Covid-19 pandemic, the Diocesan House maintained the practice of operating on a limited in person capacity with most of the diocesan staff working remotely. The bishops did attend in-person visitations and other meetings and events when diocesan protocols allowed for in person gatherings based on the recommendations by the Center for Disease Control (CDC). The bishops also conducted official acts on a virtual platform when necessary and feasible.***

***The Rt. Rev. Jennifer Brooke-Davidson joined the diocesan staff on November 1, 2022, as assistant bishop in advance of and in preparation for the retirement of the bishop suffragan, the Rt. Rev. Anne Hodges-Copple.***

**VISITATIONS AND VESTRY MEETINGS**

**Confirmed (C), Received (Rc) and Reaffirmed (Re)**

Nov 13	St. Andrew's, Greensboro	14	1
Nov 20	St. Andrew's, Haw River		
Dec 4	Nativity, Raleigh	7	
Dec 11	St. Mark's, Wilson		
Dec 11	La Guadalupana, Wilson	12	
Dec 18	Trinity, Fuquay-Varina		



**CELEBRATED HOLY COMMUNION AND OTHER LITURGICAL EVENTS (OTHER THAN VISITATIONS)**

Nov 18-19 207<sup>th</sup> Diocesan Convention, Benton Convention Center, Winston-Salem  
Dec 10 Ordination, Chapel of the Cross, Chapel Hill  
Dec 15 Diocesan Council Meeting, St. Mark's, Raleigh

**DIOCESAN COUNCIL MEETINGS**

Dec 15 St. Mark's, Raleigh

**PROVINCE IV**

Nov 30-Dec 2 Province IV Bishops' Meeting, Memphis, TN

**OTHER BISHOP'S VISITATIONS**

Dec 4 The Rt. Rev. Porter Taylor Galloway Memorial, Elkin

**2021 PAROCHIAL REPORT-STATISTICAL**

			Active Baptized Members 12/31/2021	TOTAL MEMBERSHIP			CONFIRMATIONS & RECEPTIONS			STATISTICAL GIVING INFORMATION		
Mission/	Parish			Total Communicants	Under 16	Other Active	16 Years & Older	Under 16	Receptions	Pledging Units	Total Dollar Amount Pledged	Average Pledge
Advance	Ascension	M	89	89	5	1	-	-	-	15	37,316	2,488
Albemarle	Christ Church	P	103	103	-	10	-	-	-	26	66,420	2,555
Ansonville	All Souls'	M	8	8	-	-	-	-	-	-	-	-
Asheboro	Good Shepherd	P	253	238	21	16	-	-	-	104	295,726	2,844
Battleboro	St. John's	M	13	13	1	7	-	-	-	-	-	-
Burlington	Holy Comforter	P	355	355	18	6	-	-	1	119	385,662	3,241
Cary	St. Paul's	P	905	629	139	522	6	5	5	291	985,902	3,388
Chapel Hill	Advocate	M	160	160	27	71	-	-	2	87	272,002	3,126
Chapel Hill	Chapel of the Cross	P	1,894	1,490	5	588	24	7	41	509	1,562,967	3,071
Chapel Hill	Holy Family	P	731	731	93	31	-	-	-	187	769,970	4,117
Charlotte	Christ Church	P	5,756	4,639	1,010	1,109	7	13	1	1,133	5,415,186	4,780
Charlotte	Christ the King	M	30	-	-	-	-	-	-	-	-	-
Charlotte	Holy Comforter	P	577	577	120	64	-	-	1	183	750,000	4,098
Charlotte	St. John's	P	1,563	836	106	-	-	24	-	326	1,392,748	4,272
Charlotte	St. Martin's	P	544	486	61	58	3	6	-	193	811,825	4,206
Charlotte	St. Michael & All Angels	M	102	88	12	-	-	-	-	61	92,728	1,520
Charlotte	St. Peter's	P	926	862	49	324	12	1	2	245	846,232	3,454
Clayton	Grace Episcopal	M	51	51	5	32	-	-	-	33	93,230	2,825
Clemmons	St. Clement's	P	232	203	3	6	-	-	-	48	136,160	2,837
Cleveland	Christ Church	M	90	28	3	1	-	-	-	11	40,100	3,645
Concord	All Saints'	P	467	417	58	88	2	-	2	123	476,824	3,877
Cooleemee	Good Shepherd	M	7	6	-	2	-	-	-	7	11,450	1,636
Davidson	St. Alban's	P	576	536	95	25	8	1	10	172	579,202	3,367
Durham	El Buen Pastor	M	542	437	75	140	-	-	-	10	7,712	771
Durham	St. Joseph's	M	50	22	2	20	-	-	1	27	40,000	1,481
Durham	St. Luke's	P	292	292	30	93	1	-	-	135	373,880	2,769
Durham	St. Philip's	P	1,534	657	146	170	-	-	-	178	633,691	3,560
Durham	St. Stephen's	P	608	347	54	49	1	-	-	122	441,471	3,619
Durham	St. Titus'	P	186	110	10	20	-	-	-	57	175,170	3,073
Eden	Epiphany	P	92	82	11	12	2	-	-	28	92,680	3,310
Eden	St. Luke's	P	90	6	3	-	-	-	-	-	-	-
Elkin	Galloway Memorial	M	44	29	-	2	1	-	-	15	38,935	2,596
Erwin	St. Stephen's	P	112	108	20	2	1	-	-	40	74,900	1,873
Fuquay-Varina	Trinity	P	142	142	6	-	3	-	-	46	117,732	2,559
Garner	St. Christopher's	M	56	-	-	-	-	-	-	-	-	-
Greensboro	All Saints'	P	142	92	12	50	-	-	-	31	100,000	3,226
Greensboro	Holy Spirit	M	69	69	10	55	-	-	-	19	45,045	2,371

**2021 PAROCHIAL REPORT-STATISTICAL**

			Active Baptized Members 12/31/2021	TOTAL MEMBERSHIP			CONFIRMATIONS & RECEPTIONS			STATISTICAL GIVING INFORMATION		
Mission/	Parish			Total Communicants	Under 16	Other Active	16 Years & Older	Under 16	Receptions	Pledging Units	Total Dollar Amount Pledged	Average Pledge
Greensboro	Holy Trinity	P	2,690	2,391	510	-	16	12	2	428	1,613,985	3,771
Greensboro	Redeemer	P	157	-	-	3	-	-	-	33	131,580	3,987
Greensboro	St. Andrew's	P	370	325	48	93	-	-	-	115	322,204	2,802
Greensboro	St. Barnabas'	M	241	226	15	25	-	-	-	32	97,000	3,031
Greensboro	St. Francis	P	652	652	20	27	-	6	-	170	582,688	3,428
Halifax	St. Mark's	M	14	-	-	-	-	-	-	-	-	-
Hamlet	All Saints'	M	84	84	4	-	-	-	-	13	27,700	2,131
Haw River	St. Andrew's	M	72	47	2	4	-	-	-	20	69,450	3,473
Henderson	Holy Innocents	P	343	-	-	-	-	-	-	-	-	-
Henderson	St. John's	M	24	12	-	3	-	-	-	-	-	-
High Point	St. Christopher's	P	119	118	1	-	-	-	-	15	55,540	3,703
High Point	St. Mary's	P	776	374	58	7	-	-	-	157	680,418	4,334
Hillsborough	St. Matthew's	P	319	319	33	198	-	-	-	151	445,500	2,950
Huntersville	St. Mark's	P	352	208	18	6	3	2	-	83	296,642	3,574
Jackson	Saviour	M	52	52	5	-	-	-	-	-	21,000	-
Kernersville	St. Matthew's	M	69	-	-	-	-	-	-	-	-	-
Laurinburg	St. David's	M	43	30	4	4	-	-	-	21	44,940	2,140
Lexington	Grace	P	278	162	26	3	1	-	-	75	237,327	3,164
Littleton	St. Alban's	M	25	25	-	9	-	-	-	12	30,720	2,560
Louisburg	St. Matthias'	M	12	10	-	2	-	-	-	-	-	-
Louisburg	St. Paul's	M	79	59	6	20	-	-	-	28	52,012	1,858
Mayodan	Messiah	M	37	37	3	-	-	-	-	16	43,300	2,706
Monroe	St. Paul's	P	205	124	10	-	-	-	-	65	179,788	2,766
Mooreville	St. James'	M	53	-	-	-	-	-	-	-	-	-
Mooreville	St. Patrick's	P	332	332	38	29	10	-	12	113	388,400	3,437
Mount Airy	Trinity	P	119	119	7	-	1	-	1	48	193,085	4,023
Oxford	St. Cyprian's	M	62	62	17	8	-	-	-	22	44,000	2,000
Oxford	St. Stephen's	P	137	135	8	8	-	-	1	57	189,735	3,329
Pittsboro	St. Bartholomew's	P	75	73	11	29	-	-	-	35	101,876	2,911
Raleigh	Christ Church	P	2,871	2,821	532	571	12	66	2	804	2,798,305	3,480
Raleigh	Good Shepherd	P	798	362	32	-	4	2	1	159	561,288	3,530
Raleigh	Nativity	P	515	515	86	-	-	5	4	142	401,011	2,824
Raleigh	St. Ambrose	P	407	400	60	-	-	-	-	81	280,340	3,461
Raleigh	St. Mark's	P	98	98	3	15	-	-	-	58	174,822	3,014
Raleigh	St. Michael's	P	2,031	1,045	170	230	-	27	-	514	1,759,732	3,424
Raleigh	St. Timothy's	P	198	140	19	36	6	9	2	-	172,217	-
Reidsville	St. Thomas'	P	111	86	-	14	-	-	-	35	119,480	3,414

**2021 PAROCHIAL REPORT-STATISTICAL**

			<u>TOTAL MEMBERSHIP</u>			<u>CONFIRMATIONS &amp; RECEPTIONS</u>			<u>STATISTICAL GIVING INFORMATION</u>			
		Mission/ Parish	Active Baptized Members 12/31/2021	Total Communicants	Under 16	Other Active	16 Years & Older	Under 16	Receptions	Pledging Units	Total Dollar Amount Pledged	Average Pledge
Ridgeway	Good Shepherd	M	10	10	-	5	-	-	-	-	-	-
Roanoke Rapids	All Saints'	P	122	63	-	37	2	-	-	38	106,055	2,791
Rockingham	Messiah	M	15	-	-	-	-	-	-	-	-	-
Rocky Mount	Good Shepherd	P	460	220	59	13	-	8	2	74	254,416	3,438
Rocky Mount	St. Andrew's	P	327	326	10	6	-	-	-	69	252,350	3,657
Roxboro	St. Mark's	M	25	25	-	4	-	-	-	3	11,280	3,760
Salisbury	St. Luke's	P	609	443	43	443	1	5	8	131	398,106	3,039
Salisbury	St. Matthew's	M	25	18	5	3	-	-	-	7	12,920	1,846
Salisbury	St. Paul's	M	32	-	-	-	1	-	-	17	58,759	3,456
Sanford	St. Thomas'	P	91	91	9	2	1	-	-	50	125,640	2,513
Scotland Neck	Trinity	P	32	25	-	1	-	-	-	13	38,290	2,945
Seven Lakes	St. Mary Magdalene	M	64	64	5	-	-	-	-	26	58,990	2,269
Smithfield	San Jose Mission	M	35	35	12	14	-	-	-	1	5,700	5,700
Smithfield	St. Paul's	P	209	201	21	27	-	-	1	60	241,634	4,027
Southern Pines	Emmanuel	P	565	509	60	425	-	-	-	226	656,387	2,904
Speed	St. Mary's	M	24	24	-	1	-	-	-	-	-	-
Statesville	Trinity	P	299	280	34	8	-	-	-	68	240,948	3,543
Tarboro	Calvary	P	282	282	28	24	1	2	3	139	375,200	2,699
Tarboro	St. Luke's	M	11	11	-	-	1	-	-	9	11,500	1,278
Tarboro	St. Michael's	M	103	103	20	-	-	-	-	15	21,360	1,424
Wadesboro	Calvary	P	85	85	10	1	-	-	-	-	-	-
Wake Forest	St. John's	P	675	475	84	46	5	-	3	123	344,374	2,800
Walnut Cove	Christ Church	M	32	32	5	2	-	-	-	7	15,860	2,266
Warrenton	Emmanuel	M	46	29	-	14	-	-	-	19	25,180	1,325
Waxhaw	St. Margarets'	P	991	602	150	-	9	-	-	207	828,478	4,002
Weldon	Grace	P	26	26	2	-	-	-	-	-	-	-
Wilson	La Guadalupana	M	1,361	332	32	100	-	-	-	-	-	-
Wilson	St. Mark's	M	16	16	3	-	-	-	-	-	-	-
Wilson	St. Timothy's	P	410	367	46	43	1	1	-	111	371,684	3,349
Winston-Salem	Christ's Beloved Community	P	41	-	-	-	-	-	-	10	18,220	1,822
Winston-Salem	St. Anne's	P	239	239	21	30	-	-	-	93	308,184	3,314
Winston-Salem	St. Paul's	P	2,042	2,008	299	434	26	25	9	548	2,301,986	4,201
Winston-Salem	St. Stephen's	P	43	43	4	2	-	-	-	25	82,800	3,312
Winston-Salem	St. Timothys	P	1,119	-	-	-	-	-	-	118	591,928	5,016
<b>Totals</b>			<b>44,677</b>	<b>33,365</b>	<b>4,918</b>	<b>6,603</b>	<b>172</b>	<b>227</b>	<b>117</b>	<b>10,290</b>	<b>37,037,180</b>	<b>3,599</b>

**2021 PAROCHIAL REPORT-STATISTICAL**

		Active Baptized Members 12/31/2021	<u>TOTAL MEMBERSHIP</u>			<u>CONFIRMATIONS &amp; RECEPTIONS</u>			<u>STATISTICAL GIVING INFORMATION</u>		
Mission/	Parish		Total Communicants	Under 16	Other Active	16 Years & Older	Under 16	Receptions	Pledging Units	Total Dollar Amount Pledged	Average Pledge
Greensboro	St. Mary's House**	23	23	5	2	-	-	-	9	14,000	1,556

**2021 PAROCHIAL REPORT - STATISTICAL**

		<b><u>HOLY EUCHARIST SERVICES</u></b>				<b><u>OTHER SACRAMENTS &amp; SERVICES</u></b>					
		<b>Saturday &amp; Sunday Eucharists</b>	<b>Weekday Eucharists</b>	<b>Private Eucharists</b>	<b>Average Sunday Attendance</b>	<b>Marriages</b>	<b>Burials</b>	<b>Baptisms 16 &amp; Older</b>	<b>Baptisms Under 16</b>	<b>Church School Students Enrolled</b>	<b>Adult Education Program</b>
Advance	Ascension	43	6	1	16	0	1	0	0	0	No
Albemarle	Christ Church	35	0	0	30	1	2	0	0	0	Yes
Ansonville	All Souls'	0	0	0	0	0	0	0	0	0	No
Asheboro	Good Shepherd	78	40	9	59	0	2	0	0	0	Yes
Battleboro	St. John's	0	0	0	14	0	1	0	0	0	No
Burlington	Holy Comforter	86	17	17	53	1	5	0	1	0	Yes
Cary	St. Paul's	97	20	118	70	2	7	2	14	0	Yes
Chapel Hill	Advocate	55	0	0	32	0	0	0	2	0	Yes
Chapel Hill	Chapel of the Cross	141	27	2	162	5	24	1	9	0	Yes
Chapel Hill	Holy Family	45	0	20	222	1	3	0	2	0	Yes
Charlotte	Christ Church	168	36	4	295	12	28	0	87	0	Yes
Charlotte	Christ the King	0	0	0	0	0	0	0	0	0	No
Charlotte	Holy Comforter	96	20	25	93	0	7	0	6	0	Yes
Charlotte	St. John's	140	43	52	153	0	12	0	8	0	Yes
Charlotte	St. Martin's	52	0	21	88	2	7	0	10	0	Yes
Charlotte	St. Michael & All Angels	0	0	0	34	0	0	0	0	0	No
Charlotte	St. Peter's	119	23	28	179	6	7	1	10	0	Yes
Clayton	Grace Episcopal	27	0	0	37	1	0	0	0	0	Yes
Clemmons	St. Clement's	42	10	2	45	1	8	0	2	0	Yes
Cleveland	Christ Church	24	0	9	12	0	1	0	0	0	No
Concord	All Saints'	64	2	87	84	1	10	0	3	0	Yes
Cooleemee	Good Shepherd	8	0	0	7	0	1	0	0	0	No
Davidson	St. Alban's	83	18	3	110	0	3	1	5	0	Yes
Durham	El Buen Pastor	98	3	18	65	2	2	8	35	0	No
Durham	St. Joseph's	22	1	1	33	0	0	0	1	0	Yes

**2021 PAROCHIAL REPORT - STATISTICAL**

		<b><u>HOLY EUCHARIST SERVICES</u></b>				<b><u>OTHER SACRAMENTS &amp; SERVICES</u></b>					
		<b>Saturday &amp; Sunday Eucharists</b>	<b>Weekday Eucharists</b>	<b>Private Eucharists</b>	<b>Average Sunday Attendance</b>	<b>Marriages</b>	<b>Burials</b>	<b>Baptisms 16 &amp; Older</b>	<b>Baptisms Under 16</b>	<b>Church School Students Enrolled</b>	<b>Adult Education Program</b>
Durham	St. Luke's	31	8	11	48	0	4	0	1	0	No
Durham	St. Philip's	143	45	0	117	3	5	0	3	0	Yes
Durham	St. Stephen's	34	0	3	85	0	3	1	0	0	Yes
Durham	St. Titus'	77	1	2	34	0	0	0	4	0	Yes
Eden	Epiphany	37	2	4	21	0	2	0	0	0	Yes
Eden	St. Luke's	37	2	0	26	0	1	0	0	0	No
Elkin	Galloway Memorial	28	0	3	15	0	0	0	0	0	Yes
Erwin	St. Stephen's	28	1	20	37	0	2	0	1	0	Yes
Fuquay-Varina	Trinity	26	0	0	48	0	1	1	2	0	Yes
Garner	St. Christopher's	<i>No Parochial Report Filed</i>									No
Greensboro	All Saints'	55	4	2	41	1	2	0	2	0	Yes
Greensboro	Holy Spirit	16	0	3	26	1	2	0	0	0	Yes
Greensboro	Holy Trinity	113	37	17	140	0	35	0	15	0	Yes
Greensboro	Redeemer	41	1	1	27	0	0	0	1	0	Yes
Greensboro	St. Andrew's	30	5	0	101	0	10	0	1	0	Yes
Greensboro	St. Barnabas'	81	0	0	21	0	0	0	0	0	No
Greensboro	St. Francis	44	11	0	105	1	10	0	1	0	Yes
Halifax	St. Mark's	<i>No Parochial Report Filed</i>									No
Hamlet	All Saints'	25	0	0	26	0	2	0	1	0	Yes
Haw River	St. Andrew's	35	2	6	20	0	2	0	0	0	No
Henderson	Holy Innocents	<i>No Parochial Report Filed</i>									No
Henderson	St. John's	19	0	0	10	0	2	0	0	0	No
High Point	St. Christopher's	1	0	0	26	0	0	0	1	0	No
High Point	St. Mary's	94	54	0	73	0	0	0	1	0	Yes
Hillsborough	St. Matthew's	33	33	11	79	0	11	0	0	0	Yes

**2021 PAROCHIAL REPORT - STATISTICAL**

		<b><u>HOLY EUCHARIST SERVICES</u></b>				<b><u>OTHER SACRAMENTS &amp; SERVICES</u></b>					
		<b>Saturday &amp; Sunday Eucharists</b>	<b>Weekday Eucharists</b>	<b>Private Eucharists</b>	<b>Average Sunday Attendance</b>	<b>Marriages</b>	<b>Burials</b>	<b>Baptisms 16 &amp; Older</b>	<b>Baptisms Under 16</b>	<b>Church School Students Enrolled</b>	<b>Adult Education Program</b>
Huntersville	St. Mark's	63	5	18	43	1	5	2	2	0	Yes
Jackson	Saviour	25	0	0	11	0	2	0	1	0	No
Kernersville	St. Matthew's	<i>No Parochial Report Filed</i>									No
Laurinburg	St. David's	30	3	9	17	0	1	0	0	0	Yes
Lexington	Grace	24	4	20	31	0	2	0	1	0	Yes
Littleton	St. Alban's	25	1	7	16	0	1	0	0	0	No
Louisburg	St. Matthias'	5	0	1	4	0	0	0	0	0	No
Louisburg	St. Paul's	11	1	0	21	0	1	0	0	0	No
Mayodan	Messiah	29	0	1	18	0	0	0	0	0	No
Monroe	St. Paul's	45	4	0	25	0	3	0	2	0	No
Mooreville	St. James'	<i>No Parochial Report Filed</i>									No
Mooreville	St. Patrick's	74	9	0	101	0	3	0	0	0	Yes
Mount Airy	Trinity	99	41	8	58	1	7	0	0	0	Yes
Oxford	St. Cyprian's	40	0	0	34	0	0	0	0	0	Yes
Oxford	St. Stephen's	72	7	25	52	1	4	0	2	0	Yes
Pittsboro	St. Bartholomew's	72	1	3	32	0	1	0	0	0	No
Raleigh	Christ Church	110	15	24	255	15	23	2	45	0	Yes
Raleigh	Good Shepherd	77	4	65	96	4	7	0	3	0	Yes
Raleigh	Nativity	82	0	7	105	0	13	0	3	0	Yes
Raleigh	St. Ambrose	55	0	20	22	1	5	0	8	0	Yes
Raleigh	St. Mark's	52	3	9	18	0	1	0	0	0	Yes
Raleigh	St. Michael's	92	56	0	157	8	31	0	22	0	Yes
Raleigh	St. Timothy's	0	0	0	56	0	0	1	9	0	Yes
Reidsville	St. Thomas'	40	4	0	27	0	5	0	2	0	No
Ridgeway	Good Shepherd	16	0	0	13	0	0	0	0	0	No



**2021 PAROCHIAL REPORT - STATISTICAL**

		<b><u>HOLY EUCHARIST SERVICES</u></b>				<b><u>OTHER SACRAMENTS &amp; SERVICES</u></b>					
		<b>Saturday &amp; Sunday Eucharists</b>	<b>Weekday Eucharists</b>	<b>Private Eucharists</b>	<b>Average Sunday Attendance</b>	<b>Marriages</b>	<b>Burials</b>	<b>Baptisms 16 &amp; Older</b>	<b>Baptisms Under 16</b>	<b>Church School Students Enrolled</b>	<b>Adult Education Program</b>
Roanoke Rapids	All Saints'	47	37	0	17	0	5	0	3	0	Yes
Rockingham	Messiah	<i>No Parochial Report Filed</i>									No
Rocky Mount	Good Shepherd	64	0	1	60	1	1	0	0	0	No
Rocky Mount	St. Andrew's	39	24	10	84	2	4	0	1	0	Yes
Roxboro	St. Mark's	19	2	0	13	0	0	0	0	0	No
Salisbury	St. Luke's	84	48	1	92	0	11	0	0	0	Yes
Salisbury	St. Matthew's	47	1	0	7	0	1	0	0	0	No
Salisbury	St. Paul's	23	3	0	18	2	1	1	0	0	No
Sanford	St. Thomas'	41	2	0	24	0	2	0	0	0	Yes
Scotland Neck	Trinity	27	3	1	15	0	0	0	0	0	No
Seven Lakes	St. Mary Magdalene	34	5	2	24	0	1	0	0	0	Yes
Smithfield	San Jose Mission	40	0	0	10	0	0	0	0	0	No
Smithfield	St. Paul's	40	0	0	47	0	3	0	0	0	Yes
Southern Pines	Emmanuel	125	4	23	124	2	13	0	6	0	Yes
Speed	St. Mary's	22	1	0	11	1	0	0	0	0	No
Statesville	Trinity	80	4	14	63	1	7	0	2	0	Yes
Tarboro	Calvary	65	21	36	76	2	3	0	0	0	Yes
Tarboro	St. Luke's	16	0	0	17	0	0	0	0	0	No
Tarboro	St. Michael's	0	0	0	21	0	1	0	0	0	No
Wadesboro	Calvary	51	2	0	17	0	1	0	1	0	No
Wake Forest	St. John's	72	6	144	124	2	3	0	5	0	Yes
Walnut Cove	Christ Church	22	1	0	8	0	1	0	0	0	No
Warrenton	Emmanuel	27	0	0	11	0	1	0	0	0	No
Waxhaw	St. Margarets'	141	35	8	157	3	12	1	7	0	No
Weldon	Grace	35	0	0	5	0	0	0	0	0	No

**2021 PAROCHIAL REPORT - STATISTICAL**

		<u>HOLY EUCHARIST SERVICES</u>				<u>OTHER SACRAMENTS &amp; SERVICES</u>					
		Saturday & Sunday Eucharists	Weekday Eucharists	Private Eucharists	Average Sunday Attendance	Marriages	Burials	Baptisms 16 & Older	Baptisms Under 16	Church School Students Enrolled	Adult Education Program
Wilson	La Guadalupana	39	11	47	61	2	4	1	32	0	No
Wilson	St. Mark's	14	0	0	14	0	0	0	0	0	No
Wilson	St. Timothy's	83	42	1	62	0	8	1	3	0	Yes
Winston-Salem	St. Anne's	0	0	0	0	0	0	0	0	0	No
Winston-Salem	St. Paul's	74	12	0	65	1	3	0	0	0	No
Winston-Salem	St. Stephen's	124	39	40	144	12	27	0	19	0	Yes
Winston-Salem	St. Timothys	13	0	0	26	0	0	0	0	0	No
<b>Totals</b>		0	0	0	156	2	6	0	1	0	<b>No</b>

Greensboro	St. Mary's House**	29	0	1	5	0	0	0	0	0	Yes
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*\*\*St Mary's House, Greensboro is not a congregation in union with Convention.*

