

DIOCESAN COUNCIL
The Committee on the State of the Church

Situation as of November 2021

- 2021 began the Diocesan Year with determination and hope during the ongoing Pandemic. Diocesan Council continued its work of the implementation of the Five Priorities by adding the next step of a Mission Strategy [See Below].
- A joint retreat with Diocesan Council and Standing Committee was held in May where collaboration and developing a Mission Strategy using the Five Priority alignment was deemed not only possible but imperative.
- The Global pandemic continued to amend priorities for Council to address: how to safely conduct Council and Diocesan business and life, protocols for Convention and Parish Life and remembering God's presence every day and in everything.
- Yet the original focus remained clear and ever present, so actions were adapted to meet the new normal. Council continued its work by participating in the Visions study for a Missions Strategy with implementation ongoing. Council also participated in Racial Reconciliation training. The 2022 Fair Share Rate of 10.65% was maintained mainly due to COVID-19 challenges. And as always, the Diocesan Departments continued their efforts to integrate the Five Priorities with the upcoming Mission Strategy while serving their constituents. [See reports below.]

Highlighted Actions of Council

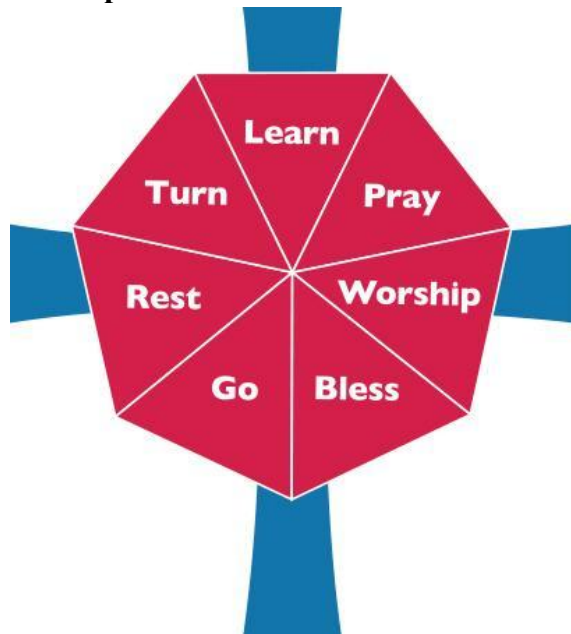
- Jan: The January meeting was moved to February 1st due to scheduling conflicts. New Council members were welcomed and assigned Departments to aid Council priorities. Bishop Rodman reported that the Memorandum of Understanding between the Trustees and St. Michael and All Angels is nearly complete. The MOU guarantees \$650,000 for the construction project which will facilitate a construction loan to complete the project. Council resolved that Convention Convocation meetings will occur via teleconference from February 1 to February 26, 2021.
- Feb: Despite the pandemic, work continues on the Mission Strategy. Diocese received a grant from The Episcopal Church for work with Historically Black Colleges. Council passed a resolution to exclude the Cares Act funds from the Fair Share Income for 2022 and 2023.
- Mar: 205th Convention was deemed as success as reported to Council. Diocesan position on full LGBTQ inclusion was affirmed.

- Apr: In-person worship is moving forward thankfully as the pandemic abates. Plans for reviewing the Mission Strategy with the joint retreat of Standing Committee and Council.
- May: May included both a joint Zoom retreat with Council and the Standing Committee. The joint retreat emphasized collaboration and implementation of the Mission Strategy. Council had a business meeting following the retreat. COVID-19 guidelines were updated. 2022 Fair Share stats show only a 2.55% decrease despite the Pandemic. Council consensus is to sign the MOU with St Michael and All Angels.
- Jun: Council celebrated Bishop Anne's 8th anniversary as Bishop. 206th Convention planning is proceeding and is expected to be in-person at Benton Center in Winston Salem. Minimum clergy salaries were approved by Council to increase by 1.3% for 2022. Rule III process was approved for 2021. Convention webinars concerning Mission and Ministry were approved. Grants proposed by the Mission Endowment Board were approved.
- Aug: Council adopts as ongoing policy that a percentage of the annual income of certain Diocesan funds be used to create a pool of funds e.g. "Sustainability Fund" to be available to congregations and missional initiatives for grants up to five years and request the "Participating Funds" contribute to said initiative and will establish a permanent body known as "Mission Funders" to oversee the efforts.
- Sep: Council approved the 2022 Mission and Ministry Budget draft. It will be presented at Convention for approval. Fair Share 2023 percentage was approved at 10.65%, unchanged. Council also approved the lease for the rectory at All Saints Warrenton. The MOU with St Michael and All Saints was reported signed.
- Oct: Mission Strategy updates were presented to Council and were enthusiastically received. The Mission Strategy will be presented at Convention. ASA statistics were presented and discussed, especially with regards to the Mission Strategy. 1000 Days of Life campaign exceeded its goal, raising over \$200,000. Updates on Rule III presented satisfactorily.