**2021 PAROCHIAL REPORT - FINANCIAL**

		Normal Operating		Diocesan	Total Operating	Outreach from	Total Operating	Seminary	Transmitted to		Outreach &
		Income	Bequests	Assistance	Revenue	Operating Budget	Expenses	Contributions	Other	Organizations	Mission
Advance	Ascension	\$ 143,394.00	\$ 68,405.00	\$ -	\$ 143,394.00	\$ 3,559.00	\$ 160,948.00	\$ -	\$ 800.00	\$ -	\$ -
Albemarle	Christ Church	\$ 101,590.00	\$ -	\$ -	\$ 101,590.00	\$ -	\$ 119,533.00	\$ -	\$ 553.00	\$ 189.00	\$ -
Ansonville	All Souls'	\$ 2,407.00	\$ -	\$ -	\$ 2,407.00	\$ -	\$ 9,526.00	\$ -	\$ -	\$ -	\$ -
Asheboro	Good Shepherd	\$ 391,823.00	\$ 4,537.00	\$ 11,868.00	\$ 403,691.00	\$ 160.00	\$ 410,051.00	\$ -	\$ 4,938.00	\$ -	\$ -
Battleboro	St. John's	\$ 20,842.00	\$ -	\$ -	\$ 20,842.00	\$ -	\$ 1,775.00	\$ -	\$ -	\$ -	\$ -
Burlington	Holy Comforter	\$ 530,523.00	\$ -	\$ -	\$ 530,523.00	\$ 7,400.00	\$ 526,835.00	\$ -	\$ 10,555.00	\$ 25,120.00	\$ -
Cary	St. Paul's	\$ 1,148,715.00	\$ -	\$ 3,333.00	\$ 1,152,048.00	\$ 15,552.00	\$ 2,877,586.00	\$ -	\$ 27,986.00	\$ 147,088.00	\$ -
Chapel Hill	Advocate	\$ 308,613.00	\$ -	\$ 2,806.00	\$ 311,419.00	\$ 24,614.00	\$ 422,272.00	\$ -	\$ 18,290.00	\$ 18,932.00	\$ -
Chapel Hill	Chapel of the Cross	\$ 1,773,794.00	\$ -	\$ 75,911.00	\$ 1,849,705.00	\$ 57,758.00	\$ 2,161,625.00	\$ -	\$ 1,525.00	\$ 44,439.00	\$ -
Chapel Hill	Holy Family	\$ 949,083.00	\$ -	\$ -	\$ 949,083.00	\$ 51,000.00	\$ 1,056,601.00	\$ -	\$ 127,084.00	\$ 47,344.00	\$ -
Charlotte	Christ Church	\$ 5,699,791.00	\$ -	\$ -	\$ 5,699,791.00	\$ 441,500.00	\$ 5,320,905.00	\$ -	\$ -	\$ 28,000.00	\$ -
Charlotte	Christ the King	\$ 16,006.00	\$ -	\$ 40,600.00	\$ 56,606.00	\$ -	\$ 86,851.00	\$ -	\$ -	\$ -	\$ -
Charlotte	Holy Comforter	\$ 995,138.00	\$ -	\$ -	\$ 995,138.00	\$ 5,997.00	\$ 1,212,537.00	\$ -	\$ 134,950.00	\$ 4,961.00	\$ -
Charlotte	St. John's	\$ 1,798,714.00	\$ -	\$ -	\$ 1,798,714.00	\$ 80,368.00	\$ 1,940,757.00	\$ -	\$ 36,564.00	\$ 298,894.00	\$ -
Charlotte	St. Martin's	\$ 1,003,681.00	\$ -	\$ 4,165.00	\$ 1,007,846.00	\$ 15,041.00	\$ 1,512,499.00	\$ 4,200.00	\$ 3,940.00	\$ 28,484.00	\$ -
Charlotte	St. Michael & All Angels	\$ 96,227.00	\$ -	\$ -	\$ 96,227.00	\$ 1,000.00	\$ 54,132.00	\$ -	\$ -	\$ -	\$ -
Charlotte	St. Peter's	\$ 1,231,627.00	\$ -	\$ -	\$ 1,231,627.00	\$ -	\$ 1,158,421.00	\$ -	\$ 69,000.00	\$ -	\$ -
Clayton	Grace Episcopal	\$ 118,659.00	\$ -	\$ -	\$ 118,659.00	\$ -	\$ 138,206.00	\$ -	\$ 5,355.00	\$ -	\$ -
Clemmons	St. Clement's	\$ 184,632.00	\$ -	\$ -	\$ 184,632.00	\$ -	\$ 179,720.00	\$ -	\$ -	\$ -	\$ -
Cleveland	Christ Church	\$ 60,389.00	\$ 1,000.00	\$ -	\$ 60,389.00	\$ 4,529.00	\$ 87,037.00	\$ -	\$ 110.00	\$ -	\$ -
Concord	All Saints'	\$ 667,803.00	\$ -	\$ -	\$ 667,803.00	\$ 16,363.00	\$ 1,121,428.00	\$ 750.00	\$ 1,365.00	\$ 389,961.00	\$ -
Cooleemee	Good Shepherd	\$ 19,441.00	\$ 3,652.00	\$ -	\$ 19,441.00	\$ 110.00	\$ 21,283.00	\$ -	\$ -	\$ -	\$ -
Davidson	St. Alban's	\$ 782,065.00	\$ -	\$ 52,837.00	\$ 834,902.00	\$ 46,050.00	\$ 1,018,692.00	\$ -	\$ 6,001.00	\$ 167,525.00	\$ -
Durham	El Buen Pastor	\$ 36,311.00	\$ -	\$ 50,000.00	\$ 86,311.00	\$ -	\$ 92,269.00	\$ -	\$ -	\$ -	\$ -
Durham	St. Joseph's	\$ 123,487.00	\$ -	\$ -	\$ 123,487.00	\$ -	\$ 81,693.00	\$ -	\$ -	\$ 5,567.00	\$ -
Durham	St. Luke's	\$ 414,131.00	\$ -	\$ -	\$ 414,131.00	\$ 7,200.00	\$ 483,274.00	\$ -	\$ 654.00	\$ 44,178.00	\$ -
Durham	St. Philip's	\$ 1,245,569.00	\$ -	\$ -	\$ 1,245,569.00	\$ 100,881.00	\$ 1,406,299.00	\$ -	\$ 1,314.00	\$ 36,685.00	\$ -
Durham	St. Stephen's	\$ 688,502.00	\$ -	\$ -	\$ 688,502.00	\$ 42,337.00	\$ 771,577.00	\$ -	\$ 10,274.00	\$ 66,072.00	\$ -
Durham	St. Titus'	\$ 224,494.00	\$ -	\$ 1,257.00	\$ 225,751.00	\$ 7,710.00	\$ 231,911.00	\$ 297.00	\$ 695.00	\$ 12,117.00	\$ -
Eden	Epiphany	\$ 175,360.00	\$ 15,736.00	\$ -	\$ 175,360.00	\$ 8,376.00	\$ 184,075.00	\$ -	\$ -	\$ -	\$ -
Eden	St. Luke's	\$ 106,181.00	\$ -	\$ 2,670.00	\$ 108,851.00	\$ 414.00	\$ 109,574.00	\$ -	\$ 193.00	\$ -	\$ -
Elkin	Galloway Memorial	\$ 49,558.00	\$ -	\$ -	\$ 49,558.00	\$ -	\$ 70,255.00	\$ -	\$ 3,002.00	\$ -	\$ -
Erwin	St. Stephen's	\$ 97,036.00	\$ -	\$ -	\$ 97,036.00	\$ 4,350.00	\$ 107,198.00	\$ -	\$ 1,802.00	\$ 1,000.00	\$ -
Fuquay-Varina	Trinity	\$ 144,360.00	\$ -	\$ -	\$ 144,360.00	\$ 12,452.00	\$ 128,824.00	\$ -	\$ -	\$ -	\$ -
Garner	St. Christopher's	<i>No Parochial Report Filed</i>									
Greensboro	All Saints'	\$ 215,821.00	\$ -	\$ -	\$ 215,821.00	\$ -	\$ 195,239.00	\$ -	\$ -	\$ -	\$ -
Greensboro	Holy Spirit	\$ 50,077.00	\$ -	\$ 8,333.00	\$ 58,410.00	\$ 3,700.00	\$ 63,840.00	\$ -	\$ -	\$ 13,090.00	\$ -
Greensboro	Holy Trinity	\$ 1,923,211.00	\$ -	\$ -	\$ 1,923,211.00	\$ 24,833.00	\$ 1,845,749.00	\$ -	\$ -	\$ -	\$ -

**2021 PAROCHIAL REPORT - FINANCIAL**

		Normal Operating		Diocesan	Total Operating	Outreach from	Total Operating	Seminary	Transmitted to		Outreach &
		Income	Bequests	Assistance	Revenue	Operating Budget	Expenses	Contributions	Other	Organizations	Mission
Greensboro	Redeemer	\$ 141,544.00	\$ -	\$ -	\$ 141,544.00	\$ 1,750.00	\$ 73,599.00	\$ -	\$ -	\$ -	\$ -
Greensboro	St. Andrew's	\$ 431,270.00	\$ -	\$ -	\$ 431,270.00	\$ 35.00	\$ 362,489.00	\$ -	\$ -	\$ -	\$ 17,450.00
Greensboro	St. Barnabas'	\$ 135,122.00	\$ -	\$ -	\$ 135,122.00	\$ -	\$ 168,208.00	\$ 1,400.00	\$ 11,304.00	\$ -	\$ -
Greensboro	St. Francis	\$ 761,083.00	\$ 25,021.00	\$ -	\$ 761,083.00	\$ -	\$ 834,731.00	\$ -	\$ 47,230.00	\$ -	\$ 2,264.00
Halifax	St. Mark's	<i>No Parochial Report Filed</i>									
Hamlet	All Saints'	\$ 78,207.00	\$ -	\$ -	\$ 78,207.00	\$ 1,000.00	\$ 86,647.00	\$ -	\$ -	\$ -	\$ 1,000.00
Haw River	St. Andrew's	\$ 90,696.00	\$ -	\$ 7,005.00	\$ 97,701.00	\$ 689.00	\$ 113,832.00	\$ -	\$ 5,175.00	\$ -	\$ 700.00
Henderson	Holy Innocents	<i>No Parochial Report Filed</i>									
Henderson	St. John's	\$ 6,939.00	\$ -	\$ -	\$ 6,939.00	\$ -	\$ 11,005.00	\$ -	\$ -	\$ -	\$ 700.00
High Point	St. Christopher's	\$ 82,457.00	\$ -	\$ -	\$ 82,457.00	\$ -	\$ 89,202.00	\$ -	\$ -	\$ -	\$ -
High Point	St. Mary's	\$ 945,852.00	\$ -	\$ -	\$ 945,852.00	\$ 40,211.00	\$ 1,025,124.00	\$ -	\$ 16,566.00	\$ -	\$ -
Hillsborough	St. Matthew's	\$ 573,182.00	\$ -	\$ -	\$ 573,182.00	\$ 19,250.00	\$ 615,788.00	\$ 437.00	\$ 18,978.00	\$ -	\$ 22,732.00
Huntersville	St. Mark's	\$ 553,499.00	\$ -	\$ -	\$ 553,499.00	\$ 10,200.00	\$ 1,140,042.00	\$ -	\$ 2,739.00	\$ -	\$ 11,332.00
Jackson	Saviour	\$ 51,087.00	\$ -	\$ -	\$ 51,087.00	\$ 1,925.00	\$ 57,729.00	\$ -	\$ 2,973.00	\$ -	\$ -
Kernersville	St. Matthew's	<i>No Parochial Report Filed</i>									
Laurinburg	St. David's	\$ 64,982.00	\$ -	\$ 5,000.00	\$ 69,982.00	\$ 3,964.00	\$ 65,887.00	\$ -	\$ -	\$ -	\$ -
Lexington	Grace	\$ 349,249.00	\$ -	\$ -	\$ 349,249.00	\$ -	\$ 501,370.00	\$ -	\$ -	\$ -	\$ 196,309.00
Littleton	St. Alban's	\$ 43,680.00	\$ -	\$ -	\$ 43,680.00	\$ -	\$ 47,538.00	\$ -	\$ -	\$ -	\$ -
Louisburg	St. Matthias'	\$ 1,600.00	\$ -	\$ -	\$ 1,600.00	\$ -	\$ 3,654,698.00	\$ -	\$ -	\$ -	\$ -
Louisburg	St. Paul's	\$ 74,657.00	\$ -	\$ 4,210.00	\$ 78,867.00	\$ 2,040.00	\$ 73,503.00	\$ -	\$ -	\$ -	\$ 3,024.00
Mayodan	Messiah	\$ 51,612.00	\$ -	\$ 3,644.00	\$ 55,256.00	\$ -	\$ 49,667.00	\$ -	\$ -	\$ -	\$ -
Monroe	St. Paul's	\$ 246,103.00	\$ -	\$ -	\$ 246,103.00	\$ 2,400.00	\$ 224,406.00	\$ -	\$ 2,000.00	\$ -	\$ 2,210.00
Mooreville	St. James'	<i>No Parochial Report Filed</i>									
Mooreville	St. Patrick's	\$ 599,761.00	\$ -	\$ -	\$ 599,761.00	\$ 20,967.00	\$ 618,797.00	\$ -	\$ 34,458.00	\$ -	\$ 5,975.00
Mount Airy	Trinity	\$ 286,707.00	\$ 30,798.00	\$ -	\$ 286,707.00	\$ -	\$ 236,431.00	\$ -	\$ -	\$ -	\$ 29,615.00
Oxford	St. Cyprian's	\$ 54,185.00	\$ -	\$ 32,500.00	\$ 86,685.00	\$ 1,273.00	\$ 101,753.00	\$ -	\$ 620.00	\$ -	\$ -
Oxford	St. Stephen's	\$ 211,708.00	\$ -	\$ -	\$ 211,708.00	\$ -	\$ 249,297.00	\$ -	\$ 2,080.00	\$ -	\$ 18,345.00
Pittsboro	St. Bartholomew's	\$ 179,338.00	\$ 2,631.00	\$ -	\$ 179,338.00	\$ -	\$ 205,479.00	\$ -	\$ 2,511.00	\$ -	\$ 30,185.00
Raleigh	Christ Church	\$ 3,470,566.00	\$ -	\$ -	\$ 3,470,566.00	\$ 272,564.00	\$ 3,583,873.00	\$ -	\$ 118,008.00	\$ -	\$ 161,888.00
Raleigh	Good Shepherd	\$ 763,613.00	\$ -	\$ -	\$ 763,613.00	\$ 11,500.00	\$ 738,914.00	\$ -	\$ -	\$ -	\$ -
Raleigh	Nativity	\$ 544,689.00	\$ -	\$ -	\$ 544,689.00	\$ 12,200.00	\$ 555,577.00	\$ -	\$ -	\$ -	\$ -
Raleigh	St. Ambrose	\$ 457,612.00	\$ -	\$ -	\$ 457,612.00	\$ 8,750.00	\$ 416,510.00	\$ -	\$ 5,480.00	\$ -	\$ -
Raleigh	St. Mark's	\$ 237,913.00	\$ -	\$ 8,871.00	\$ 246,784.00	\$ 2,650.00	\$ 244,486.00	\$ -	\$ 2,500.00	\$ -	\$ -
Raleigh	St. Michael's	\$ 2,153,122.00	\$ -	\$ -	\$ 2,153,122.00	\$ 23,500.00	\$ 2,049,435.00	\$ -	\$ 124,937.00	\$ -	\$ 87,902.00
Raleigh	St. Timothy's	\$ 476,418.00	\$ 1,750.00	\$ -	\$ 476,418.00	\$ -	\$ 492,195.00	\$ -	\$ 10,000.00	\$ -	\$ 7,321.00
Reidsville	St. Thomas'	\$ 130,978.00	\$ -	\$ -	\$ 130,978.00	\$ -	\$ 161,345.00	\$ -	\$ 8,935.00	\$ -	\$ 5,427.00
Ridgeway	Good Shepherd	\$ 10,590.00	\$ -	\$ -	\$ 10,590.00	\$ -	\$ 13,204.00	\$ -	\$ -	\$ -	\$ 125.00
Roanoke Rapids	All Saints'	\$ 224,558.00	\$ -	\$ -	\$ 224,558.00	\$ -	\$ 236,983.00	\$ -	\$ -	\$ -	\$ 11,970.00

**2021 PAROCHIAL REPORT - FINANCIAL**

		Normal Operating		Diocesan	Total Operating	Outreach from	Total Operating	Seminary	Transmitted to		Outreach &
		Income	Bequests	Assistance	Revenue	Operating Budget	Expenses	Contributions	Other	Organizations	Mission
Rockingham	Messiah	<i>No Parochial Report Filed</i>									
Rocky Mount	Good Shepherd	\$ 387,454.00	\$ -	\$ -	\$ 387,454.00	\$ -	\$ 494,098.00	\$ -	\$ 17,944.00	\$ -	\$ 5,718.00
Rocky Mount	St. Andrew's	\$ 358,205.00	\$ -	\$ -	\$ 358,205.00	\$ -	\$ 362,970.00	\$ 1,000.00	\$ 1,100.00	\$ -	\$ 18,084.00
Roxboro	St. Mark's	\$ 26,181.00	\$ -	\$ -	\$ 26,181.00	\$ -	\$ 40,004.00	\$ -	\$ 1,306.00	\$ -	\$ -
Salisbury	St. Luke's	\$ 570,006.00	\$ -	\$ -	\$ 570,006.00	\$ 500.00	\$ 531,638.00	\$ -	\$ 1,600.00	\$ -	\$ 8,373.00
Salisbury	St. Matthew's	\$ 31,946.00	\$ -	\$ -	\$ 31,946.00	\$ 950.00	\$ 48,511.00	\$ 200.00	\$ -	\$ -	\$ -
Salisbury	St. Paul's	\$ 62,742.00	\$ -	\$ -	\$ 62,742.00	\$ 140.00	\$ 61,432.00	\$ -	\$ -	\$ -	\$ -
Sanford	St. Thomas'	\$ 284,301.00	\$ -	\$ -	\$ 284,301.00	\$ -	\$ 261,675.00	\$ -	\$ -	\$ -	\$ 1,617.00
Scotland Neck	Trinity	\$ 85,696.00	\$ -	\$ -	\$ 85,696.00	\$ -	\$ 103,688.00	\$ 737.00	\$ -	\$ -	\$ -
Seven Lakes	St. Mary Magdalene	\$ 63,804.00	\$ 280.00	\$ -	\$ 63,804.00	\$ 1,859.00	\$ 61,223.00	\$ -	\$ 5,810.00	\$ -	\$ 1,924.00
Smithfield	San Jose Mission	\$ 12,451.00	\$ 6,200.00	\$ -	\$ 12,451.00	\$ 1,000.00	\$ 2,637.00	\$ -	\$ -	\$ -	\$ -
Smithfield	St. Paul's	\$ 341,514.00	\$ -	\$ -	\$ 341,514.00	\$ 5,250.00	\$ 249,493.00	\$ 1,000.00	\$ 2,590.00	\$ -	\$ 1,095.00
Southern Pines	Emmanuel	\$ 862,560.00	\$ -	\$ -	\$ 862,560.00	\$ 21,269.00	\$ 1,196,997.00	\$ -	\$ 5,010.00	\$ -	\$ 55,532.00
Speed	St. Mary's	\$ 18,507.00	\$ 3,625.00	\$ -	\$ 18,507.00	\$ -	\$ 17,829.00	\$ -	\$ 2,050.00	\$ -	\$ -
Statesville	Trinity	\$ 275,449.00	\$ -	\$ -	\$ 275,449.00	\$ -	\$ 256,134.00	\$ -	\$ -	\$ -	\$ -
Tarboro	Calvary	\$ 365,113.00	\$ -	\$ -	\$ 365,113.00	\$ 10,000.00	\$ 546,449.00	\$ 3,750.00	\$ -	\$ -	\$ 16,445.00
Tarboro	St. Luke's	\$ 14,650.00	\$ -	\$ -	\$ 14,650.00	\$ -	\$ 19,180.00	\$ -	\$ -	\$ -	\$ -
Tarboro	St. Michael's	\$ 56,279.00	\$ -	\$ -	\$ 56,279.00	\$ -	\$ 30,576.00	\$ -	\$ -	\$ -	\$ -
Wadesboro	Calvary	\$ 92,781.00	\$ -	\$ -	\$ 92,781.00	\$ 2,818.00	\$ 278,435.00	\$ -	\$ -	\$ -	\$ -
Wake Forest	St. John's	\$ 453,735.00	\$ -	\$ -	\$ 453,735.00	\$ 9,158.00	\$ 489,281.00	\$ -	\$ 40,535.00	\$ -	\$ 32,664.00
Walnut Cove	Christ Church	\$ 28,453.00	\$ -	\$ 1,950.00	\$ 30,403.00	\$ 1,300.00	\$ 26,323.00	\$ -	\$ -	\$ -	\$ -
Warrenton	Emmanuel	\$ 70,375.00	\$ -	\$ -	\$ 70,375.00	\$ 500.00	\$ 27,949.00	\$ -	\$ -	\$ -	\$ -
Waxhaw	St. Margarets'	\$ 1,135,348.00	\$ -	\$ -	\$ 1,135,348.00	\$ 13,310.00	\$ 995,922.00	\$ -	\$ -	\$ -	\$ 16,054.00
Weldon	Grace	\$ 46,680.00	\$ -	\$ -	\$ 46,680.00	\$ -	\$ 40,596.00	\$ -	\$ -	\$ -	\$ -
Wilson	La Guadalupana	\$ 20,352.00	\$ -	\$ 40,000.00	\$ 60,352.00	\$ 1,900.00	\$ 56,031.00	\$ -	\$ -	\$ -	\$ -
Wilson	St. Mark's	\$ 56,004.00	\$ 8,857.00	\$ 8,400.00	\$ 64,404.00	\$ 1,550.00	\$ 41,343.00	\$ -	\$ 4,500.00	\$ -	\$ 100.00
Wilson	St. Timothy's	\$ 495,146.00	\$ 94,232.00	\$ -	\$ 495,146.00	\$ 8,020.00	\$ 485,484.00	\$ 3,916.00	\$ 11,852.00	\$ -	\$ 22,889.00
Winston-Salem	Christ's Beloved Community	\$ 151,418.00	\$ -	\$ 58,334.00	\$ 209,752.00	\$ 21,044.00	\$ 168,243.00	\$ -	\$ -	\$ -	\$ 8,999.00
Winston-Salem	St. Anne's	\$ 402,294.00	\$ -	\$ -	\$ 402,294.00	\$ 1,777.00	\$ 308,271.00	\$ 749.00	\$ -	\$ -	\$ 9,345.00
Winston-Salem	St. Paul's	\$ 2,935,811.00	\$ -	\$ -	\$ 2,935,811.00	\$ 33,407.00	\$ 3,357,796.00	\$ -	\$ -	\$ -	\$ 205,318.00
Winston-Salem	St. Stephen's	\$ 90,830.00	\$ 2,628.00	\$ -	\$ 90,830.00	\$ 100.00	\$ 143,521.00	\$ -	\$ -	\$ -	\$ -
Winston-Salem	St. Timothys	\$ 872,042.00	\$ 23,889.00	\$ -	\$ 872,042.00	\$ -	\$ 1,689,293.00	\$ -	\$ -	\$ -	\$ 36,190.00
<b>Totals</b>		<b>\$ 48,691,761.00</b>	<b>\$ 293,241.00</b>	<b>\$ 423,694.00</b>	<b>\$ 49,115,455.00</b>	<b>\$ 1,555,974.00</b>	<b>\$ 58,863,763.00</b>	<b>\$ 18,436.00</b>	<b>\$ 977,741.00</b>	<b>\$ -</b>	<b>\$ 2,436,467.00</b>

Greensboro	St. Mary's House**	\$ 21,730.00	\$ -	\$ -	\$ 21,730.00	\$ -	\$ 19,395.00	\$ 104.00	\$ 2,766.00	\$ -	\$ -
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\*\*St Mary's House, Greensboro is not a congregation in union with Convention.

**CONSTITUTION, CANONS, AND RULES OF ORDER  
OF THE DIOCESE OF NORTH CAROLINA**

*As of Adjournment of the 207<sup>th</sup> Annual Convention, November 19, 2022*

**CONSTITUTION OF THE DIOCESE OF NORTH CAROLINA**

**Article I**

The Church in the Diocese of North Carolina accedes to and adopts the Constitution of the Protestant Episcopal Church in the United States of America, as set forth in General Convention thereof, and acknowledges its authority accordingly.

**Article II**

**Section 1.** There shall be an annual Convention of the Church in this Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, then at such time and place as may be fixed by the Ecclesiastical Authority and the Standing Committee.

**Section 2.** The time and place of the annual Convention may be changed, or Special Conventions called, by the Ecclesiastical Authority of the Diocese, subject to such canonical provisions as may hereafter be made.

**Section 3.** Written notice of a Special Convention shall be given by the Secretary to every member of the clergy who is eligible for a seat and vote in the Convention and to the senior warden of every parish and every mission therein at least 60 days before the date thereof. This notice shall specify the purpose for which the Special Convention is called, and no other business shall be in order except by unanimous consent of the delegates.

**Article III**

**Section 1.** The Convention shall be composed of the two orders, clerical and lay.

**Section 2.** The Bishop of the Diocese, or in the Bishop's absence, the Bishop Coadjutor, or any bishop in charge, as representing the Ecclesiastical Authority, shall, in the order named above, if present, preside at all meetings of the Convention and shall appoint all committees unless it be otherwise ordered.

**Section 3.** The members of the Clergy Order of the Convention include (i) every active and resigned bishop of this Diocese whose principal residence is located therein, (ii) every member of the clergy of the Church who is canonically resident in the Diocese and whose principal residence is located therein, and (iii) every other member of the clergy of the Church, or member of the clergy of a church in full communion with The Episcopal Church, who is regularly serving a parish or mission in union with the Convention or another ministry within the Diocese recognized by the Ecclesiastical Authority. All members of the Clergy Order are entitled to seat and voice in the Convention. The restriction of residence as above required shall not apply to professors, tutors, or students in any recognized theological seminary of this Church, or college maintained and

governed in part by the Diocese, or to any officers or members of the staff of the Executive Council, or to chaplains in the Armed Forces of the United States, or to members of the clergy in charge of congregations of this Diocese.

Except as otherwise provided in Article IX, Section 7, every member of the Clergy Order who is canonically resident in this Diocese and is regularly serving the Diocese, a parish or mission in union with the Convention, or another ministry within the Diocese recognized by the Ecclesiastical Authority is entitled to vote. *[Amended by Act 2007-2; Amended by Act 2010-1; Amended by Act 2018-1; Amended by Act 2019-5.]*

**Section 4.** Except as otherwise provided in Article IX, Section 7, each parish and mission in union with the Convention shall be entitled to be represented at its sessions by lay delegates whose number shall be determined in proportion to the number of enrolled adults who are communicants in good standing of the parish or mission as specified by canon.

These delegates shall be elected by the vestry from among the enrolled confirmed adults who are communicants in good standing of the parish or mission.

The delegates shall be chosen in a manner provided by canon to assure that approximately one-third of the entire lay membership of the Convention is subject to election each year. The initial terms of delegates elected by virtue of this article shall be determined by the Secretary of the Convention in accordance with canon. Subject to changes in representation required by changes in the numbers of enrolled adults who are communicants in good standing of parishes and missions, and upon the expiration of each term thereafter, each vestry shall elect for a term of three years a successor for each lay delegate whose term has expired.

Each vestry shall be entitled to elect, for one-year terms, a number of alternate delegates, subject to the same qualifications, equal to the delegates elected, who shall be authorized, in the order of their election, to fill any vacancy that may occur in the delegation originally chosen. *[Amended by Act 2007-3; Amended by Act 2010-1]*

**Section 5.** When a mission desires to be admitted into union with the Convention, it shall follow the same procedure, so far as applicable, as that prescribed for the admission of a parish.

**Section 6.** No person, clerical or lay, under ecclesiastical censure publicly declared by a competent tribunal, shall be admissible to a seat in the Convention. No person shall be allowed to represent more than one parish or mission in the same Convention.

**Section 7.** If any parish or mission shall neglect or decline to appoint delegates, or if any of those appointed shall neglect or be prevented from attending, such parish or mission shall nevertheless be bound by the acts of the Convention.

**Section 8.** The Convention may admit into Union with the Convention a worshipping community associated with a campus ministry established by the Diocesan Council and recognized by the Ecclesiastical Authority. Each such community shall be entitled to elect one lay delegate to be chosen for a term of one year in a manner prescribed by Canon. The lay delegate shall be elected from among the members of the community who are enrolled, confirmed, adult communicants in good standing of a parish or mission of The Episcopal Church. A lay delegate so chosen is not eligible for election as a

delegate from any parish or mission in Union with the Convention. *[Added by Act 2011-3]*

**Section 9.** The Convention may by canon make provision for the selection of not more than seven lay delegates to represent the youth of the Diocese. Such delegates shall be enrolled confirmed communicants in good standing of a parish or mission of this Diocese who are between the ages of sixteen and eighteen as of the convening of the Annual Convention for which chosen and who have not matriculated at an institution of higher learning. *[Added by Act 2016-1]*

#### **Article IV**

*[Amended on Second Reading in 2000]*

**Section 1.** The Convention shall be the sole judge of the election of its own members. It shall have power to adopt rules of order for its own government, elect officers and raise funds, and shall also have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

**Section 2.** The Convention shall have no power to pass any canon infringing the Episcopal Authority, or affecting the spiritual condition of the Diocese, against the express dissent of the Bishop stated at that or the ensuing annual Convention. This shall not prevent the Convention from offering independently of the Bishop resolutions of advice or inquiry.

#### **Article V**

*[Amended on second reading in 2009]*

To constitute a quorum for the transaction of business, the presence of a majority of all the clergy entitled to vote, and of a majority of all the lay delegates authorized to be chosen as provided by canon, shall be necessary. Any lesser number shall be competent to receive reports and to recess or adjourn.

#### **Article VI**

**Section 1.** Upon any question before the Convention, on the request of any clerical or lay delegate sustained by ten other delegates present and voting, the two orders shall vote separately. In all cases of a vote by orders each clerical member shall be entitled to one vote, and each lay delegate shall be entitled to one vote, and a concurrence of majorities of both orders shall be necessary to a decision. When no such division is called for, each member shall be entitled to one vote.

**Section 2.** All elections shall be by ballot, unless otherwise unanimously ordered.

#### **Article VII**

*[Amended on Second Reading by Act 2021-10]*

**Section 1.** Upon nomination by the Ecclesiastical Authority, the Convention shall annually elect a Secretary, who shall hold office until the next annual Convention, or until a successor is elected and qualified.

**Section 2.** Should a vacancy occur in the office of Secretary, by death or otherwise, the unexpired term shall be filled by appointment by the Ecclesiastical Authority.



**Section 3.** The Secretary shall perform the duties prescribed by canon, and such other services as may be required by the Ecclesiastical Authority.

**Section 4.** Upon nomination by the Ecclesiastical Authority, the Convention shall annually elect a Treasurer of the Diocese, who shall have such powers and perform such duties as may be prescribed by canon or required by the Ecclesiastical Authority. The Treasurer shall hold office until the next annual Convention, or until a successor is elected and qualified. Should a vacancy occur in the office of Treasurer, by death or otherwise, the unexpired term shall be filled by appointment by the Ecclesiastical Authority.

**Section 5.** The Secretary and the Treasurer shall be eligible to hold other offices in the Diocese either by election or appointment.

### **Article VIII**

*[Amended on Second Reading in 2000, 2008, and 2021]*

**Section 1.** The Standing Committee or Council of Advice to the Bishop, shall consist of five clergy of the Diocese and four members of the laity who are enrolled confirmed adult communicants in good standing. The term of office shall be for three years, with three members being elected at each annual Convention. Any member of the Committee whose immediately prior service has been for less than three continuous years shall be eligible for re-election to a full three year term; otherwise, no elected member shall be eligible to serve again until two years have elapsed following the expiration of their term of office. *[Amended by Act 2008-1 and Act 2021-1]*

**Section 2.** The Committee shall have power to fill any vacancy that may occur in its own body between the annual meetings of the Convention in accordance with the applicable canon. *[Amended by Act 2008-1]*

**Section 3.** When there is no Bishop, the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and as such may invite the temporary services of other bishops, and, for due cause, may change the time or place of the annual meetings of the Convention. It may also summon Special Conventions when there is no Bishop, and shall do so upon the call of one-third of the clergy of the Diocese, or of one-third of the parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have power to call Special Conventions for the purpose of considering and dealing properly with threatened or existing disciplinary proceedings against a Bishop, and shall do so upon a similar requisition by the clergy or laity.

### **Article IX**

*[Amended on Second Reading in 2006]*

**Section 1.** Any 100 or more confirmed adult communicants in good standing of the Protestant Episcopal Church in the United States may organize themselves into a parish, and be received into union with the Convention, by taking such steps as may be provided for by canon. And the Ecclesiastical Authority of the Diocese may organize a mission in

such manner as shall be provided by canon, in any part of the Diocese not included within the neighborhood of a parish in union with the Convention.

**Section 2.** It shall always be competent for the Ecclesiastical Authority of the Diocese, with the written consent of the rector of any parish, a copy of which shall be filed with the Secretary of the Convention, to organize a mission within the neighborhood of said parish. The ministers of such a mission shall be independent of the rector and responsible only to the Ecclesiastical Authority. If the consent of the rector be denied, an appeal may be taken to the Bishop, whose decision, if with the advice and consent of the Standing Committee, shall be final.

**Section 3.** In all parochial and mission elections only those shall be entitled to vote who are enrolled confirmed adult communicants in good standing, and who thereby consent to be governed by the Constitution and Canons of this Church as are or may be adopted by the General Convention, and the Convention of the Diocese pursuant thereto.

**Section 4.** Any parish or mission ceasing to be represented in the Convention for two successive years, or any parish or mission resisting the authority of the Convention or the Ecclesiastical Authority, may be suspended from the right of representation, or its connection with the Convention be dissolved, by a vote of a majority of all the clergy present and entitled to vote, and a majority of lay delegates present and entitled to vote. For purposes of this section, the authority of both the Convention and the Ecclesiastical Authority is as defined by the Constitution and Canons of the Episcopal Church in the United States of America and by the Constitution and Canons of the Episcopal Diocese of North Carolina. No such suspension or dissolution shall take place without previous inquiry by the Standing Committee or a committee appointed by the Standing Committee for the purpose, and a report to the Convention upon the facts of the case; nor until 30 days' notice to the rector or vestry of the parish or the vicar or vestry of the mission, or in the case there be none then to a member of the parish or mission in default. *[Amended by Act 2007-4.]*

**Section 5.** Any parish which receives aid from the mission funds of the Diocese and does not, for two consecutive years, pay its proportion of the salary of the minister serving it, shall be deprived of the right to vote in the Convention until such arrears be paid or remitted by the Convention.

**Section 6.** Any parish or mission which shall fail to observe and comply with the conditions and requirements of Title I, Canon 8, of the General Convention relative to the Church Pension Fund, shall be deprived of the right to vote in the Convention until its obligation is fully discharged.

**Section 7.** Each parish and mission shall give in support of the Mission and Ministry Budget of the Diocese an amount equal to a tithe (10%) of its total operating income for the preceding year, or such greater percentage, not to exceed fourteen percent (14%), as may have been established by the Convention. The Diocesan Council may reduce the amount required of any parish or mission for good cause shown. The clergy and lay delegates of any parish or mission which fails to comply with this obligation shall be deprived of the right to vote in the Convention and the parish or mission shall be subject

to such other sanctions as may be imposed by canon until the obligation has been fully discharged. *[Amended by Act 2010-1]*

**Section 8.** All real and personal property held by or for the benefit of any parish, mission, or congregation is held in trust for the Protestant Episcopal Church in the United States of America and the Diocese of North Carolina. The existence of this trust, however, in no way limits the power and authority of the parish, mission, or congregation otherwise existing over such property so long as the particular parish, mission, or congregation remains part of, and subject to, the Protestant Episcopal Church in the United States of America and its Constitution and Canons.

#### **Article X**

**Section 1.** Any presbyter regularly called to the charge of a parish and entering thereupon, shall during the time of such charge, be held to be the rector of said parish.

**Section 2.** Rectors are recognized as having, by virtue of their office, the exclusive regulation, under their canonical superiors, of all the spiritual concerns of the parishes they serve; as being entitled at all times to have access to the church building, and to open the same for the services or instruction of this Church, as they may deem proper; to call meetings of the vestry or congregation; when present, to preside in the same, and, in case of a tie, to cast the deciding vote.

#### **Article XI**

The Convention shall pass canons for the trial of members of the clergy.

#### **Article XII**

*[Amended on second reading in 2009]*

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.

#### **Article XIII**

No new canon, or change in an existing canon, shall be considered or adopted, without first having been submitted to and reported on to the Convention by its Commission on Constitution and Canons. Nor shall the same be adopted on the day on which proposed, except by a two-thirds vote of those entitled to vote at that Convention.

#### **Article XIV**

This constitution may be altered or amended only upon:

(a) The concurrence of a majority of both orders who are present and entitled to vote at the annual Convention at which the alteration or amendment is proposed, voting separately by orders; and

(b) The adoption of the proposed alteration or amendment at the next ensuing annual Convention by the concurrence of a majority of both orders who are present and entitled to vote, voting separately by orders. At this Convention the consideration of a proposed amendment may be postponed to the next annual Convention by a vote of two-

thirds of both orders present and entitled to vote, not voting by orders unless required under the provision of Article VI.

**Article XV**

*[Amended on Second Reading in 1991]*

All constitutional and canonical enactments shall take effect from and after the adjournment of the Convention at which they shall have been ratified or adopted.

*Certified by the Commission on Constitution and Canons on February 1, 2023*

# CANONS OF THE DIOCESE OF NORTH CAROLINA

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## Title D-I: Convention

### Canon D-I.1

#### *Members of Convention*

**Section 1. *Clergy.*** Before the opening of the annual Convention or of a Special Convention, the Secretary shall apply to the Ecclesiastical Authority for a list of clergy entitled to seats, and shall receive such list at least 120 days before the opening of an annual Convention, or 60 days before a Special Convention. From this list the Secretary shall prepare, at least 90 days prior to the annual Convention and 30 days prior to a Special Convention, and publish from this list the official clergy roll of the Convention, which roll shall be *prima facie* evidence of the right to seats therein. After the Secretary's publication of the roll, the Ecclesiastical Authority may certify to the Secretary additional clergy entitled by the Constitution to seat in the Convention until one hour prior to the opening session of the Convention. [*Amended by Act 2007-5; Amended by Act 2018-3*]

**Section 2. *Laity.*** The clerks of the several parish and mission vestries electing lay delegates to the Convention shall furnish two certificates showing the names, addresses, and telephone numbers of the lay persons elected. One shall be provided to the delegates-elect, and one shall be forwarded to the Secretary of the Convention. The latter shall be mailed at least 110 days before the opening session. From these certificates the Secretary shall prepare and publish at least 90 days before the opening of the Convention a roster of lay delegates to that Convention. The Secretary shall not insert any name upon the roll without the evidence of one of these certificates or an amended certificate signed by the rector or clerk of the parish or by the vicar or clerk of the mission, submitted to the Secretary not later than one hour prior to the opening session of the Convention, unless specifically directed to do so by the Convention upon recommendation of its Committee on Credentials. Defective or doubtful certificates shall be laid aside, to be acted on after the Convention shall have organized.

Each congregation (parish or mission) shall be represented in the Convention in accordance with the average number of its enrolled adult communicants in good standing, as contained in the last three annual statistical reports printed in the Journal as follows:

<i>Enrolled Adult Communicants in Good Standing</i>	<i>Number of Lay Delegates</i>
1 - 49	1
50 - 149	2
150 - 299	3
300 - 599	4
600 - 999	5
1000 and over	6

[*Amended by Act 2006-5 and Act 2007-6.*]

### **Section 3.**

(a) Lay persons who meet the constitutionally required qualifications shall be elected delegates and alternate delegates to the Convention in accordance with the terms of this section. The length of initial terms under this system shall be prescribed by rule of order; upon the expiration of initial terms each lay delegate shall be elected for a term of three years except as may be required under the provisions of Subsection (b) below. At the time delegates are chosen the vestries shall elect for one-year terms alternate delegates equal in number to the number of delegates authorized by Section 2, above.

(b) Should the average number of enrolled adult communicants in good standing of a congregation at any time require that it elect a greater or smaller number of lay delegates than initially prescribed, the Secretary of the Convention, not later than 200 days prior to the Convention at which the new representation is first to take effect, shall notify the parish or mission of that fact, specifying in the notice which delegates, if any, are to be elected for terms of less than three years in order to maintain so far as possible the division among the Convention's lay membership prescribed by the Constitution. Upon the expiration of the initial terms required under this subsection, each lay delegate from the affected parish or mission shall be elected for a term of three years. *[Amended by Act 2007-6.]*

### **Canon D-I.2**

#### ***Campus Ministry Delegates***

*[Added by Act 2012-1]*

Each campus ministry worshipping community that has been admitted into Union with Convention may elect one lay delegate to the Convention in a manner prescribed by its bylaws. Such bylaws shall provide that members of the community who are enrolled, confirmed, adult members in good standing of a congregation of The Episcopal Church are eligible for election, and that only those members who are eligible for election are eligible to vote. The bylaws shall be submitted to the Ecclesiastical Authority for approval. The Secretary of the Convention may promulgate rules governing the timing of delegate elections and the manner of certifying the results.

### **Canon D-I.3**

#### ***Youth Delegates***

*[Adopted in 1997; Amended by Act 2015-2]*

**Section 1.** For purposes of this Canon, the term “the youth of the Diocese” shall mean the enrolled confirmed communicants in good standing of the parishes and missions of the Diocese between the ages of sixteen and eighteen who have not matriculated at an institution of higher learning.

**Section 2.** The youth of the Diocese shall be entitled to be represented at the sessions of the Convention by one lay delegate from each Convocation of the Diocese elected for a one-year term by the clergy and lay delegates of each such Convocation. Each Convocation shall elect, for a one-year term, one alternate delegate, subject to the same qualifications to fill any vacancy that may occur.



**Section 3.** Nothing in this Canon shall be deemed to restrict or otherwise limit the election of an enrolled confirmed adult communicant in good standing of a parish or mission who is also a member of the youth of the Diocese as a delegate from such parish or mission.

**Canon D-I.4**  
***Presiding Officer of the Convention***

In the absence of the Bishop of the Diocese and of any other bishop qualified by the provisions of the Constitution to preside, the President of the Standing Committee, as representing the Ecclesiastical Authority, shall act as presiding officer of the Convention, unless the Convention itself shall otherwise provide.

**Canon D-I.5**  
***Worship at the Convention***

The Holy Eucharist shall be celebrated at each annual or special Convention. Other devotional services may be held at the discretion of the Ecclesiastical Authority.

**Canon D-I.6**  
***Rules of Order***

The Convention shall adopt rules of order, which shall continue in force until altered.

**Canon D-I.7**  
***Conduct of Annual or Special Conventions by Remote Technology***  
*[Added by Act 2021-5]*

The Convention may adopt Rules of Order providing for the conduct of business by teleconference, videoconference, or any other technology that allows all persons participating to hear each other at the same time and to participate in discussion and voting. Members participating in a meeting by means of remote technology are deemed present in person at the meeting.

**Canon D-I.8**  
***Convention Committees***  
*[Amended in 1997; Amended in 2005]*

**Section 1. *Appointment of Committees.*** Not later than 40 days prior to the annual Convention, the Bishop (or presiding officer of the Convention) shall annually appoint, at least three clerical and five lay persons, being members of the Convention who have served as delegates in at least one prior annual Convention of this Diocese, to each of the Convention Committees listed below, shall

name the presiding officer of each such committee, shall notify each committee member of the appointment, and shall inform the committee's presiding officer of the names, addresses, and telephone numbers of the members. Should a larger membership be desired for any Convention Committee, the Bishop (or presiding officer of the Convention) may appoint additional members with the requisite Convention experience but shall retain approximately the same proportion of lay and clerical members. The committees so constituted shall be:

- (a) The Committee on Constitution and Canons
- (b) The Committee on Administration of the Diocese
- (c) The Committee on Credentials
- (d) The Committee on Elections
- (e) The Committee on Faith and Morals
- (f) The Committee on National and International Affairs
- (g) The Committee on the Program of the Church
- (h) The Committee on Social Concerns

In addition, there shall be a Committee on Dispatch of Business which shall be constituted and have the duties and responsibilities set out in Section 2 of this Canon.

*[Amended by Act 2006-6]*

**Section 2.** The Bishop (or other person entitled to preside in Convention) shall appoint a Committee on Dispatch of Business and designate a presiding officer who shall have been a member of a preceding annual Convention in either the lay or clerical order. The Diocesan bishop and any other bishops then active in the Diocese, the Secretary of the Convention, the Chancellor of the Diocese, and the chairs of the legislative committees of the Convention shall be members *ex officio*. The Committee on Dispatch of Business shall serve the Convention of the Diocese in the following ways:

- (a) Before a Convention: the presiding officer of the Committee shall
  - (1) Prepare the agenda for the forthcoming Convention;
  - (2) Recommend to the Commission on Constitution and Canons four weeks in advance of the Convention any suggested changes in the Rules of Order.
- (b) During a Convention: the Committee shall provide requested assistance to the presiding officer of the Convention, and a member of the Committee shall always be entitled to the floor on the business of the Committee. The presiding officer of the Convention shall refer to this Committee without debate all resolutions or motions suggesting orders of the day. The Committee shall also:
  - (1) Suggest special orders for the dispatch and furtherance of Convention business;
  - (2) Recommend the disposition of all resolutions referred to it; and
  - (3) Recommend the disposition of any unfinished Convention business.

*[Amended by Act 2007-8 and Act 2021-11.]*

**Section 3.** All of these committees are to serve until the adjournment of the Convention for which they are appointed. The Bishop shall also fill vacancies as they occur.

**Section 4.** Each Convention Committee shall consider the measures referred to it, shall offer the sponsors and other interested Convention delegates reasonable opportunity within the time allotted by the Convention's agenda to explain their views thereon, and shall report each measure to the Convention as prescribed by the Rules of Order. However, at any time prior to the convening of

the Convention a Convention Committee to which a measure has been referred may request the Bishop to refer it to a different Convention Committee.

**Section 5.** The Committee on Constitution and Canons shall receive and consider all legislative proposals contained in the Report of the Commission on Constitution and Canons and any other proposals for amendments to the Constitution or Canons of the Diocese.

**Section 6.** The Committee on Credentials shall review, investigate, and make recommendations to the Convention on all matters referred to it regarding the claims of delegates to seats and votes in the Convention.

**Section 7.** The Committee on Elections shall supervise and conduct all Convention elections, certifying the election results to the presiding officer and the Secretary. The committee may, with the consent of the Bishop, appoint laypersons who are communicants in good standing in the Diocese to assist as tellers.

**Section 8. *Resolutions Referred to Committees.*** Except by a two-thirds vote of those entitled to vote in the Convention, and subject to the provisions of the Rules of Order, no proposed legislation or resolution (other than resolutions of courtesy or appreciation) shall be considered or adopted until the presiding officer of the Convention has referred it to one of the Convention Committees required by Section 1 of this canon and the committee has reported its recommendation on the measure to the Convention.

### **Canon D-I.9** ***Seat and Voice at Convention***

The Secretary, the Treasurer, the Chancellor, and the Chair of the Committee on Dispatch of Business shall have seat and voice *ex officio* at Convention if not otherwise entitled thereto.

## **Title D-II: Officers**

### **Canon D-II.1** ***Secretary of the Convention***

*[Amended in 1997; Amended by Act 2018-7]*

**Section 1.** The Secretary shall:

(a) Take all necessary steps to inform the Convention delegates not only of the time and place of annual and special Conventions, but also of the particular business of each Convention.

(b) Notify vestries of the number of lay Convention delegates their parishes and missions are entitled to elect and the length of terms for which such delegates are to be elected.

(c) Prepare the canonical lists of the clerical and lay delegates entitled to membership in the Convention.

(d) From the roster of the preceding annual Convention ascertain the names of clerical and lay delegates whose membership in the next annual Convention can be presumed and, not later than

August 15, inform those persons that Convention Committees are to be appointed by the Bishop and request that, not later than September 10, they inform the Bishop in writing of the committees to which they have an interest in being named.

(e) Call the Convention to order for the purpose of organization in the absence of the Bishop, Bishop Coadjutor or Suffragan Bishop (if there be such), and the President of the Standing Committee.

(f) Keep a record of all Convention proceedings, prepare and issue its journals, and publish the journals in an easily accessible format.

(g) Preserve and have ready for reference all Convention papers not specially given into other hands.

**Section 2.** The Secretary shall mail notices of all Conventions to each member of the clergy who is entitled to a seat and vote therein, and to the senior warden of each parish and mission. These notices shall include the forms for certifying lay delegates and alternates and, in the case of the annual Convention, shall be sent at least 140 days prior to the date thereof, and not later than 60 days prior to the date of a Special Convention.

**Section 3.** The Secretary, who shall be a member of the clergy canonically resident in this Diocese, or an enrolled confirmed adult communicant in good standing resident in this Diocese, shall serve as Secretary of the Diocesan Council.

**Section 4.** The Secretary shall be accountable to the Diocesan Council for the due performance of the duties of the office, including publication of the *Journal of the Convention*.

**Section 5.** The Secretary shall receive all applications for admission or re-admission of parishes and missions into union with the Convention of the Diocese at least 30 days before the opening session of the Annual Convention. Such applications shall be referred to the Bishop for endorsement, verified by the Secretary, and reported to the Convention for appropriate action. Upon the report of the Secretary that the appropriate constitutional and canonical requirements have been met, the parish or mission applying may be received in its appropriate status by vote of the Convention, and its delegates admitted to seats and votes therein.

**Section 6.** The Secretary shall solicit and receive reports from each of the institutions related to the Diocese.

**Section 7.** The Secretary shall receive, review, and evaluate the annual statistical reports on the strength and condition of the Diocese and the parishes and missions therein.

**Canon D-II.2**  
***Treasurer of the Diocese***  
*[Amended in 1997]*

The Treasurer shall be a person knowledgeable in finance and investing and shall:

(a) Have custody of and be responsible for all money, stocks, bonds and other intangible personal property belonging to the Diocese, both current and permanent; cause current funds to be

deposited in a bank designated by the Diocesan Council; and cause trust and permanent funds to be invested as directed by the Trustees of the Diocese;

(b) Hold, use, and dispose of current funds and the income of trust and permanent funds as directed by representatives of the Diocese empowered by canonical authority to do so;

(c) At least quarterly, or such other interval as may be specified by the trust instrument, disburse the accumulated income of trusts held for the benefit of beneficiaries other than the Diocese to those beneficiaries entitled thereto;

(d) Keep a complete record and account of all transactions of the office, reporting them in summary form to the annual Convention;

(e) Give to the annual Convention a summary report of all assets of the Diocese then held by the Treasurer; and

(f) Give bond for the faithful performance of the Treasurer's duties in such amount as the Diocesan Council may prescribe. (This bond shall be deposited with the Trustees of the Diocese.)

### **Canon D-II.3** *Chancellor of the Diocese*

The Bishop shall nominate and the Convention confirm a person learned in the law to be Chancellor of the Diocese, whose duty it shall be to advise regarding any questions of law which may arise in the administration of Diocesan affairs. The Chancellor shall be an enrolled confirmed adult communicant in good standing and resident of the Diocese. The term of office shall be three years and until a successor has been chosen and confirmed. The Bishop may, with the advice and consent of the Chancellor, nominate and the Convention confirm one or more Vice-Chancellors to assist the Chancellor in the performance of the duties of that office.