Adult Communicants in Good Standing in the Diocese

- 2017: 33,337
- 2018: 31,343 (including data clean-ups by some parishes)
- 2019: 31,272
- 2020: 30,769
- 2021: 30,061

Our Aspirations



Our Five Priorities

- Racial Reconciliation and Social Justice
- Congregational Vitality
- Formation
- Collaborations & Partnerships
- Creation Care

Developing a Mission Strategy: Areas of Articulation

- Theological Values
 - Gospel message needs to be connected to action – some embodied reality of what we are called to do and be. Mission Strategy should show us what beloved community can look like.
 - Wisdom and discernment, through listening, have taught us that building organically is biblically sound as well as practical. We harness the energy and the good work that has already begun by helping congregations and individuals see that what they are already doing is part of this effort. Also, we emphasize that we do not expect congregations to do all five but to pick one or two areas. Enter at any point (the labyrinth).
 - There is an inner and an outer dimension to this work.
 - It is OK to get started and then deal with the barriers that arise rather than anticipating all the barriers in advance. Jesus modeled this.
 - A new Diocesan Prayer for Mission will also be part of the work of this group.

- Infrastructure and Next Steps
 - How do we get to the plan to work? And who will be the “clerk of the works”?
 - Who will be minding the store as we carry out this work?
 - How much will it cost? How will we pay for it?
 - Do we need advisors from/for the different priorities? Would this be a board, a team, or individuals? How will the collaboration be coordinated? What will the timetable look like?
 - How will we track who is doing what?
 - How will we ensure the inclusion of a diversity of voices (including age groups)?
- Process Model for Parishes:
 - The Disciple articles can help with this. The groundwork is laid already. A tool kit could be created from this work. This is how we did it. This is what we learned.
 - There can be multiple points of adaptation to this process in the local congregation.

Organization of Council

Each Council Member is assigned to one Department [or State of the Church].

- Outreach & Justice Ministries.
- Christian Formation.
- Youth & Young Adults.
- Congregational Support & Development.
- Finance & Administration.
- State of the Church.

Outreach and Justice

- The Outreach and Justice Department of Council oversees and provides support to 11 committees and ministries that receive funding through the Diocesan budget or otherwise report to Council. Over the past 15 months, the phrase that best describes the work that all of these ministries has done is “effectively and nimbly pivoting to best serve in challenging times—and succeeding!” Examples of this abound:
 - The Augustine Literacy Project switching to virtual tutoring and continuing to serve students and train and deploy 40 new tutors to expand services all over the Diocese;
 - The Bishop’s Committee on Racial Justice and Reconciliation similarly continuing to roll out the Dismantling Racism Curriculum and a number of programs supporting racial justice, including two sessions with Waking Up White author Debby Irving, and the Rev. Dr. William Barber;

- o The Bishop's Committee on Jail and Prison Ministry finding ways to support jail and prison inmates in spite of not being able to visit, and supporting the development of transitional housing;
- o The Botswana Link Committee and the Costa Rica Companion Diocese Committee both shifting funding to strengthen in-country work, Botswana in support of St. Augustine's Theological School and Costa Rica in support of Obispo Gómez's priorities, since travel was not possible.
- o The Chartered Committee on Environmental Ministry contributing their expertise to the Creation Care section of the Mission Strategy, and funding a number of mini-grants to smaller parishes for projects to promote environmental stewardship;
- o The Chartered Committee on Global Mission awarded \$25,000 in 7 grants that serve congregations and ministries in 6 countries around the globe, and held an inaugural meeting of about 22 folk involved in global missions work as a prelude to further gatherings next year;
- o The Episcopal Farmworkers Ministry held clinics that provided 2,043 Covid vaccines, and supported other clinics that provided another 1,405 vaccines;
- o Episcopal Relief and Development blowing the 1,000 Days of Love Campaign goal of \$196,000 out of the water, raising \$215,686.07, and some additional donations are still coming in!
- o Galilee Ministries of East Charlotte offered Covid-safe classroom space for some of the most at-risk children from a neighborhood school, hosted clinics for refugees to receive Covid vaccines, and continued to offer huge numbers of take-out and home-delivered meals; and
- o The Deacon for Refugee Ministries has worked with a number of organizations to help prepare congregations to support the influx of Afghan refugees who are now arriving in this country.
- In short, all committees and organizations found creative ways to continue to serve, to meet the ever-changing needs of communities they walk with as partners in ministry and mission! Many thanks for their commitment and vision!