### **Canon D-II.4** *Historiographer and Archives* *[Amended in 1997]*

**Section 1.** The Historiographer shall be nominated by the Bishop and confirmed by the Convention for a three-year term of office. The Historiographer shall collect, classify, and preserve materials relating to the history of the Diocese. It shall also be the duty of the Historiographer, at the request of the Bishop or Diocesan Convention, to prepare and publish materials concerning the history of the Diocese, and, from time to time, to prepare such materials for publication on the Historiographer's own initiative. The Historiographer shall also encourage parishes, missions, and institutions affiliated with the Diocese to preserve historical materials and encourage the writing and publication of materials concerning the history of the Diocese, its parishes, missions, and affiliated institutions.

**Section 2.** Diocesan Archives shall be a repository for books, papers, and documents which belong to the Diocese and which are important as historical records of the Diocese. Except for such records as are currently in use by Diocesan officers and agencies, these archival materials shall include, but not be restricted to: journals of the Diocesan Convention; journals of the General Convention

of The Episcopal Church; minute books, official records, and reports of all Diocesan officers, agencies, boards, and committees operating under the authority of the Diocesan Convention or Diocesan Council (including the minutes of the Diocesan Council); histories and documents of historical interest pertaining to the parishes, missions, and institutions affiliated with the Diocese, including the registers of congregations which have ceased or which may hereafter cease to be active; together with any other documents and records necessary or desirable in preserving an accurate history of the Diocese.

The Historiographer shall be responsible for the oversight of the Diocesan Archives and, subject to any personnel policies adopted by the Diocesan Council, for providing oversight and direction to any person who may be employed or volunteer from time to time to work in the Archives. *[Amended by Act 2011-4.]*

**Canon D-II.5**  
***Continuation in Office***  
*[Added by Act 2021-3]*

In the absence of any contrary provision, all officers of the Diocese whose positions are filled by action of the Convention, whether by election or confirmation of appointments made by the Ecclesiastical Authority, shall hold their positions until their successors are chosen and qualified, so long as they continue to be eligible to hold the position in question.

**Title D-III: Permanent Bodies**

**Canon D-III.1**  
***The Standing Committee***  
*[Amended in 2002; Amended by Act 2013-1]*

**Section 1.** Members of the Standing Committee take office on January 1 following election or upon adjournment of the electing Convention, whichever is the later date. The Standing Committee shall annually elect a President and a Secretary from its own membership. The Committee shall fill vacancies in its membership for the remainder of the unexpired terms. It is the duty of each member to attend all regular and special meetings. The President may require a member who has failed to attend two successive meetings to show good cause why he or she should not be removed from office. If the Committee finds that the member has failed to show good cause for non-attendance, the Committee may declare the seat vacant and may proceed to fill the vacancy until the next annual meeting of the Convention. *[Amended by Act 2006-10 and Act 2007-7.]*

**Section 2.** The President shall call a meeting of the Committee:

- (a) Whenever the President may deem it advisable.
- (b) Whenever required to do so by the Bishop, or by any three members of the Committee.
- (c) Within 30 days after knowledge of a vacancy in the Episcopate.

**Section 3.** When a bishop is to be elected, nominees shall be proposed to the electing Convention through a process established by the Standing Committee. The process shall ensure that all persons

to be nominated shall have been identified and announced to the Diocese not less than 60 days before the first day of the electing Convention.

**Section 4.** The Standing Committee shall report to the annual Convention the transactions of the preceding year. A record of all its official acts shall be kept by its Secretary and be available for inspection by the Bishop and the Convention.

### **Canon D-III.2**

#### ***Trustees of the Diocese***

*[Amended in 1997, 2000, and 2008]*

**Section 1. Membership.** The Trustees of the Diocese shall consist of the Bishop or other Ecclesiastical Authority, and six persons who are enrolled confirmed adult communicants in good standing in the Diocese or clergy of the Diocese elected by the Convention upon nomination of the Ecclesiastical Authority. The Treasurer of the Diocese and the Chancellor of the Diocese shall sit with and advise the Trustees but shall have no vote.

The elected Trustees of the Diocese shall, at the first annual Diocesan Convention at which the number of elected Trustees has been increased from two to six, be elected for such terms, not to exceed three years, as may be specified by the Secretary of the Convention to the end that two members shall be seated for three-year terms, two for two-year terms and two for one-year terms. Thereafter, all elections shall be for three-year terms. No person who has been seated for two full three-year terms shall be eligible for re-election as a Trustee until one year shall have elapsed following the expiration of the term of office. Any vacancy occurring in the office of elected Trustee shall, on nomination of the Ecclesiastical Authority, be filled by the Diocesan Council for the remainder of the unexpired term. *[Amended by Act 2008-4]*

**Section 2. Real and Tangible Personal Property.** (a) The Trustees shall in all cases not otherwise provided for, hold title to all real property and tangible personal property of the Diocese, except property the title to which is vested in a parish or corporation. The Trustees shall convey, mortgage and encumber or otherwise alienate any real property or interest therein and tangible personal property held by them:

- (1) If held for the benefit of any parish or corporation, upon an appropriate written resolution of the vestry of such parish or the directors or other governing body of such corporation, and with the written consent of the Ecclesiastical Authority, acting with the advice of the Standing Committee of the Diocese;
- (2) If held for the benefit of a mission, upon an appropriate written resolution of the mission vestry, concurred in by the Trustees, and with the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese;
- (3) And if otherwise held, upon an appropriate written resolution of either the Diocesan Council or the Convention, concurred in by the Trustees, and with the written consent of the Ecclesiastical Authority acting with the advice and consent of the Standing Committee of the Diocese.

(b) Any real or tangible personal property the title to which is not held by the Trustees but is otherwise held by or for a corporation or institution affiliated with the Diocese, shall be conveyed, mortgaged, encumbered, or otherwise alienated by the title-holder only with the written consent

of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese.

(c) The consent of the Ecclesiastical Authority required by this section shall be evidenced by the signature of the Bishop who is at the time the Ecclesiastical Authority, and if there is no Bishop who is then the Ecclesiastical Authority, by the signature of the President of the Standing Committee of the Diocese.

(d) The Trustees shall obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese, before acting on behalf of a mission or institution under the control of the Diocese to engage in any borrowings or other similar financing transactions, the aggregate amount of which exceeds 50% of the normal operating income of the mission or institution for the previous calendar year or the repayment of which may extend beyond a term of 12 months.

(e) Any instrument executed by the Ecclesiastical Authority and at least three of the Trustees shall have the same force and effect as if executed individually by the Ecclesiastical Authority and all of the Trustees; provided that any such instrument shall recite that the Ecclesiastical Authority and the signing Trustees are acting on behalf of all the Trustees of the Diocese.

**Section 3. *Other Property.*** The Trustees shall hold title to and possession of all other property not specified in Section 2 of this Canon, including properties delivered to the Trustees in trust for The Episcopal Church in the Diocese of North Carolina, its parishes, missions, bishops, and other clergy, organizations and agencies. The Trustees shall deliver the possession of properties not specified in Section 2 above to, and place them in the name of one or more banks or trust companies for purposes of safe-keeping and investment. Any such bank or trust company shall guarantee to the Trustees the safe custody of any property delivered to or held by it.

**Section 4. *Investments.*** The Trustees may establish a subcommittee to be known as the Investment 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 Investment Committee shall be filled by the Trustees for the unexpired term. A majority of the Investment Committee shall control its actions. Properties not specified in Section 2, above, belonging to the Diocese or held in trust for its benefit, or for the benefit of any of its parishes, missions, bishops, or other clergy, organizations, or agencies, shall be invested, reinvested, sold, delivered, assigned, and transferred and otherwise managed and controlled by the Trustees through the Investment Committee.

The Trustees are authorized to appoint and employ (and pay reasonable compensation to) such attorneys, investment counsel, investment managers, and other agents as the Investment Committee may deem necessary or advisable in the course of its investment functions; and the Trustees may delegate to an investment manager on the advice of its Investment Committee, as much of the Investment Committee's duties and responsibilities hereunder as the Trustees deem necessary or desirable. The Trustees shall have no authority for the expenditure of current funds of the Diocese without authorization from the Convention or the Diocesan Council. *[Amended by Act 2006-12.]*

**Section 5. *Administration of Trust Funds.*** The Trustees shall be responsible for seeing that the fiduciary responsibilities of the Diocese are faithfully discharged with respect to the expendable principal and income of all trust funds held by the Diocese for its own benefit or for the benefit of



others. The Trustees shall maintain complete records that specify in detail the purpose or purposes for which the assets of each trust may be expended as evidenced by the will or other instrument whereby the trust was established. Distributions from trusts whose principal or income is expendable at the direction of the Diocesan Council shall be disbursed by the Trustees at such times and in such manner as the Council may direct. The Trustees shall certify to the Diocesan Council any restrictions as to the use of such funds imposed by the will or other instrument whereby they were obtained, and the Council shall observe any such restrictions.

**Section 6. *Records of Trustees.*** The Trustees of the Diocese shall keep a record of their actions and shall make a full report thereof annually to the Diocesan Convention, which report shall be published in the Journal of the Convention.

**Section 7. *Exceptions to Consent Requirement.*** Notwithstanding any other provision of this canon, no consent of the Ecclesiastical Authority or the Standing Committee shall be required for any of the following transactions involving real property that is not consecrated for the use as a church or chapel: (1) leases that can be canceled without penalty upon notice of 30 days or less to the lessee, (2) temporary easements of less than 12 months duration, and (3) cemetery lots or other interment rights.

**Canon D-III.3**  
***Diocesan Council***  
*[Amended in 1997]*

**Section 1. *Composition of the Council.*** There shall be a Council of the Church in the Diocese known as the Diocesan Council, which shall be composed of the persons entitled to preside in the Convention and 15 persons to be elected by the Convention. These 15 persons shall consist of six members of the clergy eligible to vote in the Convention and nine members of the laity (who are enrolled confirmed adult communicants in good standing of the Church in the Diocese) who are elected to the Council for terms of three years, staggered so that one-third of the 15 are elected each year. A member of the Council who has served for five or more consecutive years is not eligible for re-election until one year has elapsed following expiration of the current term. The Council shall fill vacancies in its membership for the remainder of the unexpired terms. Members take office on January 1 following election or upon adjournment of the electing Convention, whichever is the later date. It is the duty of each member to attend all regular and special meetings. The Bishop may require a member who has failed to attend two successive meetings to show good cause why he or she should not be removed from office. If the Council finds that the member has failed to show good cause for non-attendance, the Bishop may declare the seat vacant and the Council may proceed to fill the vacancy.

*[Amended by Act 2006-10, Act 2007-13, Act 2013-, and Act 2015-1.]*

**Section 2. *The Role and Function of the Council.*** Between sessions of the annual Convention, the Diocesan Council shall, within the limitations established herein, perform all duties specifically committed to it by the Convention and function as and for the Convention in conducting the affairs of the Diocese. In doing so, however, the Council shall not contravene the provisions of the Constitution and Canons of this Diocese and of the General Convention, nor shall it contravene

the powers of the Ecclesiastical Authority. Consistent with its stated role and function, the Council shall:

(a) Assist the Bishop and Bishop Coadjutor, if there be one, in planning and developing the work of the Church in the Diocese.

(b) Assist the Bishop and Bishop Coadjutor, if there be one, in administering the work of the Church in the Diocese through whatever departments, divisions, commissions, or other agencies may be established from time to time for that purpose.

(c) Supervise, coordinate, and review the work of all departments, agencies, and Diocesan officers charged with holding title to property; be responsible for maintaining such property; and be responsible for designating qualifying church buildings as "Historic Churches."

(d) Direct, coordinate, and administer the financial affairs of the Diocese not vested by canon in other officers or agencies.

(e) Directly or through agents under its direction and control, fix all compensation except that fixed by the Convention.

(f) Supervise and coordinate all departments, agencies, and Diocesan officers charged with record-keeping, maintenance of archives, and preserving and writing the history of the Diocese, its departments, agencies, and congregations.

(g) As deemed desirable, adopt bylaws, rules, and regulations for its government and for the government of its officials, agents, employees, departments, and agencies.

(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.

**Section 3. *Officers and Staff.*** The Bishop of the Diocese shall serve as presiding officer of the Council; in the absence of the Bishop, the Bishop Coadjutor or any bishop in charge, as representing the Ecclesiastical Authority, shall, in the order named, serve as presiding officer. The Secretary of the Convention shall, by virtue of that office, serve as Secretary of the Council. Upon nomination of the Bishop, the Council shall annually employ an Administrator and such principal administrative staff members as it shall deem necessary. Similarly, upon recommendation of the Bishop, the Council shall have authority to terminate any such employment. Vacancies in such positions shall be filled in the same manner as initial employment. The duties and compensation of persons named to these positions shall be fixed by the Council. In addition to the positions named, the Council shall also have authority to provide for the employment, compensation, and termination of other persons named to staff Diocesan offices, departments, and agencies not otherwise provided for by canon.

**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, 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. The chairs of the several Departments, the Bishops, and a minimum of two other members of the Diocesan Council appointed by the Bishop, shall constitute the Council Committee on the State of the Church.

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 include a committee on administrative and personnel policies consisting of three persons elected by the Diocesan Council from its membership which shall be responsible for formulating and reviewing administrative and personnel policies and reporting to Council as may be necessary or appropriate. *[Amended by Act 2006-11, Act 2013-2, and Act 2018-9]*

**Section 5. *Investment Income.*** The Ecclesiastical Authority shall recommend to the Diocesan Council each year a plan for the expenditure of all trust fund income and expendable principal except that designated for the Bishop's discretionary use. The Council shall have power and authority to prescribe and designate the purposes, and to make allocations and apportionments among such purposes, for which any investment income not otherwise designated for specific purposes shall be expended. To the extent feasible, the Council shall use Diocesan trust funds to supplement and not to supplant support from the Diocesan budget.

**Section 6. *Planning Function.*** The Bishop and the Diocesan Council working through the Council Committee on the State of the Church shall have responsibility for a continuing study of the long-range objectives of the Church's work in the Diocese. The Council Committee on the State of the Church shall present to the Council and the Convention an annual report which shall, within the context of these long-range objectives, evaluate the present work and program of the Diocese and make specific recommendations for the program and the budget of the Diocese of the fiscal year next following that for which a budget is being adopted. The Convention may by resolution express its opinion on this report for the guidance of the Diocesan Council in preparing and submitting a program and a budget for the Diocese for such fiscal year.

**Section 7. *Structure and Organization of the Diocese.*** The Council Committee on the State of the Church shall keep the structure and organization of the Diocese under continuing study, shall review all chartered committees at least every five years to determine if they are viable, and shall,

from time to time, make such recommendations to the Convention as it may find appropriate to enable the Diocese to fulfill its ministry.

**Canon D-III.4**  
***Deputies to the General Convention***  
*[Amended by Act 2018-5]*

**Section 1.** No later than 12 months before the opening date of each triennial meeting of the General Convention, the Annual Convention shall elect as clerical deputies four ordained persons, presbyters or deacons, canonically resident in this Diocese, and four lay deputies, who are enrolled confirmed adult communicants in good standing of this Church and resident in this Diocese.

**Section 2.** After all deputies have been elected, up to four clergy alternates and four lay alternates shall be chosen from the remaining candidates in the order of the number of votes received on the most recent ballot in the appropriate Order.

**Section 3.** Deputies elected to represent this Diocese in the General Convention who find themselves unable to attend shall notify the Bishop immediately. The Bishop shall inform the Secretary of the Convention, who shall certify to the Secretary of the General Convention the name and contact information of the alternate deputy chosen to serve in the resigned deputy's place.

**Canon D-III.5**  
***Deputies to the Synod of the Fourth Province***  
*[Amended in 1997]*

**Section 1.** The deputies and alternate deputies to the Synod of the Fourth Province from the Diocese of North Carolina shall be enrolled confirmed adult communicants of this Church in good standing and clergy canonically resident in this Diocese, and (1) shall be deputies and alternate deputies to the General Convention in the years when that body meets and (2) in other years shall be elected by the Diocesan Council, upon nomination of the Bishop, and shall be members of such departments, committees and organizations of this Diocese as may be prescribed from time to time by the Ordinances of the Fourth Province.

**Canon D-III.6**  
***Convocations***  
*[Amended & renumbered in 1997; Amended in 1999; Amended by Act 2011-6; Amended by Act 2013-1; Amended by Act 2014-1]*

**Section 1.** The Convention of the Diocese of North Carolina shall establish, on recommendation of the Bishop and Diocesan Council, at least two convocations of the Diocese of North Carolina, and the Convention shall determine the number and the boundaries of the convocations in response to recommendations from the Bishop and Diocesan Council.

In determining the number of convocations and in defining their boundaries, the Bishop, Council, and Convention shall consider at least

- (a) the furtherance, welfare, and efficiency of Diocesan programs and administration;
- (b) the communicant strength produced in each convocation under each proposal for drawing boundaries;
- (c) the geography of each convocation as proposed, including the convenience of travel among the congregations in the territory; and
- (d) the regional or community ties and economic, social, and other similarities existing within each proposed convocational area.

**Section 2.** Each convocation shall elect a dean from among the resident clergy and a warden from among resident lay enrolled confirmed adult communicants in good standing. The duty of the warden is to serve with and assist the dean. The offices of dean and warden (1) shall be for 3 years, (2) shall be staggered with the warden being elected in the year following the dean and (3) shall not be held by the same person for more than two successive terms.

In the event of a vacancy in the office of dean or warden, the bishop may appoint a replacement until the convocation holds an election to fill the position.

**Section 3.** Each convocation shall meet at stated times for at least the following purposes:

- (a) To advance the missionary work of the Diocese;
- (b) To support the ministry of the bishop(s) of the Diocese;
- (c) To provide education and training for both clergy and laity;
- (d) To offer opportunities for worship and devotion;
- (e) To (i) discuss the Mission and Ministry Budget of the Diocese and other matters to come before the Annual Convention of the Diocese, including elections and resolutions, (ii) to elect a dean and lay warden, (iii) to elect a youth representative and alternate to the Annual Convention, and (iv) other matters of business. A range of dates and locations of meetings for these purposes shall be set by the Diocesan Council.

**Section 4.** All members of the clergy resident or doing duty in any convocation shall be members of the convocation, and each parish and mission in the convocation shall be invited to send lay delegates to every meeting of the convocation. The number and nature of the lay delegates to be sent, and the purpose of the meeting, shall be indicated by whomever shall have called the meeting — dean, warden, or bishop.

### **Canon D-III.7**

#### ***Commission on Constitution and Canons***

*[Amended in 1997; Revised in 2005; Amended by Act 2013-3; Amended by Act 2018-4]*

**Section 1.** The Bishop shall appoint as members of the Commission six persons, three of whom are clergy of the Diocese and three of whom are enrolled confirmed adult communicants in good standing in the Diocese. The Chancellor of the Diocese and the Secretary of the Convention shall serve as members of the Commission, *ex officio*. Appointments shall be for three-year terms staggered in such a manner that one clergy member and one lay member are appointed each year. No person who has been seated for two full three-year terms shall be eligible for reappointment

until one year shall have elapsed following the expiration of the term of office. The chair of the Commission shall be designated by the Bishop and shall be entitled to a seat and voice in the Convention but shall not be entitled to a vote therein unless a delegate to the Convention.

**Section 2.** No new canon, or change in an existing canon, or proposed amendment to the Constitution, shall be considered by the Convention unless it has been submitted to and reported on to the Convention by the Commission on Constitution and Canons.

**Section 3. (a)** The Commission on Constitution and Canons shall conduct a continuing comprehensive review of the Constitution, Canons, and Rules of Order with respect to internal consistency and clarity and conformity to the Constitution and Canons of the General Convention. On the basis of such a review, the Commission may propose amendments necessary or desirable for such purposes. Upon request, the Commission shall review any proposal calling for amendment to the Constitution, Canons, or Rules of Order, and may express its views with respect to the substance of such proposal to the proponent thereof.

**(b)** At least four weeks in advance of the annual Convention, the Secretary of the Convention shall report to the Commission all resolutions timely filed which propose or appear to entail amendments to the Constitution, Canons, or Rules of Order. The Commission shall consider such resolutions and report to the appropriate legislative committee of the Convention its findings with respect to conformity of the measure to the Constitution and Canons of the General Convention and the Constitution of this Diocese; its recommendations, if any, as to the form of the measure; and any views the Commission may wish to express as to the merits of the measure. This subsection does not apply to proposals by the Committee on Dispatch of Business to adopt or amend Rules of Order.

**(c)** After the close of each Annual Convention, the Commission shall certify the changes, if any, made in the Constitution and Canons, including a correction of errors in spelling, punctuation, grammar, and references made in any portion of the Constitution or Canons to another portion thereof, and report the same to the Secretary of the Convention who shall include such corrections in the official edition of the Constitution and Canons published in the Journal. All such technical corrections shall be reported to the Convention.

**Canon D-III.8**  
***Commission on Ministry***  
*[Revised by Act 2012-3]*

**Section 1.** The Commission on Ministry shall consist of the Committee on the Diaconate (Section 2 below) and the Committee on the Priesthood (Section 3 below). The chairs of these two committees shall be the co-chairs of the Commission.

**Section 2.** The Committee on the Diaconate shall be made up of twelve persons, consisting of a reasonable balance of lay persons who are enrolled confirmed communicants in good standing, deacons, and presbyters who are all canonically resident in the Diocese. Subject to the provisions of Section 6 (a) below, all members of the committee shall be appointed by the Ecclesiastical Authority at the annual Convention. There shall be three classes of persons each serving a three-

year term, with four persons appointed in each year. The Ecclesiastical Authority shall appoint the chair of the Committee, who shall serve at the pleasure of the Ecclesiastical Authority.

**Section 3.** The Committee on the Priesthood shall be made up of twelve persons, consisting of a reasonable balance of lay persons who are enrolled confirmed communicants in good standing and members of the clergy who are all canonically resident in the Diocese. Subject to the provisions of Section 6 (b) below, all members of the Committee shall be appointed by the Ecclesiastical Authority at the annual Convention. There shall be three classes of persons each serving a three-year term, with four persons appointed in each year. The Ecclesiastical Authority shall appoint the chair of the Committee, who shall serve at the pleasure of the Ecclesiastical Authority.

**Section 4.** The Ecclesiastical Authority may fill any vacancy on the Commission or any of its committees. The appointee shall then serve the remainder of the unexpired term. The Ecclesiastical Authority may in addition appoint liaisons to the Commission and to any of its committees, with such duties as the Ecclesiastical Authority may designate.

**Section 5.** Each committee of the Commission shall organize itself and establish such rules of order, subject to the approval of the Ecclesiastical Authority, as it finds necessary to conduct its assigned duties, provided that such rules are not inconsistent with the Constitutions and Canons of the General Convention or this Diocese. Each committee of the Commission may appoint subcommittees from among its members, with such duties as the committee may establish.

**Section 6.** The membership of the two committees following the effective date of this Canon shall be as follows:

(a) Those persons who have been serving on the diaconate subcommittee of the Commission on Ministries as constituted prior to the enactment of this Canon shall continue to serve the balance of their original terms as members of the Committee of the Diaconate as established upon the enactment of this canon. Those vacancies in the Committee on the Diaconate which shall be created following the enactment of this Canon shall be filled pursuant to the provisions of Section 4 above.

(b) Those persons who have been serving on the priesthood subcommittee of the Commission on Ministries as constituted prior to the enactment of this Canon shall continue to serve the balance of their original terms as members of the Committee of the Diaconate as established upon the enactment of this canon. Vacancies in the Committee on the Priesthood which may be created following the enactment of this Canon shall be filled pursuant to the provisions of Section 4 above.

**Section 7.** The Commission on Ministry shall advise and assist the Bishop:

- (a) In the implementation of Title III of Canons of the General Convention.
- (b) in the determination of present and future opportunities and needs for the ministry of all baptized persons.
- (c) In the design and oversight of the ongoing process of recruitment, discernment, formation for ministry, and assessment of the readiness therefor.
- (d) Such other related matters as may be directed from time to time by the Bishop.

***Historic Properties***  
*[Adopted in 1997; Amended 2005]*

**Section 1. *Historic Properties Commission.*** There shall be a Historic Properties Commission responsible for oversight of historic churches, cemeteries, and other historic Diocesan properties other than those facilities which are occupied, used and/or maintained by parishes and missions in union with the Convention. The Commission shall promote and encourage historic preservation. The membership of the Commission shall be named by the Bishop, with one member being chosen from nominee(s) submitted by each active support group for Preserved Historic Churches (as defined in Section 2, category 1), and six being chosen at large. In addition, the following three members shall serve *ex officio*: the Diocesan Historiographer, the Diocesan Archivist, and a representative from the Diocesan Council. The members who do not serve *ex officio* shall serve staggered three-year terms. The Bishop shall appoint a Chair of the Commission. The Commission shall report annually to the Diocesan Convention. *[Amended by Act 2011-4; Amended by Act 2019-8.]*

**Section 2. *Historic Churches.*** There shall be two categories of Historic Churches: (1) Preserved Historic Churches—churches not in union with the Convention and for which the Historic Properties Commission shall have responsibility for oversight; and (2) Living Historic Churches—churches in union with the Convention and having active congregations, whose historic status may be acknowledged by Diocesan Council upon recommendation by the Historic Properties Commission but over whose facilities the Commission would have no jurisdiction. The Commission shall recommend to the Diocesan Council the appropriate Historic Church designation for qualified church buildings after establishing criteria and examining each potentially qualified church for such designation. The Commission, in developing the criteria to be applied in determining whether a given site meets the Historic designation, shall observe the following minimum standards:

- (a) The church building must be at least 75 years old.
- (b) The church building must have architectural or historic significance.
- (c) The structure must be physically sound or restorable.
- (d) In the case of “Living Historic Churches,” there must be an active congregation able and willing to maintain the structure.
- (e) In the case of “Preserved Historic Churches,” there must be an organized group, committee, or other body from the community in which the structure is located or elsewhere that is able and willing to maintain and (if necessary) restore the building.
- (f) The Commission will establish guidelines for operation of the local committees of Preserved Historic Churches.
- (g) There must be at least one service of the Church regularly scheduled at any Preserved Historic Church building in each calendar year.

The Bishop shall assign a member of the clergy who resides in a place convenient to the site to have general clerical oversight of each Preserved Historic Church that is not occupied and used by a congregation in union with the Convention. *[Amended by Act 2012-2.]*

**Section 3. *Historic Cemeteries.*** The Commission shall have the following responsibilities with respect to Historic Cemeteries, that is, those identifiable burial places that are owned by the



Diocese but are no longer associated with or maintained by parishes or missions in union with the Convention:

- a) It shall establish and maintain a list of Historic Cemeteries. The list shall include the location, size, and general condition of each Historic Cemetery;
- b) It shall provide for the maintenance and supervision of each Historic Cemetery and ensure that records with respect to such property are maintained on a current basis.
- c) It shall, from time to time at its discretion, erect, cause to be erected, or assist in erecting appropriate historical signs or markers at such cemetery sites.
- d) It shall establish a procedure for responding to requests for new burials in Historic Cemeteries not associated with congregations in union with the Convention.

**Section 4. *Other Historic Properties.*** The Historic Properties Commission shall have oversight of all historic properties other than churches and cemeteries owned by the Diocese. In exercise of this oversight, the Commission shall advise the Bishop regarding the status of such properties and make recommendations about actions to be taken with respect to such properties.

#### **Canon D-III.10**

##### ***Disciplinary Board***

*[Added by Act 2010-3; Amended by Act 2011-2]*

**Section 1. *Disciplinary Board.*** The Board shall consist of thirteen persons seven of whom are members of the Clergy and six of whom are Laity. No member of the Standing Committee shall serve as a member of the Board.

**Section 2. *Clergy Members.*** The Clergy members of the Board must be canonically and geographically resident in the Diocese.

**Section 3. *Lay Members.*** The lay members of the Board shall be enrolled, confirmed adults who are communicants in good standing and geographically resident in the Diocese.

**Section 4. *Election.*** (a) The members of the Board shall be elected by the Convention on nomination of the Ecclesiastical Authority. Each member shall be elected for a three-year term; except, if a member is elected by the Convention to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The terms of the members shall commence on the first day of the month following election, and shall end on the last day of the month in which the annual Convention is held.

(b) The terms of office of the Board shall be staggered.

*[Amended by Act 2011-2.]*

**Section 5. *Vacancies.*** Vacancies on the Board shall be filled as follows:

(a) Upon the determination that a vacancy exists, the President of the Board shall notify the Ecclesiastical Authority of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

(b) The Ecclesiastical Authority shall appoint a replacement Board member with the advice and consent of the Diocesan Council acting as and for the Convention.

(c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.

(d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

*[Amended by Act 2011-2.]*

### **Canon D-III.11**

#### ***The Murdoch Memorial Society***

**Section 1.** “The Francis J. Murdoch Memorial Society for the Increase of the Ministry” shall be composed of six persons together with the Bishop, *ex officio*. The Bishop shall annually nominate, and the Convention shall confirm or reject two clergy and one lay person, who is an enrolled confirmed adult communicant in good standing, to serve two-year terms as members of the Society.

**Section 2.** The Society shall choose from among its members such officers as it shall deem necessary, shall hold meetings at its own discretion, keep a record of all its activities, and report annually to the Convention in such form as in its judgment may seem best.

**Section 3.** It shall be diligent in aiding fit persons who desire to prepare for the ministry of the Church.

**Section 4.** Aid from the Society shall, under all ordinary circumstances, be in the form of a loan, adequately protected by good and legal security, and with or without interest, as the Society may decide. Such a loan may, at the discretion of the Society, be canceled upon the ordination of the beneficiary, and shall be canceled in the event of death before ordination. Otherwise it shall be in full legal force and effect until paid.

**Section 5.** Necessary expenses incurred in the discharge of their duty by members of the Society may be paid from the funds at the disposal of the Society.

### **Canon D-III.12**

#### ***Trustees of the University of the South***

The Annual Convention elects three Trustees of the University of the South for three-year terms. Two are members of the Lay Order and one is a member of the Clergy Order. Terms are staggered so that one Trustee is elected each year. Interim vacancies are filled by appointment of the Ecclesiastical Authority from candidates in the two most recent elections for the position in question, in the order of the number of votes received. If there are no such candidates, the vacancy is filled by election at the next Annual Convention. *[Added by Act 2016-4.]*

**Canon D-III.13**  
***Mission Endowment Board***

The Mission Endowment Board shall consist of the Bishop, a member of the Standing Committee designated by the committee, a Trustee of the Diocese designated by the trustees, the chair of the Department of Finance of the Diocesan Council, the chair of the Department of Congregational Development of the Diocesan Council, and three persons nominated by the Bishop and confirmed by the Convention for overlapping three year terms.

**Canon D-III.14**  
***Fair Share Appeals Board***

The Fair Share Appeals Board shall consist of five lay persons and four members of the clergy elected by the Diocesan Council for overlapping three-year terms on nomination of the Ecclesiastical Authority. The chair shall be designated by the Ecclesiastical Authority.

**Title D-IV: Finances**

**Canon D-IV.1**  
***Salaries, Compensations and Expenses***

**Section 1.** The salary of the Bishop, the Bishop Coadjutor, or the Suffragan Bishop, shall be such as may from time to time be ordered and provided for by the Convention.

**Section 2.** The Secretary of the Convention, the Treasurer, and the members of the Standing Committee and of the Diocesan Commission on Ministry, in actual attendance upon the duly called meetings of the bodies to which they severally belong, shall be entitled to have their necessary expenses incurred by such attendance paid out of the funds of the Diocese, and the Treasurer of the Diocese shall pay the same upon the personal application of said parties accompanied by a certificate of the amount actually and necessarily expended in each case.

**Canon D-IV.2**  
***Business Methods in Church Affairs***  
*[Renumbered in 1997; Amended in 2000; Amended in 2002]*

In this Diocese, and in all its parishes, missions, and institutions, the following standard business methods shall be observed:

(a) Trust and permanent funds, and all securities of whatsoever kind, shall be deposited with a federal or state bank, or savings and loan association, or a Diocesan corporation, or with some other agency approved in writing by the Department of Finance and Administration of the Diocesan Council, under either a deed of trust, or an agency agreement, providing for at least two

signatures on any order of withdrawal of such funds or securities. But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities, and trust and permanent funds of missions shall be deposited with the Trustees of the Diocese, added to the Common Trust Fund and invested as a part of those funds. Income from such invested funds shall be paid quarterly to the parish, mission or organization entitled thereto.

**(b)** Records shall be made and kept of all trust and permanent funds showing, in respect to each trust and each fund, at least the following:

- (1) Source and date.
- (2) Terms governing the use of principal and income.
- (3) To whom and how often reports of condition are to be made.
- (4) How the funds are invested.

**(c)** Treasurers and custodians other than banking institutions shall be adequately bonded, except treasurers of funds that do not exceed \$500 at any one time during the fiscal year.

**(d)** Books of account shall be so kept as to provide the basis for satisfactory accounting. The Department of Finance and Administration may establish a system of accounts.

**(e)** The fiscal year begins January 1.

**(f)** All accounts shall be audited annually by a certified or independent public accountant, or by such an accounting agency as shall be permitted by the Department of Finance and Administration.

**(g)** The expense, if there be any, of auditing the account of the Treasurer of the Diocese by a certified public accountant shall be paid by the Treasurer out of the Episcopal Maintenance Fund.

**(h)** All buildings and their contents shall be kept adequately insured.

**(i)** The Department of Finance and Administration may require copies of any or all accounts described in this section to be filed with it, and shall report annually to the Convention of the Diocese upon its administration of this canon.

**(j)** Minutes of all meetings of governing bodies shall be made and kept, showing all resolutions which have been officially enacted.

**(k)** No vestry, trustee, or other Diocesan institution shall borrow except as provided in Canons D-III.2, D-V.1, or D-V.5.

### **Canon D-IV.3**

#### ***Disposition of Tangible Personal Property***

The provisions of Canon D-III.2, Section 2, regarding the necessary consent of the Ecclesiastical Authority acting with the advice of the Standing Committee do not apply to the disposition of certain tangible personal property, as follows:

It shall not be necessary for any officer, employee, or other representative of the Diocese or of any parish, mission, agency, institution or other organization of the Diocese, to obtain the concurrence or written consent of the Ecclesiastical Authority or of the Trustees for the sale, exchange, abandonment, surrender, or other disposition of any tangible personal property (for example, typewriters and other office equipment, motor vehicles, general furniture and furnishings, appliances, books, etc.) acquired and used directly in the normal and routine course of the conduct of work and program of the Church in the Diocese; excluding, however, such items of personal property as have been consecrated and all furniture, furnishings, and fixtures that are peculiarly designed for and used within a church.

## Canon D-IV.4

### The Mission and Ministry of the Diocese

*[Revised by Act 2009-3; Amended by Act 2011-5]*

**Section 1.** Each parish and mission shall give in support of the Mission and Ministry Budget of the Diocese an amount equal to a tithe (10%) of its total operating income for the preceding year or such greater percentage, not to exceed fourteen percent (14%), as may have been established by the Convention. On or before June 1 of each year, the Diocesan Council shall give notice to each parish and mission of its required contribution for the upcoming year, using the most recent parochial report data available at that time. The Council may later adjust the required contribution using more recent data if the parish or mission has been prevented, for good cause, from filing a timely parochial report.

**Section 2.** Parishes and missions that are able to do so are encouraged to contribute more than the amount required and may, if the vestry so desires, specify the uses to which such additional contributions shall be put. Parishes and missions that are unable to give the amount required due to extenuating circumstances may follow the appeal procedures described in Section 3. Not later than July 15, each parish and mission shall acknowledge in writing to the Diocesan Council its commitment to give the amount required, to give more than that, or to state its intent to appeal for a reduction. Failure to respond shall be deemed acceptance of the amount required.

**Section 3.** (a) The vestry of any parish or mission that believes, for good cause, that it will be unable to give the amount required to the Mission and Ministry Budget of the Diocese may file a written appeal not later than July 15. The appeal shall be addressed to the Fair Share Appeals Board, shall state the reasons for the appeal, and shall be signed by the rector, vicar, or other member of the clergy in charge and the wardens. The Board shall meet with representatives of the parish or mission to hear its request for a reduction and the supporting reasons. The Board shall consider any relevant evidence offered by the vestry or requested by the Board, including, but not limited to, current financial statements, the level of stewardship training and education, the nature of the annual stewardship campaign, and any extraordinary circumstances. On the basis of its review, the Board may either affirm or reduce the amount required for that parish or mission for the upcoming year. The Board's decision, and the reasons therefor, shall be reported promptly in writing to the rector, vestry, and Diocesan Council. If the Board recommends a reduction, it shall refer the parish or mission to appropriate sources of assistance for stewardship and congregational growth and development.

(b) The vestry of any parish or mission that finds that it will be unable to give the required amount to the Mission and Ministry Budget in the upcoming or current year due to financial exigencies arising after July 15 may apply for relief by stating its case in writing to the Fair Share Appeals Board. The Board shall consider the case and report its recommendation promptly in writing to the rector, vestry, and Diocesan Council. The Council may then grant such relief as it deems appropriate under the circumstances.

**Section 4.** If a parish or mission has failed by the tenth day preceding the Annual Convention to pay the full amount required of it for the preceding twelve calendar months ending at least 30 days before the Convention, the Secretary of the Convention shall strike from the roll of voting delegates

all members of the clergy assigned to and serving that parish or mission and its lay delegates. Such members of the clergy and lay delegates shall retain their seats in the Convention and shall have voice on all matters except those related to revenues and expenditures of the Diocese and establishment of the required percentage of giving for the following year. In addition, the vestry of a parish shall not elect a rector, nor shall the rector call an assistant minister or other member of the clergy, as long as the parish remains in arrears. If a parish fails for two consecutive years to contribute the amount required of it, the Secretary of the Convention shall so certify to the Ecclesiastical Authority, the Standing Committee, and the Trustees of the Diocese and that parish shall be deemed by operation of this canon to be changed in status from parish to mission.

**Section 5.** On or after September 1 of each year the Council shall prepare and adopt a Mission and Ministry Budget of the Diocese for the ensuing calendar year to be recommended to the Convention. In preparing the budget, the Council shall take into consideration its recommendations to the last preceding Convention concerning proposed new programs for the ensuing calendar year, the action of the Convention with respect to such recommendations, the proposed budgets submitted by each department and agency of the Diocese, and any other information believed pertinent. The contributions required by this Canon shall be set out in a schedule to become a part of the annual budget.

**Section 6.** The Convention shall have the power to act on the budget recommended by the Council and to make any modification which, in its discretion, it deems wise. The Convention may adjust the amount required of each parish and mission by a uniform percentage of reduction if the budget adopted by the Convention can be funded by less than the contribution percentage set by the previous Convention.

**Section 7.** It shall be the duty of each parish and mission to remit its contribution to the Treasurer of the Diocese in twelve equal monthly installments on or before the twenty-fifth day of the month for which it is payable. This obligation may be prepaid in whole or in part at any time.

**Section 8.** The Council shall have power to expend all moneys provided in the budget for the purposes therein specified, to expend any surplus received in any year over and above Diocesan and national obligations, and to amend the budget when in its judgment a change is necessary and prudent.

**Canon D-IV.5**  
***Collections and Offerings***  
*[Amended in 1999; Amended in 2005]*

**Section 1.** Annually on the Sunday before Thanksgiving [Day] all clergy of the Diocese shall take an offering from the congregations they serve for the Thompson Child & Family Focus.

**Section 2.** It shall be the duty of each parish and mission to remit promptly each month to the proper officer entitled to receive them all amounts collected as special offerings. Any funds so contributed shall not be used, even temporarily, for any purpose other than that for which they were contributed.

**Section 3.** It shall be the duty of the treasurer of such funds in each parish or mission to remit promptly each month to the proper officer entitled to receive them all amounts collected as herein provided. Any funds contributed for the above purposes shall not be used, even temporarily, for any purpose other than that for which they were contributed.

**Canon D-IV.6**  
***Permanent Endowment for Mission***  
*[Added by Act 2011-7]*

**Section 1.** There is hereby established a permanent endowment for implementing the missionary strategy of the Diocese. The initial principal of the endowment shall comprise the balance remaining as of December 31, 2011, in the Mission Strategy Fund and the Diocesan Missions Trust (ACTS Campaign). On recommendation of the Diocesan Council, and with the advice and consent of the Bishop and Standing Committee, the Trustees of the Diocese may transfer to the endowment such other trust and custodial funds of the Diocese as may be available and appropriate. The Trustees of the Diocese may also accept donations and bequests designated for the endowment.

**Section 2.** The Trustees of the Diocese shall provide for the administration of the endowment as provided by Canon D-III.2, Section 5, except that the income shall be disbursed as directed by the Mission Endowment Board. The principal of the endowment is restricted and may not be appropriated except as may be necessary to maintain a prudent spending rate established by the Trustees. In no event shall the principal be reduced below the historic dollar value of the endowment except as may be authorized by act or resolution of the Convention.

**Section 3.** The Mission Endowment Board shall develop and recommend to the Council plans for developing the long-range mission strategy of the Diocese, and may make funds available to the Diocese Council in furtherance of that strategy. Distributions from the endowment shall not be used to fund the annual operating budget of the Diocese.

**Canon D-IV.7**  
***Permanent Episcopal and Missionary Funds***

**Section 1.** There shall be established, to aid in the support of the Episcopate, a fund to be called the Permanent Episcopal Fund, to include all sums hitherto contributed specifically to that object or which may hereafter be contributed, whereof the principal shall remain untouched, and only the interest be applied to the support of the Episcopate.

**Section 2.** When any funds shall be contributed or collected for a Permanent Missionary Fund, the amount shall be invested and only the interest thereof shall be applied to current missionary expenses.

**Canon D-IV.8**  
***The Church Pension Fund***  
*[Amended in 1997]*

**Section 1.** In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of The Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of North Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of The Episcopal Church and for their dependents, and declares its intention of supporting said Fund in accordance with its rules.

**Section 2.** It shall be the duty of the Treasurer of the Diocese to:

(a) To be informed of, and to inform the clergy and laity of this Diocese of, the pension system created by the General Convention and committed by it to the Trustees of The Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their surviving spouses and minor orphan children in the event of death.

(b) To receive reports from The Church Pension Fund, from time to time, on the status of the pension assessments payable to said Fund, under its rules and as required by canon law, by this Diocese and by the parishes, missions, and other ecclesiastical organizations within this Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to The Church Pension Fund as may be of interest to the said Convention. Also make interim reports to the Diocesan Council just prior to its stated meetings.

(d) To cooperate with The Church Pension Fund in doing all things necessary or advisable in the premises to the end that the clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established rules.

**Section 3.** It shall be the duty of this Diocese and of the parishes, missions, and other ecclesiastical organizations therein, each through its treasurer or other proper official, to inform The Church Pension Fund of salaries and other compensation paid to the clergy by said Diocese, parish, mission, and other ecclesiastical organization for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the canon of the General Convention and in accordance with the rules of said Fund.

**Section 4.** It shall be the duty of every member of the clergy canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts as dates of birth, of ordination or reception, of marriage, birth of children, deaths, and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with the Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.



**Section 5.** Any parish or mission failing for two calendar years to pay the pension assessments in full shall be deprived of its rights to the floor of, and to vote in, Convention until all such arrears are paid in full, when its restoration to rights shall be declared.

**Section 6.** It shall be the duty of the Treasurer of the Diocese, upon notification of arrears of four months or more to the Pension Fund, to deduct from the amount payable to any member of the clergy officiating in, or in charge of, any aided parish; or the missionary in charge of any mission; or a member of the clergy connected with any institution or agency of the Diocese, the unpaid assessments due from such congregation or agency on any stipend payable by such congregation, institution or agency, including any prior year's arrears, and to pay the same to the Church Pension Fund.

## **Title D-V: Congregations**

### **Canon D-V.1**

#### ***Missions***

*[Amended and renumbered in 1997; Amended in 2000; Amended in 2002; Amended by Act 2009-3]*

**Section 1. *Definition.*** A mission is a congregation of adult communicants of The Episcopal Church that has been organized under the Constitution and canons of this Diocese, but which is not recognized as a parish. Missions also include congregations that have been reclassified as missions pursuant to Canon D-IV.4.

**Section 2. *Establishment of Missions.*** Missions may be established outside the neighborhood of existing parishes by the Ecclesiastical Authority at its discretion. Pending the selection of a vestry under the provisions of Section 3 of this canon, the Ecclesiastical Authority shall appoint a vestry. With the approval of the Ecclesiastical Authority a mission so established shall be admitted into union with the Convention upon application of the mission and by vote of the Convention.

A mission in the form of a special ministry may be established by the Ecclesiastical Authority of the Diocese, acting with the advice of the Standing Committee, for such period of time and in such places as may be designated by that authority.

Missions may also be established within the neighborhood of an already existing parish by the rector of the parish with the consent of the Ecclesiastical Authority. Missions so established shall be accounted an integral part of the parish to which they belong until such time as they may be received by the annual Convention as missions in union with the Convention. And every mission so established shall, within five years of its establishment, make application to the Convention of the Diocese to be received as a mission in union with the Convention.

**Section 3. *Mission Meetings, Vestry and Officers.*** *[Amended by Act 2016-5 and Act 2021-6.]*

#### **(a) Mission Meetings.**

(1) *Annual Meeting.* Upon the first Monday in Advent, unless some other appropriate date has been designated by the vestry, an annual meeting of the members qualified to vote in the mission shall be held.

(2) *Other Mission Meetings.* Upon the call of the Vicar or a majority of the vestry, a meeting of the members qualified to vote in the Mission may be held at any time, provided that notice of at least one week has been given.

(3) *Persons Qualified to Vote in Mission Meetings.* Members of the mission who are enrolled confirmed adult communicants in good standing of The Episcopal Church may vote when present at any meeting of that mission, in accordance with the provisions of Article IX, Section 3 of the Constitution of this Diocese.

(4) *Bylaws.* For the orderly conduct of mission meetings, for the adoption of a rotating vestry system as authorized by subsection (b) of this Section, and for the election of members of the vestry, bylaws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any mission meeting. A copy of the bylaws and each amendment thereto adopted by each mission, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention.

(5) *Voting.* Motions, resolutions, elections and all other matters presented to a mission meeting for vote shall be decided by a majority of the qualified members present and voting; provided however the voting in vestry elections shall include any votes cast pursuant to a mission bylaw adopted pursuant to the following subsection (6).

(6) *Other Voting Methods.* Notwithstanding any other provisions of this Canon D-V.1, a mission may provide in its bylaws, subject to approval by the Ecclesiastical Authority acting with the advice and consent of the Standing Committee, provisions for conducting vestry elections by paper absentee ballots, electronic survey technology, or other reliable and secure means that allow participation in the election by qualified voters who are not physically present at the annual meeting; provided that proxy voting shall not be permitted. Missions may define circumstances in which absentee ballots are made available.

(7) *Initial Adoption.* Until the earlier to occur of December 31, 2022 and the elimination of restrictions on the permissible size of any parish meeting, a bylaw provision described in Section 3(a)(6) of this Canon as well as any bylaw to implement the provisions of Canon D-VII.4, Section 1 may, by action of the vestry, be submitted by mail ballot to qualified members of the mission pursuant to guidelines promulgated by the Diocesan Chancellor and adopted by the affirmative vote of a majority of the mail ballots completed by persons qualified to vote and returned to the mission by the deadline stated therein. Any such bylaws approved by the mail ballot shall be submitted to the Ecclesiastical Authority for approval as provided in Section 3(a)(4) of this Canon.

**(b) Mission Vestries.**

(1) *Size and Composition.* A vestry shall be composed of not fewer than three nor more than 15 members of the mission who are enrolled confirmed adult communicants in good standing of The Episcopal Church.

(2) *Powers of a Mission Vestry.* The vestry of a mission shall be the trustees, shall have charge of all of the secular concerns thereof, and shall be authorized to collect, invest and disburse its funds and enter into contracts on its behalf.

(3) *Borrowings.* Before the vestry of any mission shall engage in any borrowings or other similar financing transactions, the aggregate amount of which exceeds 50% of the normal operating income of the mission for the previous calendar year or the repayment of which may

extend beyond a term of 12 months, it shall obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese.

*(4) Filling Vestry Vacancies.*

(i) In case of a vacancy on a vestry by reason of death, resignation or other cause, the remaining members of the vestry may fill the vacancy from among those eligible to serve under the provisions of this Canon.

(ii) A person elected to fill a vacancy shall hold office until the expiration of the term of the person whose office is to be filled.

*(5) Rotating System.* Upon majority vote at its annual meeting, a congregation may adopt a rotating system for its vestry if the size of the vestry is divisible by three by electing one-third in number to serve one year, one-third in number to serve two years, and one-third in number to serve three years. Thereafter such a congregation shall annually elect from its qualified members who have not served on the vestry during the past year one-third of the members of its vestry whose terms of office shall be for three years.

*(6) Officers.* A senior and a junior warden shall be elected annually by the vestry from among its members. The senior warden shall be elected on the Vicar's nomination. If there be no Vicar the election of the senior warden shall proceed as in the case of the other vestry officers. The vestry shall also elect a clerk and a treasurer who need not be members of the vestry and whose terms of office shall be for one year or until their successors are elected.

*(7) Bylaws.* For the orderly conduct of its meetings and other business, a vestry may adopt bylaws not inconsistent with the Constitution and Canons of the Diocese. A copy of the bylaws and each amendment thereto adopted by each mission, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention.

*(8) Report to the Diocesan Council.* The names and mailing addresses of the foregoing officers of the Mission vestry shall be reported promptly to the Diocesan Council. If a Mission fails to elect a vestry and officers, the Bishop may appoint such vestry members and officers.

*(9) Vestry Meetings.* All the provisions of Canon D-V.4, Section 5, relating to vestry meetings of parishes shall apply equally to vestry meetings of missions.

*(10) Removal of Vestry Persons for Cause.*

(i) A person may be removed as a member of the vestry for cause by the vestry only in accordance with the provisions of this paragraph (10).

(ii) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office if the person has missed three or more meetings of the vestry in a twelve month period without excuse, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting.

(iii) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office for cause other than the failure to attend vestry meetings as described in subparagraph (10)(ii), above, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting.

**Section 4. Admission to Union with Convention.** In order to be admitted into union with the Convention, a mission congregation comprising 20 or more adult communicants shall:

**First.** Obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee.

**Second.** If within the neighborhood of any already existing parishes or missions in union with the Convention, obtain and present to the Convention written statements from the rectors of such parishes or vicars of such missions that they have been consulted with regard to the wisdom of the establishment of the new congregation.

**Third.** Assume a name with the consent of the Bishop and elect a vestry.

**Fourth.** Subscribe and present to the Secretary of Convention, at least 30 days before the meeting of the Convention, a certificate in the following words, *viz.*:

“We, the undersigned, being adult communicants, desirous to form ourselves into a mission of The Episcopal Church in the Diocese of North Carolina, do certify that:

(a) We consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and in the Constitution and Canons of the Church in this Diocese;

(b) We have assumed the name of \_\_\_\_\_; and

(c) We have elected the following persons as members of the Vestry:

\_\_\_\_\_  
(d) We have the ability and it is our purpose to provide a suitable place of worship and to bear our share of the Budget for the Mission and Ministry of the Diocese according to the canons; and

(e) With the advice and consent of the Ecclesiastical Authority, it is our purpose to provide and, if within the financial ability of our congregation, pay for regular priestly ministrations.

In witness whereof, we have hereunto subscribed our names; this \_\_\_\_\_ day of \_\_\_\_\_, in the year of our Lord \_\_\_\_\_.”

For the purpose of recording said subscriptions, as also for the purpose of receiving the subscriptions of subsequent voters, provided for by Article IX, Section 3, of the Constitution, a book shall be kept by the vestry of each mission, and shall be available at elections for vestry members.

**Section 5. Report of Mission Officers.** (a) Upon the establishment of a mission, the Bishop shall promptly file with the Secretary of the Convention a copy in writing of the appointment of the member of the clergy designated as the vicar, as well as the officers appointed for the mission, together with their respective post office addresses.

(b) The ministers and officers of all missions and of all parishes supported wholly or in part by appropriations of missionary funds, whether Diocesan or general, shall make reports to the Diocesan Council as to their work.