Youth and Young Adults

- This committee strives to provide opportunities for transformation and education of the youth in the diocese through various youth programs, including convention, youth weekends, on-line offerings, and Diocesan summer experiences.
- Accomplishments included:
 - o We paid registration fees to the Forma Conference that allowed 40 Children and Youth Leaders to attend, January 26-28.
 - o Bishops' Ball took place virtually this year.
 - o Provided two Confirmation Classes virtually.
 - o LBGTQ+ offering over 5 weeks for parents and grandparents.
 - o CCY Training @ St. Francis July 2-3.
 - o Virtual HUGS Camp July 11-15.

- o HUGS Camp for the Day, August 28 (80 attendees).
- o Episcopalooza, August 29.
- o Started a diocesan EYC for churches without youth leaders or churches in transition.
- o Provided 30 Safe Church Trainings on line with a total of 583 people in attendance.
- o Offered several Whole-hearted Parenting classes for parents.
- We have adapted by offering programs to include the leaders for Children's Formation, Youth Ministers, Youth and their parents. The Youth Department collaborated with the Chartered Committee for Lifelong Christian Formation (CCLCF) to offer an on-line training on how to "Provide Alternative Programming during the Pandemic". A Trello board was created to provide Resources for Formation and Youth leaders, as well as meeting with them online monthly.

Congregational Support

- With Bishop Sam's approval, the Congregational Support and Development Department did not meet this year; instead, the members worked as part of the Mission Strategy Team on the Support for Congregational Vitality Priority. Once the strategies for this priority are established, this Department will define its role in carrying out the strategies.

Finance and Administration

- Despite the continued impact of the Pandemic, 2021 Fair Share Revenue Receipts are strong compared to the 2021 Fair Share Budget.
- Council adopted and passed the 2022 Mission and Ministry Budget.
- Despite a 2.5% decline in total 2022 budgeted Mission and Ministry Fair Share Revenues compared to 2021, the Net Results is Break-even.
- 2022 Mission and Ministry Zoom Budget Webinars were held wherein key Departmental Programs and Goals were presented and discussed.
- 2022 Fair Share percentage remains the same as 2021, 10.65%.
- 2020 Audit Report indicates that the Financial Affairs of the Diocese are in Good Order.
- Expanded availability of Digital Reporting to enhance the reporting process.
- Availability of the Diocese Investment Report on the Diocesan Council Website. 2021 year-to-date return on investment performance, 8.56%.
- Staff continues to work from home using enhanced innovations due to the Coronavirus.
- Innovation and Adaptation Grants issued to Parishes were made possible by the North Carolina Episcopal Church Foundation
- Continued management of the application of PPP Grants for the Diocese and Parishes.
- Adopted an Operating Income Definition for 2021 and 2022 which exclude PPP Grant Proceeds, Adaptation and Innovation Grants from Fair Share Assessments.
- A new Sustainability Fund Body was established consisting of Mission Funders, an Interim Body, consisting of representatives from various parishes and The Chief

Financial Officer/Department of Finance. The Diocese Chief Financial Officer will implement the Funding Formula from contributions collected for the newly established Sustainability Fund and subsequently disburse grants approved by the Diocesan Council. In 2022 and beyond Sustainability Funding and awarded grants will be included in the Mission and Ministry Operating Budgets.

- Council adopted a 1.5% COLA increase for Clergy Minimum Salary starting January 1, 2022.

State of the Church

- The State of the Church Department continues to “study the long-range objectives of the Church’s work in the Diocese...and make specific recommendations” as to how we can hasten our call to become “Beloved Community.” Our driving initiative is the implementation of the Mission Strategy Plan which will guide our recommendations. By working with our leadership, we are confident that new revelations will surface that will allow us to collaborate for further implementation. The pandemic has limited our ability to further discern next steps, but we are committed to the support of our Five Priorities through the consideration of departmental restructuring and development of best practices, Convocational engagement best practices, and interpreting parochial reports in conjunction with Map-Dash. Ultimately, the State of the Church Department will encourage the beginning of a dialogue to consider the possibilities of vitalization at all Diocesan levels: Council, Standing Committee, Diocesan Staff, Convocation, and Parish. Through these deep-reaching evaluations and conversations, and through prayerful consideration and guidance, we remind ourselves that this is a “Mission Possible.”

CHANCELLOR

Greetings. This will be my last report as Chancellor. After serving since January of 2006, I have advised Bishop Sam that it is time for me to retire which I will do effectively at the upcoming Diocesan “virtual” convention. Bishop Sam has indicated that he intends to appoint my long-time Assistant Chancellor, Martin Brinkley, as my successor. The Diocese will be well served. Martin is the Dean of the Law School at UNC Chapel Hill, is an experienced Raleigh-based attorney and has served as Vice -Chancellor almost as long as I have served at Chancellor. So, here goes:

Coping with COVID. Much of my time spent in 2021 was in helping the Diocese and its parishes and missions figure out how to deal with COVID. This impacted churches primarily in their inability to have traditional Annual Parish Meetings (“APMs”) and, therefore elect vestry persons. The Diocesan Governance Team published some “work around” suggestions for that problem in July of 2020, but issues still arose.