**Section 6. Maintaining Status.** In order to maintain its status as a mission in union with the Convention, a congregation

(a) must at all times meet the minimum of standard business methods prescribed by Canon D-IV.2, and submit to the Department of Finance and Administration of the Diocesan Council, on or before September 1 each year, a certified copy of its annual audit for the preceding fiscal year as prescribed by Canon D-IV.2(f);

(b) must not fail in any single year to file with the Bishop or with the Secretary of the Convention, if the Secretary has been designated as the Bishop's agent for that purpose, a complete and correct parochial report as prescribed in Canon D-V.8; and

(c) must not fail for two consecutive years to be represented at the Diocesan Convention;

(d) must, beginning three years following the adoption of this canon, be able to demonstrate that it has maintained an average of at least 20 adult communicant members during the preceding three years, or during the term of its union with the Convention if less than three years; provided that the provisions of this (d) shall not apply to missions in union with the Convention prior to February 1, 1987;

(e) must be subject to the Constitution and Canons of the General Convention and of the Diocese of North Carolina;

(f) must, within its financial ability, pay for regular priestly ministrations, including at least two celebrations of the Holy Eucharist each calendar month;

(g) must, under the provisions of Canon D-IV.4 accept and pay its share of the Budget for the Mission and Ministry of the Diocese according to the canons.

(h) must maintain a suitable place of worship.

## Canon D-V.2

### *Organization of Parishes*

*[Amended in 1997; Amended in 2000; Amended by Act 2009-3]*

**Section 1.** In order to organize a new parish in the Diocese of North Carolina, the proposed congregation, comprising 100 or more enrolled confirmed adult communicants in good standing at the time of its application for admission into union with the Convention shall:

**First.** Obtain the written consent of the Ecclesiastical Authority.

**Second.** If within the neighborhood of any existing parishes or missions, obtain written statements from the rectors or vicars thereof that they have been consulted as to the wisdom of the establishment of the new congregation.

**Third.** Assume a name and elect a vestry.

**Fourth.** Subscribe and present to the Secretary of Convention, at least 30 days before the meeting of the Convention, a certificate in the following words, *viz*:

“We, the undersigned, enrolled confirmed adult communicants in good standing, desirous to form ourselves into a parish of The Episcopal Church in the Diocese of North Carolina, do certify that we consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and in the Constitution and Canons of the Church in this Diocese; that we have assumed the name of \_\_\_\_\_, and have elected the following persons to serve as a vestry: \_\_\_\_\_; that we have the ability and that it is our purpose either to employ and support a full-time priest at a salary in an amount not less than that adopted for mission clergy by the Diocesan Council from time to time, together with such other emoluments pertaining to the office of rector as may be prescribed by the minimum salary schedule, or, with the permission of the Bishop, to employ a resident priest on a part-time basis. It is also our purpose to provide and maintain a suitable place of worship and to pay our share of the Budget for the Mission and Ministry of the Diocese according to the canons. In witness whereof, we have hereunto subscribed our names, this \_\_\_\_\_ day of \_\_\_\_\_, in the year of our Lord \_\_\_\_\_.”

For the purpose of recording said subscriptions, as also for the purpose of receiving the subscriptions of subsequent voters, provided for by Article IX, Section 3, of the Constitution, a book shall be kept by the vestry of each parish, and shall be available at elections for members of the vestry. For the purposes of this canon the expression “full-time” shall mean being on call at all times at least five days (including Sunday) a week.

**Section 2. *A Multi-Congregation Parish.*** Whenever more than one and not more than three contiguous congregations shall organize themselves into a parish and shall have been admitted to union with the Convention, it shall have only one vestry, elected according to bylaws assuring proper representation for its component congregations; a single parish budget which shall include at least the minimum compensation of its rector; and a single set of lay representatives in Diocesan Convention. Under its bylaws the parish is authorized to establish whatever local advisory bodies it considers desirable.

**Section 3. *Organization of a Mission.*** Any parish which may wish to locate or establish a mission in the neighborhood of another parish or mission, or any parish or mission which shall deem its rights encroached upon, or its prosperity or usefulness endangered by the proposed location in its neighborhood of a parish or mission by whatever authority, may ask for a determination of the matter under the good offices of the Bishop. In such case the Bishop shall call for, and appoint the time and place of, a conference of the rectors, vicars, and vestries of the parishes and missions in interest. But if such conference with the advice of the Bishop shall not result in an amicable adjustment of the differences between the parties thereto, the Bishop or either of the parties in interest may lay the matter at issue before the Standing Committee of the Diocese. After careful investigation and consideration, the Standing Committee shall render its decision, which shall be final.

**Section 4.** To maintain its status as a parish, the parish must meet the following standards:

(a) It must have an average of at least 100 enrolled confirmed adult communicants in good standing for the three years preceding the date of ascertaining whether this standard has been met, or the term of its existence if less than three years.

(b) It must maintain and control a suitable place of worship.

(c) It must employ and support as rector a full-time resident priest, or, with the permission of the Bishop, a resident priest on a part-time basis. The full-time rector and any full-time assistants shall be paid a salary for each in an amount not less than the minimum salary adopted for mission clergy by the Diocesan Council from time to time, together with such other emoluments pertaining to the office of rector or assistant to the rector as may be prescribed under said minimum salary schedule; provided that in the case of a vacancy in a parish the Bishop may deem it expedient and proper to maintain divine services in the parish under the provisions of Canon D-V.7, Section 1, and may procure the part-time services of a minister for the parish until a rector can be obtained. The parish shall pay to the part-time minister such compensation for the temporary services as may be approved by the Bishop.

(d) It must not fail for two consecutive years to be represented at the annual Convention of the Diocese.

(e) It must be subject to the Constitution and Canons of the General Convention and of the Diocese of North Carolina.

(f) It must not fail in any single year to file with the Bishop or with the Secretary of the Convention, if the Secretary be designated as the Bishop's agent for such purpose, a complete and correct parochial report as prescribed and required by the provisions of Canon D-V.8.

(g) It must at all times meet the minimum standard of business methods prescribed by Canon D-IV.2, and submit to the Department of Finance and Administration of the Diocesan Council, on or before September 1, each year, a certified copy of its annual audit for the preceding fiscal year prepared as prescribed by Canon D-IV.2(f).

(h) It must, under the provisions of Canon D-IV.4 accept and pay its share of the Budget for the Mission and Ministry of the Diocese.

(i) It must comply with any decision of the Bishop rendered under Canon D-V.12.

### **Canon D-V.3**

#### ***Clusters***

*[Adopted in 2005]*

**Section 1. Definition.** A cluster consists of three or more parishes, missions, or special ministries organized under the Constitution and canons of this Diocese, hereinafter referred to as participating congregations, which have entered into a covenant to work together in a regional ministry for a period of at least three years. Each participating congregation retains its own identity, vestry or other governing body, budget, property, and representation in the Convention of the Diocese.

**Section 2. Formation of a Cluster.** A cluster may be formed, with the consent of the Bishop, upon an affirmative vote of three-fourths of the vestry or other governing body of each participating congregation. Thereafter, a congregation may join the cluster, with the consent of the Bishop, upon an affirmative vote of three-fourths of its vestry or other governing body and an affirmative vote of a majority of the cluster council.

#### **Section 3. Cluster Governance and Leadership.**

(a) *Cluster Council.* There shall be a cluster council, which shall consist of not less than two enrolled confirmed adult communicants in good standing from each participating congregation. The clergy serving participating congregations shall be members of the cluster council with seat and voice but no vote.

(b) *Cluster Bylaws.* The cluster council may adopt bylaws which include provision for the election of a president, a secretary, and a treasurer from among those lay persons eligible to serve on the cluster council and the establishment of an annual cluster budget. A copy of the bylaws and each amendment thereto adopted by the cluster council, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval.

(c) *Cluster Ministry Team.* There shall be a cluster ministry team, which shall include the clergy serving participating congregations and lay missionaries designated by the cluster council.

(d) *Cluster Missioner.* The Bishop shall appoint a cluster missioner, who shall coordinate the cluster ministry team.

**Section 4. Withdrawal from a Cluster.** A participating congregation may withdraw from a cluster at the end of a calendar year, with the consent of the Bishop, upon six months' notice, an

affirmative vote of three-fourths of its vestry or other governing body, and an affirmative vote of a majority of the cluster council.

#### **Canon D-V.4**

##### ***Meetings, Vestries and Wardens of Parishes***

*[Amended in 1991; Amended by Act 2009-3; Amended by Act 2014-2; Amended by Act 2021-7]*

#### **Section 1. Parish Meetings.**

(a) ***Annual Meeting.*** An annual meeting of the members qualified to vote in a parish shall be held on the first Monday in Advent unless the vestry of the parish designates some other date for the required annual meeting.

(b) ***Other Parish Meetings.*** Upon the call of the vestry, a meeting of the members qualified to vote in a parish may be held at any time, provided that notice of at least one week has been given.

(c) ***Persons Qualified to Vote in Parish Meetings.*** An enrolled confirmed adult communicant in good standing in this Church may vote when present at any meeting of that parish, in accordance with the provisions of Article IX, Section 3, of the Constitution of this Diocese.

(d) ***Bylaws.*** For the orderly conduct of parish meetings, for the adoption of a rotating vestry system as authorized by Section 2 of this canon, and for the election of members of the vestry, bylaws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any parish meeting. A copy of the bylaws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention. *[Amended by Act 2007-9.]*

(e) ***Voting.*** Motions, resolutions, elections, and all other matters presented to a parish meeting for vote shall be decided by a majority of the qualified members present and voting; provided however the voting in vestry elections shall include any votes cast pursuant to a parish bylaw adopted pursuant to Canon D-V.4, Section 2(g)(4).

(f) ***Initial Adoption.*** Until the earlier to occur of December 31, 2022 and the elimination of restrictions on the permissible size of any parish meeting, a bylaw provision described in Section 2(g)(4) of this Canon as well as a bylaw to implement the provisions of Canon D-VII.4, Section 1 may, by action of the vestry be submitted by mail ballot to qualified members of the parish pursuant to guidelines promulgated by the Diocesan Chancellor and adopted by the affirmative vote of a majority of the mail ballots completed by persons qualified to vote and returned to the parish by the deadline stated therein. Any such bylaws approved by the mail ballot shall be submitted to the Ecclesiastical Authority for approval as provided in Section 1(d) of this Canon.

#### **Section 2. Vestries.**

(a) ***Size and Composition.*** A vestry shall be composed of not fewer than three nor more than 15 members of the parish who are enrolled confirmed adult communicants in good standing of The Episcopal Church.

(b) ***Vestry Plan One.*** At each annual parish meeting a vestry shall be elected who shall hold office until the next annual parish meeting or until their successors are duly elected.

(c) ***Vestry Plan Two.*** As an alternative to Vestry Plan One, a parish may adopt a rotating vestry system. At the first election following the adoption of a rotating system, which shall be held at the annual parish meeting, one-third of the members of the vestry are elected to serve for one year, one-third for two years, and one-third for three years. Thereafter, at the annual parish meeting,



one-third of the vestry shall be elected from among those who have not served on the vestry during the past year, except that those appointed during the past year to fill unexpired terms of one year or less may, under provisions of parish bylaws, be made eligible for election to a full term, and the terms of those so elected shall be for three years. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a specified period of time, not to exceed five years, has elapsed following the expiration of that person's term on the vestry.

**(d) Vestry Plan Three.** As an alternate to Vestry Plans One and Two, a parish may adopt a two-year rotating system, as follows: At the first election after such a system is adopted, one-half of the members of the vestry shall be elected for one year and one-half for two years. Thereafter, at the annual meeting, one-half of the vestry shall be elected from among those who have not served on the vestry during the past year, and the terms of those so elected shall be for two years. Persons appointed during the past year to fill unexpired terms of one year or less under provisions of parish bylaws, may be made eligible for election for a full term, and the terms of those so elected shall be for two years. Should a parish vote to change the Vestry Plan Two to Vestry Plan Three, the change shall be effected by electing for two-year terms those who are to take the place of persons whose terms of office had been three years. A parish may include in its rotating vestry system a provision that no retiring member of the vestry shall be eligible for re-election until a specified period of time, not to exceed five years, has elapsed following the expiration of that person's term on the vestry.

**(e) Filling Vestry Vacancies.**

(1) In case of a vacancy on a vestry by reason of death, resignation, or other cause, the remaining members of the vestry may fill the vacancy from among those eligible to serve under the provisions of this canon.

(2) A person elected to fill a vacancy on a vestry shall hold office until the expiration of the term of the person whose office is to be filled.

**(f) Bylaws.** For the orderly conduct of its meetings and other business, a vestry may adopt bylaws not inconsistent with the Constitution and Canons of the Diocese. A copy of the bylaws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any bylaw which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention.

**(g) Nomination and Election Procedures.**

(1) Nominations of persons to be elected to a vestry may be received at an annual parish meeting in accordance with bylaws adopted by the parish. Bylaws governing the nomination of persons for election to the vestry may provide for taking preferential ballots prior to the time of the annual parish meeting, but if this is done, the bylaws shall provide that the number of nominees presented for election at the annual parish meeting shall be at least twice the number of positions to be filled on the vestry at that meeting.

(2) A majority of those present and voting in an annual parish meeting shall be necessary to elect a member of the vestry. Nominees receiving a majority shall be declared elected. If additional ballots are required, the nominees to be voted on shall be limited to twice the number of positions remaining to be filled and, within that number, shall be those not elected on the previous ballot who received the highest number of votes. However, should there be a tie vote for the last position on any subsequent ballot, the number of nominees to be placed on that ballot shall be increased to include the two or more nominees whose votes were tied.

(3) Nominations and elections for members of the vestry may be by paper ballot or by voice vote in accordance with the bylaws adopted by a parish meeting as provided in Section 1 of this canon.

(4) Notwithstanding any other provisions of this Canon D-V.4, a parish may provide in its bylaws, subject to approval by the Ecclesiastical Authority acting with the advice and consent of the Standing Committee, provisions for conducting vestry elections by paper absentee ballots, electronic survey technology, or other reliable and secure means that allow participation in the election by qualified voters who are not physically present at the annual meeting; provided that proxy voting shall not be permitted. Parishes may define circumstances in which absentee ballots are made available.

***(h) Removal of Vestry Persons for Cause.***

(1) A person may be removed as a member of the vestry for cause by vestry only in accordance with the provisions of this paragraph (h).

(2) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office if the person has missed three or more meetings of the vestry in a twelve month period without excuse, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting.

(3) A person may be removed as a member of the vestry by the vote of two-thirds (2/3) of the members of the vestry then in office for cause other than the failure to attend vestry meetings as described in subparagraph (h)(2), above, if before any meeting of the vestry at which a vote on the removal of such person will be made, such person is given notice of the date and time of the meeting and the cause for removal and such person is given an opportunity to be heard at the meeting. *[Added by Act 2016-5.]*

**Section 3. Wardens.**

**(a) Election.** Each vestry shall annually elect from among its own number a Senior and a Junior Warden. The vestry shall elect the Senior Warden upon nomination by the rector unless there is no rector, in which case the election shall proceed without the rector's nomination. If a vacancy occurs in the office of Senior Warden or Junior Warden, a successor shall be nominated and elected in the same manner.

**(b) Duties.** In the absence of the rector, the wardens shall preside in all meetings of the vestry or congregation, in order of their official seniority. As representatives of the vestry, they shall (subject to the vestry's directions and consistent with the rights of the rector) have charge of the church building and they shall see that it is kept from all uses inconsistent with the doctrine or discipline of The Episcopal Church and, so far as possible, in good repair, as becomes the house of God. The wardens shall see that the church is prepared for public worship and that order is preserved during that worship; that suitable books are provided for the services, vestments for the clergy, and, when necessary, the elements for the Holy Communion.

**Section 4. Treasurer.** In the absence of any other appointment, the Junior Warden shall act as treasurer of the parish.

**Section 5. Vestry Meetings in Certain Cases.**

(a) Should the rector refuse to call a meeting of the vestry and, in the opinion of the wardens or a majority of the vestry, such a meeting would be of importance, the wardens or any three members of the vestry may call a vestry meeting. In such a case, however, the rector shall be notified of the time and place of the called meeting of the Vestry.

(b) Except by unanimous consent, all vestry members shall receive at least three days advance notice of the time and place of each vestry meeting other than regular meetings that have been scheduled by the vestry at the beginning of each year.

(c) At each vestry meeting, the presence of a majority of the membership shall be necessary to constitute a quorum. Motions, resolutions, elections, and all other matters presented to the vestry for vote shall be decided by a majority of the members present at a meeting at which a quorum is present.

(d) Accurate minutes of each vestry meeting shall be kept, signed by the secretary or clerk, presented at the next meeting for approval, revised if necessary, thereafter approved, and preserved with the records of the parish.

**Section 6.** This Canon D-V.4 shall continue to govern the structure and organization of the vestry of a former parish whose status has been changed to that of a mission pursuant to Canon D-IV.4.

**Canon D-V.5**

***Legal Powers of a Parish Vestry***

*[Amended in 1997; Amended in 2000; Amended 2002]*

**Section 1.** The vestry of a parish shall be the trustees, shall have charge of all the secular concerns thereof, shall hold the property belonging thereto, and shall be authorized to collect, invest, and disburse its funds and enter into contracts on its behalf.

**Section 2.** Before the vestry of any parish shall be authorized to sell, mortgage, or otherwise convey or encumber any real property held by it or by a corporation or other entity formed or controlled by or affiliated with such parish, including encumbrances arising from purchase money obligations or engage in any borrowings or other similar financing transactions, the aggregate amount of which exceeds 50% of the normal operating income of the parish for the previous calendar year or the repayment of which may extend beyond a term of 12 months, it shall obtain the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese. Upon obtaining this consent, the vestry may, by appropriate resolution, authorize the wardens of the parish to execute such instruments as may be necessary or convenient for the purpose, and instruments so executed shall have the same force and effect as if executed individually by the members of the vestry. In such instruments, a recital by the wardens of their authority to act on behalf of the vestry, and of the fact that the written consent of the Ecclesiastical Authority, acting with the advice and consent of the Standing Committee of the Diocese, has been obtained, shall be *prima facie* true, and in the absence of notice or knowledge to the contrary, may be relied upon by the grantee or grantees in such instruments.

**Section 3.** Notwithstanding any other provision of this canon, no consent of the Ecclesiastical Authority or the Standing Committee shall be required for any of the following transactions

involving real property that is not consecrated for the use as a church or chapel: (1) leases that can be canceled without penalty upon notice of 30 days or less to the lessee, (2) temporary easements of less than 12 months duration, and (3) cemetery lots or other interment rights.

**Canon D-V.6**  
***Junior or Associate Vestry***

**Section 1.** The Congregation of each parish and mission in the Diocese shall have the authority at any regular annual meeting, notice of which shall include a copy of such proposed action, to create and elect a junior or associate vestry, composed of no more than six enrolled confirmed adult communicants in good standing, and prescribing the number, term of office, and defining the scope of authority delegated to such junior or associate vestry. If a junior or associate vestry is established, all matters which have been or may be placed specifically within the power and authority of the regular vestry of parishes and missions by the Constitution and Canons of the General Convention or by the Constitution and Canons of the Diocese of North Carolina, shall remain in the sole and exclusive jurisdiction of the vestry.

**Section 2.** Any regular vestry of a parish or mission may, in its discretion, invite the junior or associate vestry to meet jointly with it, participate in discussion of all matters and vote on all matters coming before the vestry, except matters of contract, real property, trusts committed to the vestry, or other matters concerning which minors are not authorized to act under the laws of North Carolina.

**Section 3.** The congregation at any annual meeting shall have the authority to change, modify, amend or rescind any action theretofore authorized under the provisions of this canon.

**Canon D-V.7**  
***Filling Vacant Cures***  
*[Amended in 2002; Amended by Act 2009-3]*

**Section 1.** When a parish or congregation becomes vacant, the wardens or other proper officers shall inform the Bishop. If the authorities of the parish shall for 30 days have failed to make provision for services, the Bishop shall take such measures as may be deemed expedient for the temporary maintenance of divine services therein.

**Section 2.** No rector, interim rector or other clergy shall be elected by any vestry during such time as the parish is not in compliance with Canon D-IV.4, nor until the member of the clergy who is proposed by the vestry shall have been approved in writing by the Ecclesiastical Authority of the Diocese.

**Section 3.** Written notice of the election signed by the wardens shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the parish is in compliance with Canon D-IV.4, and the person so chosen is a duly qualified minister and has accepted the

office, it shall send notice thereof to the Secretary of the Convention, who shall so record it. Such record shall be sufficient evidence of the relation between the minister and the parish.

**Section 4.** No assistant minister or other clergy shall be called by the rector of a parish during such time as the parish is not in compliance with Canon D-IV.4, nor without the consent of the vestry, nor until the proposed assistant or other clergy shall have been approved in writing by the Ecclesiastical Authority of the Diocese.

**Section 5.** In case of a vacancy in a mission, the Bishop shall appoint a vicar for a term of not more than four years; at the end of such term the vicar may be re-appointed.

**Canon D-V.8**  
***Definitions, Registers, and Reports***  
*[Amended in 1996]*

**Section 1. *Registers.*** Each congregation of this Diocese shall, by and under the supervision of its rector or vicar and vestry, keep and maintain in a permanent book known as its Parish or Mission Register, an up-to-date record of all baptisms, confirmations, marriages, and burials solemnized within that congregation. This record shall specify the names of the persons in each instance; the parentage and date of birth of those baptized, with the names of their sponsors or witnesses; the date when each rite was performed; and the name or names of the officiating minister or ministers. In the case of each individual baptism, the officiating minister shall sign the Register. This Register signed by the minister, or by the Senior Warden if there is no minister, shall be presented to the Bishop for inspection at every annual visitation.

**Section 2. *Other Required Reports.*** Every minister canonically resident in this Diocese shall keep a record of all baptisms, marriages, and burials solemnized by him or her that are not otherwise reported in the Register of a congregation of this Diocese as required by Section 1, as well as any other otherwise unreported official acts done or performed or services held by him or her during the preceding calendar year, and shall annually before February 1 report them to the Ecclesiastical Authority. If he or she has not performed any such official acts or held any such services in that period, he or she shall report that fact and the causes or reasons which have prevented him or her from performing them.

The provisions of this Section 2 shall apply equally to otherwise unreported rites solemnized or services held in this Diocese by clergy who are not canonically resident in but are licensed to serve in this Diocese.

**Section 3.**

**(a) *Definitions.*** A *member* of this Church is a person who has been baptized with water in the Name of the Father, and of the Son, and of the Holy Spirit, and whose baptism has been duly recorded in this Church.

An *adult member* is a member who is 16 years of age, or older.

A *confirmed member* is:

(1) one who has been baptized in this church as an adult and has received the laying on of hands by the Bishop at Baptism, or

(2) one who has been baptized in this church as an adult and at some time after the Baptism has received the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows, or

(3) any baptized person who received the laying on of hands at Confirmation by any bishop in apostolic succession and has been received into The Episcopal Church by a Bishop of this Church, or

(4) any baptized person who has received the laying on of hands by a Bishop of this Church at Confirmation or Reception.

A *communicant* is a member who has received the Holy Communion in this Church at least three times during the preceding year.

A *communicant in good standing* is a communicant who, for the preceding year, has been faithful in corporate worship (unless for good cause prevented) and has been faithful in working, praying, and giving for the spread of the Kingdom of God.

An *enrolled member of a congregation* is a member whose baptism has been recorded in that congregation, or who has been duly transferred to that congregation.

(b) For statistical purposes the minister in charge of a parish or mission shall annually report the number of baptisms, confirmations, marriages and burials. The minister shall also report the total number of baptized members, distinguishing those 16 and over from those under 16 years of age; the total number of confirmed communicants in good standing, distinguishing those 16 and over from those under 16 years of age; as well as other items required by the Parochial Report form approved by the Executive Council of The Episcopal Church.

(c) The minister in charge of a parish or mission shall also maintain for current and future use lists of families and individuals within that cure, and for purposes of the enrollment or removal of each member maintain an indication of the member's status as baptized, under 16 or adult, whether or not a communicant, and if so whether in good standing, and whether considered confirmed or not.

**Section 4. *Letters of Transfer.*** At least once a year rectors and vicars shall instruct the people of their cures in regard to the law of this church concerning letters of transfer. When members move their residence, the rector or vicar of their former congregation shall promptly inform the rector or vicar of a congregation in the area to which they have moved, and that member of the clergy shall use all diligence to see that these persons may become affiliated with an appropriate parish or mission without delay.

**Section 5. *Parochial Reports.*** A report of every parish or mission in this Diocese shall be prepared annually for the year ending on December 31 preceding, upon the blank form prepared by the Executive Council of this Church and approved by the General Convention Committee on the State of the Church. It shall be sent in duplicate not later than March 1 to the Bishop, or, if there is no Bishop, to the Secretary of the Convention. The Bishop may require that this report be mailed directly to the Secretary, who shall report to the Bishop any parish or mission whose report has not been received by March 1. The report shall include all information necessary to complete the prescribed form in accordance with the provisions of Title I, Canon 6, Section 1, of the Canons of the General Convention. In every parish and mission the preparation and delivery of this report shall be the joint duty of the rector or vicar and vestry unless there is no rector or vicar, in which case it shall be the duty of the vestry to prepare and deliver the report.

In administering the provisions of Canon D-IV.4 with respect to establishing each parish's and mission's share of the Diocesan budget, the Diocesan Council may estimate the income and

expenses of any parish or mission that has failed to submit its parochial report by February 1.  
[Amended by Act 2006-7.]

**Section 6. *Printing Reports.*** The parochial reports required by Section 5 of this canon, or such parts of them as the Bishop may deem fit, shall be printed in the *Journal of the Convention*.

**Canon D-V.9**  
***Consecration of Churches, Chapels or Other Buildings***

**Section 1.** In this Diocese, no church, chapel or other building, or part of a building used in whole or in part for church purposes shall be dedicated or consecrated except according to the rubrics pertaining thereto as set forth in the Book of Common Prayer, and in accordance with the Canons of the General Convention not inconsistent with those rubrics.

**Section 2.** No previously consecrated church, chapel, building, or part of a building that is owned or controlled by this Diocese or by any congregation or institution of this Diocese shall be removed, taken down, or otherwise disposed of for any worldly or common use, without the previous written consent of the Bishop, acting with the advice and consent of the Standing Committee of the Diocese, nor until the Sentence of Consecration previously placed thereupon has been properly removed there from.

**Canon D-V.10**  
***Memorials***

No memorial shall hereafter be placed in any church without the consent both of the rector or vicar and of the vestry. No memorial heretofore placed in any church, and none hereafter placed in accordance with this canon, shall be altered or removed without the consent both of the rector or vicar, and of the vestry. When there is no rector or vicar, the consent of the Ecclesiastical Authority of the Diocese, with that of the vestry, shall suffice, and if there be no vestry, the consent of the Ecclesiastical Authority, with that of the vicar, must be obtained.

**Canon D-V.11**  
***Pastoral Mediation***

**Section 1.** Except as provided in the Canons of the General Convention, a rector may not resign a parish without the consent of the vestry thereof, nor may a rector canonically chosen and in charge of a parish be removed there from by its vestry against the rector's will, except as provided by canon. [Amended by Act 2007-10.]

**Section 2.** If a rector and the vestry of the parish served are unable to agree in a matter or matters that might lead to a request by either party for dissolution of the pastoral relation, either or both parties shall promptly deliver to the Ecclesiastical Authority a written notice describing their differences and requesting mediation thereof by the Ecclesiastical Authority.

Upon receiving such a request, the Bishop shall mediate the disagreement and seek a solution. As part of the mediation process, the Bishop may appoint a committee composed of one presbyter and one lay person, neither of whom is affiliated with the parish in which the disagreement exists, to investigate and make a written report thereof, stating the nature of the dispute and the position of each party. This report shall be delivered to the Bishop, the rector, and the vestry within 21 days after the committee's appointment.

In the absence of the Bishop, the Standing Committee shall exercise the role assigned the Bishop in this canon.

## **Canon D-V.12** ***Dissolution of the Pastoral Relation***

**Section 1.** If the pastoral mediation called for by Canon D-V.11 has been exhausted without success and a rector or the vestry of the parish served wishes to have the pastoral relation dissolved, each party, within 60 days of the conclusion of the pastoral mediation process, may request final disposition of the dispute by giving notice thereof to the Ecclesiastical Authority and to the other party concerned.

**Section 2.** Within 30 days after receiving the written notice provided for in Section 1, the Bishop shall conduct a hearing on the issue. The Bishop shall fix the date, time, and place for the hearing, notify the parties affected, and conduct the hearing as ultimate arbiter and judge. In all cases, the Bishop shall consult and seek the advice of the Standing Committee before reaching a decision.

**Section 3.** At the Bishop's request, the Standing Committee shall be present at the hearing provided for in Section 2 and shall be permitted to question persons present for the hearing. The Chancellor shall be available to the Bishop for consultation at the hearing.

**Section 4.** Each party, his, her, or their representative may present a statement of position and the reasons supporting it. No testimony or other evidence shall be presented at the hearing unless, exercising discretion, the Bishop shall allow it for compelling reasons in the interests of justice. Oral statements and testimony shall be subject to cross-examination.

**Section 5.** The Bishop shall render a decision not later than 15 days following the close of the hearing and that decision shall be final and binding.

**Section 6.** If the pastoral relation is to be dissolved:

**(a)** The Bishop shall set forth in writing the reasons and conditions for the dissolution. A copy shall be provided each of the parties to the matter at issue, and a copy of the decision shall be available for public inspection.

**(b)** The Bishop shall require just and compassionate compensation or indemnity (if any) and shall undertake to offer such supportive services as may be suitable.

**Section 7.** In the event of the failure or refusal of either party to comply with the terms of the decision, the Bishop may impose such penalties as may be provided by the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:



(a) In the case of a rector, inhibit such rector from officiating in the parish until the decision is complied with.

(b) In the case of a vestry, recommend to the Diocesan Convention that the union of the parish with Convention cease until the parish complies with the decision.

**Section 8.** Statements made during the course of the proceedings under this Canon are not admissible in any proceeding under Title IV of the Canons of the General Convention or Title D-VI of the Canons of this Diocese. However, this rule does not require the exclusion of evidence in proceedings under the above Canons of the General Convention or of this Diocese, which evidence is otherwise discoverable and admissible.

### **Canon D-V.13**

#### ***Status of Parishes and Missions***

*[Amended in 1997; Amended in 2000; Amended by Act 2009-3]*

#### **Section 1.**

(a) By December 15 of each year, the Bishop and Standing Committee shall have made an annual survey of the parishes and missions of the Diocese. If, after any survey, they shall find that a parish does not meet the standards set in Canon D-V.2, Section 4, they shall notify the parish that its status has changed to that of a mission pursuant to Canon D-IV.4 or unless, within one year from said notice, it meets all of the other required standards, the Bishop, with the advice of the Standing Committee, will change its status to that of mission, effective at the end of the following December.

(b) If, after any survey, the Bishop and the Standing Committee shall find that a mission does not meet the standards set in Canons D-IV.2 and D-V.1, they shall notify the mission that unless the mission meets the aforesaid standards within one year from said notice, the Bishop, with the advice of the Standing Committee, will request the Convention next following the end of that year to dissolve the mission's union with the Convention.

(c) Should any parish fail to meet the numerical membership requirements set forth in Canon D-V.2, Section 4(a), it may yet maintain parish status if it demonstrates to the Bishop and the Standing Committee that

(1) It has the financial and other resources to meet and is meeting the requirements in Canon D-V.2, Sections 4(b-j);

(2) It, in fact, accepts and pays its full share of the Budget for the Mission and Ministry of the Diocese according to the canons;

(3) It maintains the normal church programs, particularly outreach and Christian Education programs, appropriate to the character and needs of its membership.

(d) Any parish or mission affected by this canon is entitled, upon its request, to a hearing before the Standing Committee within the year's time granted in this canon.

**Section 2.** If a parish is dissolved or if its status is changed from parish to mission, the property belonging to it shall vest in the Trustees of the Diocese, in trust for the interests of the Church in the late parish. If the change in status occurred pursuant to Canon D-IV.4, the property shall revert to the parish when all arrears have been paid in full and the parish has remained in compliance with Canon D-IV.4 for two successive years. If the change in status occurred for any other reason,

the property shall revert to the parish upon its *bona fide* reorganization and admission into union with the Convention as a parish.

**Section 3.** Upon the dissolution of a parish or mission, the Trustees of the Diocese, upon failure of the congregation of the parish or mission to reorganize within a reasonable time, and upon the adoption of a resolution by the Trustees that it will be for the best interest of the Church in the Diocese, shall have the power and the authority to sell and convey such property and to execute and deliver a good and sufficient deed upon the payment of such sale price as may be determined or to manage, rent, lease or otherwise dispose of said property by instrument sufficient for that purpose, first having obtained the written consent of the Bishop, acting with the advice and consent of the Standing Committee. The net proceeds and income from such a sale shall then be held by the Trustees of the Diocese to be used for such purposes as the Bishop and Diocesan Council may direct upon recommendation of the Department of Congregational Support and Development.

## **Title D-VI: Ecclesiastical Discipline**

### **Canon D-VI.1**

#### ***Title IV of the Canons of the General Convention***

*[Added by Act 2010-3; Amended by Act 2011-2]*

Those provisions of Title IV of the Canons of the General Convention which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

### **Canon D-VI.2**

#### ***Disciplinary Board Operations***

*[Added by Act 2010-3; Amended by Act 2011-2]*

**Section 1. Preserving Impartiality.** In any proceeding under this Title, if any member of a Conference Panel or Hearing Panel of the Disciplinary Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

**Section 2. President.** Within 60 days following the annual Convention, the Board shall convene to elect a President to serve for the following year.

**Section 3. Intake Officer.** The Intake Officer shall be appointed from time to time by the Ecclesiastical Authority after consultation with the Board. The Ecclesiastical Authority may appoint one or more Intake Officers according to the needs of the Diocese. The Ecclesiastical

Authority shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

**Section 4. Investigator.** The Ecclesiastical Authority shall appoint an Investigator in consultation with the President of the Board. The Investigator may but need not be a Member of the Church.

**Section 5. Church Attorney.** Within 60 days following each annual Convention, the Ecclesiastical Authority, in consultation with the Standing Committee, shall appoint an attorney to serve as Church Attorney to serve for the following year. The person so selected must be an enrolled, confirmed adult communicant in good standing and a duly licensed attorney, but need not reside within the Diocese. The Ecclesiastical Authority, in consultation with the Standing Committee, may remove the Church Attorney for cause.

**Section 6. Pastoral Response Coordinator.** The Ecclesiastical Authority may appoint a Pastoral Response Coordinator, to serve at the will of the Ecclesiastical Authority in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the Canons of the General Convention and this Title. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

**Section 7. Advisors.** In each proceeding under this Title, the Ecclesiastical Authority shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

**Section 8. Clerk.** The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

### **Canon D-VI.3**

#### ***Costs and Expenses in Disciplinary Matters*** *[Added by Act 2010-3; Amended by Act 2011-2]*

**Section 1. Costs Incurred by the Church.** The reasonable costs and expenses of the Disciplinary Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk, and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints as may be established by the Diocesan Council.

**Section 2. Costs Incurred by the Respondent.** In the event of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Ecclesiastical Authority, upon recommendation of the Ecclesiastical Authority or the Disciplinary Board, the reasonable defense fees and costs incurred by the Respondent may be paid or reimbursed by the Diocese, subject to budgetary constraints as may be established by the Diocesan Council.

#### **Canon D-VI.4**

##### ***Records in Disciplinary Matters***

*[Added by Act 2010-3; Amended by Act 2011-2]*

**Section 1. Records of Proceedings.** Records of active proceedings before the Disciplinary Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

**Section 2. Permanent Records.** The Ecclesiastical Authority shall make provision for the permanent storage of records of all proceedings under this Title at the Diocese and the Archives of The Episcopal Church, as prescribed in Title IV of the Canons of the General Convention.

### **Title D-VII: Administration**

#### **Canon D-VII.1**

##### ***Suffragan Bishop May Act as Ecclesiastical Authority***

In the event of the Bishop's death, disability, or extended absence from the Diocese, and if there be no Bishop Coadjutor, the Suffragan Bishop may be placed in charge of the Diocese by the Standing Committee and become temporarily the Ecclesiastical Authority thereof in accordance with the provisions of the Constitution and Canons of the General Convention.

#### **Canon D-VII.2**

##### ***Chartered Committees***

*[Adopted in 1997; Amended by Act 2021-11]*

**Section 1. Chartered Committees.** A chartered committee is one created by action of the Diocesan Council in response to a resolution of the General Convention, a resolution of the Convention of this Diocese, or a formal request by the Bishop of this Diocese.

**Section 2. Temporary Bodies.** The Bishop, the Convention or the Diocesan Council may establish temporary bodies for specific purposes. Any such temporary body shall be accountable to the body that created it and shall continue in existence for not more than three years.

**Section 3. Appointments.** The Bishop, in consultation with the Diocesan Council, shall appoint the members of all chartered committees and temporary bodies and shall designate the chair of each.

**Section 4. The Chartering of Committees.** Each chartered committee shall have a charter approved by the Diocesan Council. The charter shall specify its charge, the Department of the

Diocesan Council to which it is accountable, the number of its members and their terms of office. In approving the charter, the Diocesan Council shall observe the following guidelines: (1) terms of office shall be no longer than three years; (2) terms of office of members shall be staggered; (3) no member who has served two successive terms shall be eligible for reappointment until one year shall have elapsed following the expiration of the last term; (4) the number of members shall not exceed nine. If the Diocesan Council shall determine that a greater number of members are necessary to carry out the charge, it may authorize such greater number. In making appointments to chartered committees and temporary bodies, the Bishop shall give due consideration to the diversity of the Diocese. The Diocesan Council shall report all charters to the Convention, and they shall be documented in the Journal.

**Section 5. *Vacancies.*** When a vacancy in any chartered committee or temporary body occurs for reasons other than expiration of term and there are more than twelve months remaining in the unexpired term, the appointment to fill the vacancy shall be for the remainder of the term. When a vacancy occurs and there are fewer than twelve months remaining in the unexpired term, the appointment shall be for the remainder of the unexpired term and the full succeeding term.

**Section 6. *Members to Hold Over.*** Members of all chartered committees and temporary bodies shall continue in office until their successors are appointed and have undertaken exercise of their offices.

**Section 7. *Accountability.*** Each chartered committee shall report at least annually to the Diocesan Council in such format and according to such schedule as the Council may prescribe. Each such body shall also report to each Annual Convention.

**Canon D-VII.3**  
***The Definition of Certain Terms***  
*[Adopted by Act 2021-12]*

**Section 1.** For purposes of the Canons of the Diocese of North Carolina, and except as expressly provided otherwise therein, all references implying physical documents are deemed to include and authorize the use of electronic technologies.

**Section 2.** For purposes of the Canons of the Diocese of North Carolina, and except as expressly provided otherwise therein or in the bylaws of a parish or mission, all references to a person's or to persons' physical presence are deemed to include and authorize the use of electronic technologies.

**Section 3.** Any use of electronic technologies shall be consistent with any applicable canon of The Episcopal Church or the Diocese of North Carolina.

**Canon D-VII.4**  
***Conduct of Meetings and Voting by Remote Technology***  
*[Added by Act 2013-5, Amended by Act 2021-4]*

**Section 1.** Parishes, missions, and their vestries; Convocations; the Standing Committee; the Diocesan Council on behalf of itself, its Departments, and the Council Committee on the State of the Church; the Trustees of the Diocese; Commissions and Chartered Committees of the Diocese; the Disciplinary Board, the Fair Share Appeals Board, the Mission Endowment Board, and the Murdoch Memorial Society; and all other commissions and committees of the Diocese (collectively, “Diocesan Entities”) are authorized to adopt bylaws providing for the conduct of meetings by teleconference, videoconference, or any other technology that allows all persons participating to hear each other at the same time and to participate in discussion. For purposes of determining a quorum, conducting a parliamentary process, and voting, members participating in a meeting by means of remote technology are deemed present in person at the meeting.

**Section 2.** Diocesan Entities are authorized to adopt bylaws providing that actions required or permitted to be taken by the body may be taken without a meeting if (i) all members of the body consent to the action in writing or by authenticated electronic transmission, and (ii) such written or authenticated electronic transmissions are filed with the minutes of the proceedings.

**Section 3.** Bylaws adopted pursuant to this Canon must be consistent with the Constitution and Canons of the Diocese of North Carolina and of the General Convention and shall be submitted to the Ecclesiastical Authority for approval.

*Certified by the Commission on Constitution and Canons on February 1, 2023*

## **RULES OF ORDER OF THE CONVENTION OF THE DIOCESE OF NORTH CAROLINA**

**I.** The Order of Business at the Annual Convention or any Special Convention shall be proposed by the Bishop or the presiding officer for adoption by the Convention. Upon adoption, only the Convention may make any change in the Order of Business prescribed under the authority thereof.

**II.** Any of the rules of order may be suspended by simple majority vote of the Convention, except those rules which specify a larger majority for a specific action. Any such rule may be suspended upon the affirmative vote of two-thirds of the delegates present and voting.

**III. (a)** The clergy and lay delegates of a parish or mission that fails to comply with Canon 21.4(g) or Canon 20.6(a), as the case may be, concerning the timely filing of an audit or with Canon 30.5 concerning the timely filing of a parochial report shall be deprived of vote at Convention and shall be excluded from the calculation of clergy and lay delegates required to attain a quorum.

**(b)** No later than 21 days prior to the regularly scheduled meeting of Diocesan Council immediately prior to Convention, the Secretary shall inform every such parish and mission of the process established by Diocesan Council to request a waiver of this Rule.

**(c)** Diocesan Council, at its discretion, may grant a waiver of this Rule to a parish or mission upon a showing of good or unavoidable causes. Additionally, no waiver shall be given to the same parish or mission for three consecutive years.

**(d)** The report of the Secretary to Convention shall identify parishes and missions whose clergy and lay delegates were deprived of vote under this Rule, requests for waivers, and waivers granted. *[Added by Act 2007-12; succeeding Rules renumbered accordingly; Amended by Act 2010-4; Amended by Act 2018-8; Rewritten by Act 2019-6.]*

**IV. (a)** Resolutions for Convention action may be submitted by members and officers of the Convention, canonical commissions, committees and other bodies chartered or recognized by the Ecclesiastical Authority or the Diocesan Council, or Convention committees. The presiding officer of the Convention shall refer to an appropriate Convention Committee for consideration and report all such resolutions except those which accompany the report of the Committee on Dispatch of Business. To assure timely reports, it is appropriate for Convention Committees to meet for consideration of resolutions referred to them at any time after they have been appointed.

**(b)** While preambles or any recital of reasons, explanatory comments, or argument regarding any resolution may separately accompany its introduction or its report from a Convention Committee, they shall not constitute a part of the resolution for purposes of legislative action. Only the text of the adopted resolution shall be printed in the Journal of the Convention.

**(c)** Reports from institutions (and portions of such reports) which propose no resolutions shall be deemed filed and received by title and need not be referred to committee. *[Amended by Act 2006-9; Amended by Act 2011-1.]*

**V.** After the President has taken the chair no member shall continue standing except to address the Chair.

**VI.** No member shall address the Convention or make any motion except from the microphones provided for that purpose and after recognition by the Presiding Officer.

**VII.** Speakers shall address the Presiding Officer and shall confine themselves to the point in debate.

**VIII.** No motion shall be considered unless seconded and, if required by the Presiding Officer, reduced to writing.

**IX.** When the Presiding Officer is putting any question, the members shall continue in their seats and shall not hold any private discourse.

**X.** Except by leave of the Convention, no member shall speak more than twice in the same debate, nor longer than two minutes at one time. The total time of debate on any question or resolution shall be a maximum of twenty minutes.

**XI.** No applause shall be permitted during any debate or voting of the Convention or of the Committee of the Whole.

**XII.** When a question is under consideration, no motion shall be received except to lay upon the table, to call for the previous question, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purposes shall have precedence in the order herein named. The motions to lay on the table, to call for the previous question, and to adjourn shall always be in order and shall be decided without debate; and of these the motion to adjourn shall take precedence.

**XIII.** If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be indivisible.

**XIV.** All amendments shall be considered in the order in which they are moved. When a proposed amendment is under consideration, a motion to amend the same may be made. No amendment to a second amendment shall be in order. But when an amendment to an amendment is under consideration, a substitute for the whole matter may be received. No proposition on a subject different from the one under consideration shall be received under color of a substitute.

**XV.** In a vote by orders the individual votes of the clergy and laity shall be taken separately. A majority of affirmative votes in both orders shall be necessary to any decision on any vote by orders.

In any vote by orders, upon the request of any two members of the clergy who do not serve the same congregation (parish or mission), or any two lay delegates representing different congregations, the vote shall be by roll call of the clergy and lay delegates. The votes of the lay delegates shall be announced by a member designated by the delegation



when the name of that church is called. The delegation shall be polled upon request of any member thereof.

**XVI.** A question once decided shall stand as the action of the Convention and shall not be drawn again into debate. A member of the Convention who voted on the prevailing side may move to reconsider any vote so long as the motion is made on the same or succeeding day to that on which the vote was taken, except that such a motion may be voted on at any time with the consent of two-thirds of the Convention.

**XVII. (a)** Reports to the Convention from all commissions, committees, temporary bodies, and institutions of the Diocese shall be in writing. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by corresponding resolutions to be introduced in accordance with Rule of Order IV(a).

**(b)** Reports to the Convention by commissions, committees, or temporary bodies that require no action or expression of opinion by that body and which have been distributed in advance shall be received as presented.

**(c)** A Convention Committee report on resolutions referred to it may include statements of reasons for the committee's recommendations, may be accompanied by a minority report (if signed by one-fourth of the committee's membership), and, with respect to each resolution or group of related resolutions requiring separate action, shall take one of the following forms:

1. Recommend adoption.
2. Recommend adoption of a substitute resolution.
3. Recommend rejection. In this event the resolution shall lie upon the table unless (a) a majority of the delegates present and voting call for placing the resolution on the agenda for immediate consideration, or (b) the report is accompanied by a minority report recommending adoption, in which case the question shall be consideration of the minority report.
4. Report without recommendation. In this case the presiding officer shall put the original resolution, stating that the committee makes no recommendation.

**XVIII.** All questions of order shall be decided by the presiding officer without debate. Any member may appeal from such decision, when, on motion by the member, duly seconded, the question shall be decided by majority vote of the Convention. On such an appeal no member shall speak more than once without leave.

**XIX.** No member shall be absent from the sessions of the Convention without leave or unless unable to attend.

**XX.** When the Convention is about to rise, every member shall remain seated until the President leaves the chair.

**XXI.** On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: Provided, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall first be disposed of.

**XXII. (a)** No nomination shall be received unless the person to be nominated has indicated assent thereto. Nominations for election by the annual Convention may be submitted electronically or in writing to the Secretary of the Convention at least 40 days before the opening session thereof. Any nomination received by the Secretary after the specified date shall be returned to the nominator and may be submitted from the floor of the Convention in accordance with the provisions of this rule of order. All nominators and nominees must be communicants in good standing in this Diocese. At the first business session of the Convention the presiding officer shall call for nominations from the floor, at which time the Secretary shall read the names of all persons whose nominations have been received at least 40 days before the opening of the Convention, after which additional nominations may be received from the floor, provided that any such nomination is submitted jointly by three voting members of the Convention, each being from a different parish or mission. Each nomination shall be accompanied by a brief biography of the nominee on a form prepared by the Secretary of the Convention. The information to be included on the biographical form (to be signed by the nominator) shall include at least the following: nominee's name, address and home congregation, and prior as well as present parochial and Diocesan offices. *[Amended by Act 2007-11; Amended by Act 2016-2.]*

**(b)** The names and biographies of all persons nominated in writing to the Secretary at least 40 days before the opening session of the Convention shall be given to the deans of the convocations and shall be included in the advance materials distributed by the Secretary to members of the Convention prior to the meetings of each convocation which are to be held not later than 10 days prior to the Convention. The Secretary shall also post the biographical forms in a conspicuous place in or adjacent to the room in which the Convention meets so that they may be seen throughout the Convention session by all delegates.

**(c)** All nominations shall be reported to the Convention by the Secretary together with appropriate instructions as to how to cast a valid ballot. Delegates may vote for fewer candidates than the number of positions to be filled, but ballots containing votes for more than the number of positions to be filled shall be rejected.

**(d)** All elections shall be conducted by secret ballot. The results shall be determined by a majority of votes cast on the ballot or by such larger majority as may be required by the Constitution or by canon. If candidates are to be chosen for different terms to the same office, the Secretary shall assign terms to those elected in the order of the number of votes received.

**(e)** Nominees receiving a majority vote (as herein defined) on any ballot shall be declared elected. If subsequent ballots be required, the nominees to be voted on shall be limited to the number remaining which is equal to twice the number of offices to be filled and who received on the preceding ballot the highest number of votes exclusive of those declared elected.

**(f)** After the election of Deputies to the General Convention, alternates for these deputies are designated from the remaining candidates in the order of the number of votes received on the preceding ballot. *[Amended by Act 2016-3 and Act 2018-6.]*

**XXIII. (a)** Resolutions to be acted on at the annual Convention shall be submitted to the Secretary of the Convention on or before the 40th day preceding the opening date of the Convention. Upon submission, resolutions shall be referred to the appropriate Convention

Committee as prescribed by Rule of Order IV(a), and the texts thereof shall be included in the advance materials distributed by the Secretary of the Convention to the members of the Convention prior to the Convention. Resolutions submitted to the Secretary later than specified shall be returned to the introducer without action.

Resolutions not proposing or requiring amendment of the Constitution or Canons may be introduced during the Convention but may be acted upon only as follows: If introduced in the first business session of the Convention, the question before the Convention shall be whether the resolution shall be considered. Upon the affirmative vote of two-thirds of the delegates, the resolution shall be referred to an appropriate Convention Committee for study and report to that Convention. Such resolutions that fail to receive the required vote, as well as resolutions introduced after the close of the first business session of the Convention, shall not be considered.

This rule shall not apply to resolutions of courtesy.

(b) Any portions of the Bishop's address meriting the Convention's response shall be referred by the Diocesan Bishop to an appropriate Convention Committee.

(c) The Secretary of the Convention, with the assistance of the Chancellor of the Diocese, shall review each resolution submitted within the time prescribed in section (a), above, to determine whether favorable action on the resolution would require adoption or amendment of a constitutional provision, canon, or rule of order. All such resolutions shall be simultaneously reported to the Commission on Constitution and Canons and referred to the appropriate Convention Committee. The Commission shall report its recommendations with respect to such measures to the Convention at the first business session either as part of its annual report or separately, as may be most convenient. No resolution amending the Constitution or Canons shall be considered on the day on which proposed, except by a two-thirds vote of those entitled to vote. *Amended by Act 2006-9.]*

**XXIV.** If a resolution submitted for Convention action would substantially affect Diocesan finances, the presiding officer of the Convention shall, at the time the resolution is referred to an appropriate Convention Committee under Rule of Order IV(a), also request the Convention Committee on Administration of the Diocese to consider the measure. The Convention shall not take up the resolution until its Committee on the Administration of the Diocese has, without recommendation, furnished the Convention with an analysis of the effect adoption of the resolution would have on the fiscal affairs of the Diocese.

**XXV.** Subject to the provisions of the Constitution and Canons of the General Convention of The Episcopal Church, the Constitution, Canons, and Rules of Order of the Diocese of North Carolina, and any Special Rule proposed by the Committee on Dispatch of Business for the election of a bishop or the consideration of any other specific items of business, the Parliamentary Authority governing the transaction of business by the Annual Convention or any Special Convention shall be the current edition of Robert's Rules of Order Newly Revised. *[Added by Act 2008-6]*

**XXVI.** Any clergy or lay person not otherwise entitled to seat and voice at Convention who is employed for full time ministry to a campus worshipping community admitted into union with Convention pursuant to Canon 1.4 shall be granted seat and voice at Convention upon application to the Secretary no less than sixty (60) days prior to the Convention. *[Added by Act 2012-13]*

## **Supplemental Rules of Order for Use of Teleconferencing at a Convention**

*[Added by Act 2021-8]*

**T1. Purpose.** The purpose of these Supplemental Rules of Order for Use of Teleconferencing at a Convention (“T-Rules”) is to facilitate calling and conducting a Convention of the Diocese of North Carolina when the Ecclesiastical Authority determines that it is impractical or impossible to hold an in-person meeting of the Convention because of governmental constraints or other compelling reasons.

**T2. How Called.** 120 days prior to an Annual Convention or at the time when a Special Convention is called, the Ecclesiastical Authority may, at its discretion, determine that the Convention will take place entirely by teleconference (a “Teleconferenced Convention”) or will have some members present in person and other members participating by teleconference (a “Hybrid Convention”). The Secretary shall inform members accordingly.

**T3. Scope.** These T-Rules apply to both Teleconferenced and Hybrid Conventions, except as identified herein. However, nothing in these T-Rules applies to an episcopal election, which the Constitution and Canons of the Diocese reserve for a Convention at which members are present in person.

**T4. Selection of Services.** The Secretary of the Convention shall engage one or more companies to provide two-way video and audio connectivity and online systems that support parliamentary procedure, voting, and casting of ballots at a Teleconferenced or Hybrid Convention (collectively, the “Services”). To the extent practicable, the Secretary shall employ Services whose user interfaces are available in both English and Spanish.

**T5. Members to Furnish Email Addresses.** No less than 60 days before a Teleconferenced or Hybrid Convention, every member of the clergy order shall notify the Ecclesiastical Authority of his or her email address. No later than such date, every church and campus worshipping community shall have submitted its Certificate of Election, updated as necessary by Certificates of Change in Lay Delegation, to the Secretary. Such certificate shall specify the email address of every lay delegate.

**T6. Choice of Attendance.** In the case of a Hybrid Convention, a member shall specify whether he or she intends to attend in person or by teleconference when registering for the Convention, but no less than 30 days before the Convention. Any member failing to provide timely notice of attendance by teleconference shall be deemed to intend to attend in person. A member may subsequently change his or her participation from by teleconference to in-person by notifying the Secretary but not from in-person to by teleconference.

**T7. Issuance of Access Instructions.** No less than 14 days before a Teleconferenced or Hybrid Convention, the Secretary shall provide individualized access instructions for the Services by email to each member (in the case of a Hybrid Convention, to members that will attend by teleconference). The access instructions shall include URLs, user-ids, and passwords as needed to authenticate the member for participation in the Convention and, if the member has right to vote, to vote and to cast ballots.

**T8. Security.** A member shall not publicize or divulge to any person his or her individualized access instructions. A member shall use only the individualized access instructions provided him or her.

**T9. Availability.** The Secretary shall make Services available for members to sign in no less than 30 minutes before the start of each session of Convention. At the discretion of the Secretary, the Services may be left active during recesses or may be taken down, to be restarted at a time to be announced by the Secretary.

**T10. Signing in and out.** Members shall identify themselves by signing into the Services using their respective individualized access instructions. During a session of Convention, a member shall remain connected to the Services unless he or she must absent himself or herself from participation, in which case the member shall sign out while absent and sign in upon return. A member shall sign into the Services from only one access device (computer, tablet, smartphone, etc.) at any given time, but a member may change his or her access device by signing out and then signing in from another access device.

**T11. Presence.** Members who connected to the teleconferencing services at least once during a Convention are deemed to be present with respect to the Constitution and Canons of the Diocese and shall be marked as present in the Journal.

**T12. Quorum.** When determining and reporting the presence of a quorum to the President, the Committee on Credentials shall include members who have signed into the Services.

**T13. Parliamentary Processes, Voting, and Casting of Ballots.** No less than 7 days prior to Convention, the Secretary shall inform members (in the case of a Hybrid Convention, members participating by teleconference) by email of the procedures for use of the Services in parliamentary processes, voting, and casting of ballots. The President may rule out of order the actions of a member that do not comply with the procedures.

**T14. Video.** When actively engaging in parliamentary process, a member shall enable his or her video uplink. At other times, the member may, at his or her discretion, disable the video uplink.

**T15. Technical Requirements and Malfunctions.** Each member is solely responsible for his or her access device (computer, tablet, smartphone, etc.) and Internet connectivity. No action of Convention shall be delayed, objected to, or invalidated on grounds that the loss or poor quality of a member's individual Internet connection or the failure of his or her access device prevented participation in the Convention.

**T16. Muting.** Each member shall keep the microphone of his or her access device muted unless recognized by the President to speak.

**T17. Forced Disconnections.** The Secretary may cause the muting or disconnection of a member's connection to the Services if undue interference with the Convention is attributable to such member. The Secretary's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced to Convention and recorded in the Journal.

**T18. Hybrid Conventions.** So far as is practicable in a Hybrid Convention: (a) the President shall give equitable attention to members attending in-person and members attending by teleconference; (b) members actively engaging in parliamentary process by

teleconference shall be seen and heard in the Convention meeting hall; and (c) non-parliamentary proceedings of the Convention will be made available to members participating by teleconference.

**T19. Proceedings in Spanish.** The Secretary shall (a) arrange for translation into Spanish of the proceedings of a Teleconferenced Convention and (b) provide the same degree of Spanish translation for members attending a Hybrid Convention by teleconference as is provided members attending in-person.

**T20. Moderators.** In order to facilitate the conduct of Teleconferenced or Hybrid Convention, the President of the Convention may appoint one or more Moderators to assist the President and the Secretary.

**T21. Broadcast.** At the discretion of the Ecclesiastical Authority, any Convention may be broadcast in whole or in part by one-way audio and/or video to the public at large. Mere broadcasting of a Convention does not constitute a Teleconferenced or Hybrid Convention. Nothing in these T-Rules shall apply to manner in which a Convention is broadcast.

**T22. Precedence.** In case of conflict between the Rules of Convention and these T-Rules at a Teleconferenced or Hybrid Convention, these T-Rules shall prevail.

*Certified by the Commission on Constitution and Canons on February 1, 2023*

## **GUIDELINES FOR THE FAIR SHARE APPEALS BOARD**

We, the clergy and people of the Diocese of North Carolina, confess our need to give of our time, talent, and treasure to carry out the work Christ has given us to do through his Church. We embrace our heritage of supporting one another and joining together to accomplish that work. We acknowledge our responsibility to support the episcopacy and to provide for the mission and ministry of the diocese. We recognize the tithe as the minimum standard of giving enjoined by Holy Scripture, and we acknowledge the importance of practicing the tithe in word and deed, both as individuals and as Christians joined together in faith communities, the Diocese of North Carolina, and The Episcopal Church. Finally, we feel strongly the bonds that draw us together as members of the Body of Christ. We therefore desire that funding of the mission and ministry of the Diocese be accomplished fairly and equitably through means that promote both compassion and accountability. We affirm that no local faith community will be required to contribute more than its fair share, and that none will be allowed to contribute less than its fair share. To accomplish these ends we have enacted as follows: *[Preamble to Act 2009-3 of the 193rd Annual Convention, On Amending the Constitution and Canons to Assure Funding of the Mission and Ministry Budget of the Diocese.]*

1. The deadline for filing *complete* appeals will be August 15 of the preceding year for which the appeal is sought. No appeal will be considered after that date except for unforeseen circumstances that might arise after the deadline.
  
2. All appeals must include the following as attachments:
  - a. A dated cover letter signed by the rector (vicar) and senior warden.
  
  - b. The reason(s) for and amount of the reduction that is sought.
  
  - c. Year-to-date financial statement.
  
  - d. Copies of the completed parochial report and the completed audit report required to have been filed for the previous year by Canon 30, Section 5 (Parochial Reports), Canon 20, Section 6(a) – Missions or Canon 21, Section 4(h) – Parishes, of the Canons of the Diocese of North Carolina.
  
  - e. The congregation’s projected budget for the year in which the appeal is filed.
  
  - f. A description of the level of stewardship training and education in the congregation.

- g. The nature of the annual stewardship campaign in the congregation.
  - h. Any extraordinary circumstances faced by the congregation.
  - i. A detailed plan, including timeline, outlining how to bring the congregation into full compliance with the Diocesan Fair Share Plan.
  - j. Other data as considered relevant by the congregation.
  - k. Other information as required by the Fair Share Appeals Board
3. The Fair Share Appeals Board will consider all appeals on a case by case basis subject to the following guidelines and those contained in Canon 18:
- a. A call for the highest level of pastoral sensitivity with respect to such appeals will be taken, considering both the circumstances of the congregation and the needs of all the other parishes and missions that make up the Diocese. We know that paper cannot tell your story completely. Our desire is to come to know you and your church better and to see how we, the Diocesan Council and the other 128 congregations of the Diocese of North Carolina, may best be of help. Therefore, it may be appropriate for the Fair Share Appeals Board to meet with you personally.
  - b. The principle governing all appeals is that any reduction in fair share giving is in effect a subsidy of the congregation by the other parishes and missions that make up the Diocese. Program and staff expenses will be carefully scrutinized using this principle. Budgets that contain discretionary spending will be carefully scrutinized. Pastoral concerns may also be addressed including the congregation's stewardship program and process of Christian formation.
  - c. The Fair Share Appeals Board will notify all parties, stipulated in Canon 18, Section 3, of its decision on whether or not an appeal is granted by October 15th of the year in which the appeal is filed.
  - d. If the Board recommends a reduction, it shall refer the parish or mission to appropriate sources of assistance for stewardship and congregational growth and development.



## **BYLAWS OF DIOCESAN COUNCIL**

*(Revised August 25, 2005; Amended May 27, 2010; Amended April 28, 2011; Amended August 22, 2019; Amended June 18, 2020)*

I. The presiding officer of the Council is the Ecclesiastical Authority. The secretary of the Council is the secretary of the convention. Voting privileges are held by elected members of the Council. The presiding officer shall vote only in the case of a tie. All bishops in active service to the Diocese as coadjutor, suffragan, assistant, or assisting, the treasurer, the canon for congregational mission, the director of finance and administration, and the secretary of the convention shall each have seat and voice.

II. Members of the Council shall attend each annual and special Convention of the Church in this Diocese. The secretary of convention and the Committee on the Dispatch of Business are requested to take appropriate steps to facilitate such attendance by lay members of the Council who are not otherwise members of the Convention.

III. Unless otherwise directed, the secretary of the Council shall be the person designated to communicate actions of the Council to affected persons or entities. Exceptions to this policy must have prior approval of Council.

IV. A summary of the proceedings of each Council meeting shall be posted on the diocesan website.

V. The canon for congregational mission and the director of finance and administration shall be officers of the Episcopal Diocese of North Carolina subject to the general supervision of the Ecclesiastical Authority and, with respect to finances, the treasurer of the Diocese. Subject to such supervision, the canon for congregational mission and the director of finance and administration shall be authorized to execute and deliver on behalf of the Diocese all contracts, agreements, leases, and other documents as shall be necessary to preserve and insure all diocesan properties, to invest, reinvest, and disburse all diocesan funds and investments and to put into effect the expenditures and programs authorized in the annual budget or otherwise authorized by Diocesan Council or by the Convention of the Episcopal Diocese of North Carolina.

VI. Diocesan Council shall have regular meetings at such dates, times and places as it shall establish by the action of Diocesan Council. Special meetings of Diocesan Council may be called by or at the request of the Ecclesiastical Authority or any member of Diocesan Council.

VII. The secretary of Diocesan Council shall give notice of the date, time and place of each special, non-regular meeting of Diocesan Council (i) by mail at least five days before such meeting, or (ii) by public announcement or authenticated electronic transmission at least twenty-four hours before such meeting. Notice of such meeting may be waived in writing before or after such meeting, and the effect of such waiver shall be equivalent to the giving of timely notice. As used in these By-Laws, "authenticated electronic transmission" means any form of communication that does not involve the

physical transmission of paper but which creates a record that may be retained, retrieved, and reviewed by the recipient of the transmission.

VIII. The secretary of Diocesan Council shall give notice of each postponed or cancelled meeting of Diocesan Council (i) by mail at least five days before such meeting, or (ii) by public announcement or authenticated electronic transmission at least twenty-four hours before such meeting, or (iii) by person-to-person communications at least four hours before such meeting. Notice of such postponed or cancelled meeting may be waived in writing, and the effect of such waiver shall be equivalent to the giving of timely notice. As used in these By-Laws, "person-to-person communication" means authenticated electronic transmissions or face-to-face or telephone exchanges, in which information is delivered by one party and receipt of such information is acknowledged by the other party.

IX. The presiding officer of Diocesan Council, or the chair of a Department or Committee of Diocesan Council, may conduct a meeting of Diocesan Council or of such Department or Committee, as the case may be, by means of remote communication provided all members physically present at the meeting and all members remotely participating in the meeting can initiate and receive communications with each other on a substantially simultaneous basis. For the purposes of determining a quorum and for voting, members participating in a meeting by means of remote communication shall be deemed to be present in person at such meeting. As used in these By-Laws "remote communication" means communication via telephone conference, video conference, the Internet, or such other means approved by Diocesan Council that satisfies the requirements of this paragraph.

X. Any action required or permitted to be taken at any meeting of Diocesan Council, or of any Department or Committee of Diocesan Council, may be taken without a meeting if (i) all members of Diocesan Council, such Department or such Committee, as the case may be, consent to such action in writing or by authenticated electronic transmission, and (ii) such writings or authenticated electronic transmissions are filed with the minutes of the proceedings of Diocesan Council, the Department or the Committee, as the case may be.

XI. The quorum for a meeting of Diocesan Council shall be a majority of its elected members excluding positions that are vacant for any reason including but not limited to expiry of term.

# CHARTERED COMMITTEES OF THE EPISCOPAL DIOCESE OF NORTH CAROLINA

*Revised April 21, 2022*

## **Chartered Committee on Campus and Young Adult Ministry**

*a/k/a Chartered Committee for Young Adult Missioners*

*f/k/a Chartered Committee on Ministry in Higher Education*

The Committee on Campus and Young Adult Ministry (CCYAM) will assist the Bishop Suffragan in oversight and is the primary advocate for the developing and strengthening of campus and young adult ministries in the Diocese of North Carolina as it works to bring young adults to follow in the way of Jesus Christ. This Committee is accountable to the Department of Youth and Young Adults and through the Department to the Diocesan Council.

In accordance with Canon 16, the Bishop shall appoint members to the Committee and shall annually designate the chair of the Committee. The Committee's membership shall consist of one (non-staff) member per campus/young adult ministry program. Campus Ministers and Young Adult Missioners are encouraged to attend meetings of the Committee and shall be *ex officio* members.

Terms of office for members of this Committee shall be three years, and their terms shall be staggered. No member shall be eligible to serve more than two successive three-year terms until one year has elapsed following expiration of the last term.

*(Adopted by Diocesan Council December 17, 1997; amended December 15, 2005; amended 2006; amended June 18, 2009; amended September 11, 2014; committee renamed June 18, 2015; rewritten August 24, 2017)*

## **Chartered Committee on Environmental Ministry**

The teaching of the Church calls for Christians to live in harmony with God's Creation (BCP 845). The Chartered Committee on Environmental Ministry provides leadership in the Diocese to follow this call. The focus of this ministry is to (1) educate and motivate and model environmental advocacy and action for congregations and individuals; (2) offer liturgical resources for celebrating the glories of God's creation; and (3) raise up ethical aspects of environmental issues.

**Membership:** The Committee requests approval of up to twelve members who will serve three-year staggered terms. Members may serve two consecutive terms. Three unexcused absences in one year will be considered a resignation from the Committee.

**Meetings:** The Chartered Committee on Environmental Ministry will meet at least six times a year.

Relationship to Diocesan Council: The Committee is accountable to the Diocesan Council's Department of Outreach.

Structure: Sub-committees may include communications/networking, education/resources, and activism/action/justice. Ad hoc committees may be appointed to address specific concerns. Members of these may include non-committee members.

*(Adopted by Diocesan Council March 18, 1998)*

### **Chartered Committee on Global Mission**

I. This committee provides oversight and coordination of all mission work outside the United States, including activities done by local congregations and in the Companion Diocese when such a relationship exists.

II. This committee is accountable to the Department of Outreach.

III. This committee has a minimum of nine members and a maximum of twelve members with three-year staggered terms. The members are appointed by the Bishop, and generally no member shall serve more than two successive terms. This committee may appoint ad hoc committees as needed. The chairpersons of any companion diocese link committees shall automatically serve on the committee. The Bishop shall designate the chair for the committee.

*(Adopted by Diocesan Council March 18, 1998; amended October 21, 2021)*

### **Chartered Committee on Grants**

Section 1. It is the duty of the Committee on Grants to solicit, receive, and evaluate applications from individuals and congregations for grants from the Diocese pursuant to the following trusts and programs:

- Continuing education grants to members of the clergy and lay persons funded from moneys made available by the Bishop and Trustees.
- Grants under the Parish Grant Program funded from the income of the Parish Grant Trust and the annual diocesan budget.
- Grants from the Diocesan Disaster Relief Trust, the World Disaster Relief Trust, the Diocesan New Programs Trust, and the Emergencies Trust, all of which were established by gifts to the ACTS campaign.
- Such other diocesan grant programs as may be established from time to time, unless the Bishop or Diocesan Council shall make other provision.

Section 2. The Committee on Grants has nine members: one person appointed by the Bishop, the Lay Warden of each of the seven convocations, and one member of the Diocesan Council designated by the Bishop for a one-year term. Except as otherwise provided herein, members shall be appointed for three-year terms. The Bishop shall annually designate one of the members as chair for a one-year term. No person shall be eligible to serve on the Committee for more than six years in any period of seven years.

Section 3. The Committee on Grants shall recommend for adoption by the Diocesan Council written statements of eligibility for all grant programs administered by the Committee. The Committee may on its own authority establish appropriate application procedures.

Section 4. This charter is effective January 1, 1998.

*(Adopted by Diocesan Council October 23, 1997)*

### **Chartered Committee on Hispanic Ministry**

1. This committee serves to foster and develop Hispanic Ministry throughout the Diocese; serves as a resource and support network for all involved in ministry with people whose primary language is Spanish; and provides coordination and oversight for evangelism, sacramental ministry, education, advocacy, and financial and strategic development in conjunction and with the support of the Diocese.
2. The committee is accountable to the Department of Congregational Support and Development.
3. The committee seeks to represent various geographic areas in the Diocese and varies of Hispanic Ministries in a membership of no fewer than five nor more than fifteen persons appointed by the Bishop for staggered three-year terms. No member is eligible to serve more than two successive three-year terms until one year has elapsed following the expiration of the last term.
4. The committee meets at least four times annually.

*(Adopted by Diocesan Council December 14, 2006)*

### **Chartered Committee on History and Archives**

- I. This committee provides ongoing direction and support for fulfilling the mandate given the Historiographer of the Diocese in Canon 8.
- II. Tasks of the committee include:
  - a. Acting as a council of advice to the Historiographer of the Diocese;
  - b. Monitoring the ongoing need to provide adequate storage, management, processing, and access for diocesan records;
  - c. Arranging for workshops, conferences, publications, exhibits, and celebrations related to the history of the diocese; and
  - d. Aiding and encouraging congregations to maintain archives and produce their own historical accounts.
- III. This committee shall meet at least two times annually and is accountable to the Department of Finance and Administration.
- IV. This committee shall consist of the following members:

- a. Ex officio: the Historiographer (who shall also serve as committee chair); the Archivist, the Canon to the Ordinary for Administration, the Chancellor of the Diocese, and the Secretary of the Convention.
- b. Nine members appointed to the committee by the Bishop to serve three-year staggered terms. No members of the committee so appointed shall be eligible to serve more than two successive terms.

*(Adopted by Diocesan Council April 22, 2010; amended February 21, 2019)*

### **Chartered Committee on Remuneration and Insurance**

- I. The committee shall study the remuneration of clergy and make an annual recommendation to Diocesan Council for minimum clergy salaries and other remuneration in the Diocese.
- II. The committee shall make an annual recommendation to Diocesan Council for healthcare and other benefits to be provided to qualifying clergy and lay employees in the Diocese.
- III. The committee shall have oversight of all other Diocesan insurance and shall review such policies annually.
- IV. The committee is responsible to the Department of Finance and Administration of the Diocesan Council.
- V. The committee shall consist of the Chief Financial Officer of the Diocese and at least three members appointed by the Bishop. The Bishop shall appoint the chair.
- VI. The appointed members of the committee shall serve no more than two successive three-year terms unless specifically granted exemption by the Bishop.

*(Adopted by Diocesan Council December 16, 1999; amended February 19, 2000; amended 2006; rewritten and renamed April 21, 2022)*

### **Chartered Committee on Lifelong Learning**

*a/k/a Chartered Committee on Lifelong Christian Formation*

- I. The mission of this Committee is
  - A. To know God and to make God known.
  - B. To serve and strengthen the ministry of Christian Formation in our Diocese.
  - C. To support our congregations in the lifelong process of nurturing, forming, and equipping all members to carry out the ministry to which they are called through baptism.
- II. This Committee shall be accountable to the Department for Christian Formation.

*(Amended by Diocesan Council, April 22, 2010)*

### **Chartered Committee on Youth**

I. The purpose of the Chartered Committee on Youth is to maintain the quality of the youth programs in this diocese and to advocate for and initiate new and innovative programs for young people in the Diocese of North Carolina and throughout The Episcopal Church.

II. This committee shall be accountable to the Department of Youth and Young Adults, and shall encompass the entities formerly known as the DYC and the Happening Board. The separate entities shall cease to operate independently as of June, 2009, and the Diocesan Youth Missioner will be charged with incorporating members of both into the CCY for program years 2009-10 and 2010-11.

III. The number of members of this committee shall be determined as follows:

- The Youth Missioner will accept applications each spring for the upcoming program year, defined as June-May.
- Members will be chosen from the applicants, to include, as nearly as possible, five youth and one adult from each convocation of the diocese.
- Any convocation which does not fill its youth or adult positions will release those positions to the Youth Missioner to fill with applicants from other convocations.
- Other members of the Chartered Committee on Youth (CCY) will include the Diocesan Youth Missioner, the Assistant to the Diocesan Youth Minister, the Regional Youth Missioners, and the Happening Coordinator. Staff liaison will be the Canon to the Ordinary for Program and Pastoral Ministry. The whole body of the CCY will be responsible for planning and implementing programs for the youth of the Diocese of North Carolina, including but not limited to youth conferences, Happening, outreach opportunities, and mission trips.
- From the body of the CCY, a group of no more than 15 individuals (at least nine of whom will be youth) will be designated by the Diocesan Youth Missioner as the Covenant Committee of the CCY. This committee will function as a governing board, and hold the responsibility for the administration of the CCY, including matters of budget, rules, conduct, procedures, etc. The Covenant Committee will be expected to attend the Annual Convention.
- CCY members will be expected to reapply each spring.

IV. The Bishop shall annually designate the chair of the committee and appoint members to the committee as vacancies occur.

*(Adopted by Diocesan Council October 21, 1998; amended 2006; amended April 23, 2009)*

### **Missionary Resource Support Team: A Chartered Committee**

The Missionary Resource Support Team (MRST), a chartered committee of the Diocese of North Carolina, provides financial support to mission congregations, small parishes and newly established worshipping communities in the Diocese who are intentionally carrying out the mission of the Church, and that of the Diocese of North Carolina, in their unique ministry context.

MRST offers two grants to congregations in the Diocese of North Carolina. Our primary resource is the Salary Support Grant. Though typically offered for clergy salaries, this grant can also be used for lay salaries as well. This typically applies to small churches and mission congregations but also includes new ministry initiatives created in collaboration with existing congregations. MRST also offers one-time Seed Grants of up to \$7500 that can be allocated during the current calendar year for new ministries getting off the ground.

The Team is accountable to the Department of Congregational Support and Development.

The Team should number approximately twelve lay and clergy, appointed by the Bishop on recommendation from the Chair. The Chair is elected within the Team. Terms are three years with a maximum of two consecutive.

*(Adopted by Diocesan Council November 18, 2004; rewritten February 21, 2019)*



## Appendix A

### Diocesan Canon 15, Section 7

Structure and Organization of the Diocese. The Council Committee on the State of the Church shall keep the structure and organization of the Diocese under continuing study, shall review all chartered committees at least every five years to determine if they are viable, and shall, from time to time, make such recommendations to the Convention as it may find appropriate to enable the Diocese to fulfill its ministry.

## Appendix B

### Oversight of Chartered Committees by Departments of Council

<b>Chartered Committee</b>	<b>Department of Council</b>
Grants	Christian Formation
Lifelong Learning	
Hispanic Ministry	Congregational Support and Development
Missionary Resource Support Team	
History and Archives	Finance and Administration
Remuneration and Insurance	
Environmental Ministry	Outreach and Justice Ministries
Global Missions	
Campus and Young Adult Ministry	Youth and Young Adults
Youth	

Canon 16.7: “Accountability. Each chartered committee shall report at least annually to the Diocesan Council in such format and according to such schedule as the Council may prescribe.”

## Appendix C

### Chartered Committees of the past

- Chartered Committee on the Budget.
  - Council, its Departments, and Diocesan staff began to do this directly without using a separate apparatus.
- Chartered Committee on Communications.
- Chartered Committee on New Congregational Development.
- Chartered Committee on Ministry to Young Adults.
  - Merged into the Chartered Committee on Campus and Young Adult Ministry.
- Chartered Committee on Millennium Development Goals.
  - This body self-disbanded.
- Council of Advice to the School of Ministry, originally known as the Board of Directors for the School of Ministry.
  - This body self-disbanded, as reported by Ayliffe Mumford to the 200th Convention.
- Chartered Committee on Property Management.
  - Dissolved by Council in December 2018 after several years of inactivity.
- Chartered Committee on Christian Social Ministries.
- Chartered Committee on Congregational Support.
- Chartered Committee on Small Churches.
- Chartered Committee on Social Responsibility in Investments.
- Chartered Committee on Stewardship