The Drive In Convention. Many of the Canonical provisions that prevented traditional APMs and other in person meetings of Diocesan and church-based committees and organizations were rectified at the March 6, 2021 “Drive In Convention.” Practically the only business of that unusual event was the adoption of changes to Canons 33, 20 and 22 and the addition of Canon 1.1 to permit “virtual” Diocesan meetings (including conventions), virtual church gatherings (including APMs) and voting by “remote technologies.” In April I published Guidelines for the adoption of enabling bylaws by parishes and missions pursuant to mail-in ballots as permitted by Canons 20. Section 3 (a) (7) and 22. Section 1, (f). Kudos to John Talk, chairman of the Commission on Constitution and Canons, and the other members of CCC for crafting the much needed amendments.

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 Lee Hogewood (Christ Church, Raleigh) of the Raleigh office of the K&L Gates law firm to assist the Diocese with respect to BSA bankruptcy matters. Lee and his assistant, Emily Mather, have continued to monitor activity in the BSA bankruptcy case and provide helpful information to the Diocese and its churches. We are hopeful that case will resolve soon with an agreed plan of reorganization.

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 Steve 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 in

Raleigh continues to work closely with the Standing Committee and its approval of parish real estate conveyances as required by Canon 23.

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 rectors 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 fifteen churches and have two or three sets to review before my departure.

Other Matters. There are other matters which I have been involved with. These involve generally either actual or threatened litigation. I believe that it would be inappropriate to publish the details of these matters. Rest assured though that I do not operate alone with respect to these things. Bishop Sam and lawyers Mason and Brinkley are usually involved in the ongoing aspects of them as well as their conclusion.

I have greatly enjoyed my fifteen plus years of service to the Diocese as Chancellor. I have gotten to work with some great bishops, starting with Bishop Curry, followed by Bishop Ann and then Bishop Sam. I couldn't have done my work without diocesan staff persons like Marlene Weigert and her successor, Maria Gillespie, and the bishops' secretaries and "gate keepers." Same with the non-staff lay diocesan leaders like Joe Ferrell and Chuck Till. I will continue to be on call if needed but have entire confidence in Martin Brinkley and the assistants he will have.

GOD SPEED!

Edward L. Embree, III

CHAPLAINS TO RETIRED CLERGY, SPOUSES AND SURVIVING SPOUSES

Statement of Purpose

There are more retired clergy living in the Diocese of NC than any other diocese in the United States. The bishops with the Church Pension Group appoint chaplains to keep in touch with all retired clergy and spouses and surviving spouses. These chaplains report illnesses, hardships, and deaths to the bishops and offer a listening ear and friendship to the retired who have served the Church so well.

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

The association of retired has met by Zoom three times in the last 15 months. The chaplains have planned and led these meetings and are grateful for the presence of both bishops.

How has your committee, commission or board adapted during the COVID-19 pandemic, or how have you helped others to adapt?

Each chaplain has stayed in touch with the retired in his/her convocation by emails, phone calls, zoom, and cards. Some have made hospital visits.

We have also participated in The Church Pension Group's virtual meetings.

Submitted by
Connie Johnson

CHARTERED COMMITTEE FOR LIFELONG CHRISTIAN FORMATION

Statement of Purpose

The Chartered Committee for Lifelong Christian Formation aims to equip the people and parishes of North Carolina to engage with the Diocesan Priorities. Through collaboration with other diocesan committees and churches across the state, we hope to form disciples informed and transformed by Baptismal theology; encourage care for God's sacred creation; seek racial, social and environmental justice; and support vulnerable and under-resourced communities.

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

- We have advocated for a paid position, interviewed candidates and supported the hire of a new Missioner for Christian Formation.
- We have worked with the Mission Strategy Team to align our goals and strategies with those of the Diocese and to present those goals and strategies in a clear, concise yet dynamic way.
- We have produced and / or promoted programs to encourage lifelong Formation. These include (but are not limited to): Sacred Ground, Christian Essentials, Wholehearted Parenting, programs related to interfaith understanding with our Rabbi in Residence Raachel Jurovics, parenting programs related to childhood anxiety and COVID and a series on Death and Dying.
- We have collaborated with diocesan missioners and committees to strengthen each other's voices and programs and to deliver faith-informed Formation through a variety of mediums.
- We have reached out to vulnerable communities and small parishes to ensure they have needed support to continue and / or engage in programming during the pandemic.
- We have expanded our committee membership to more accurately reflect the diversity of this diocese.
- We have worked with the diocesan COVID Vaccination Task Force to encourage vaccination.

How has your committee, commission or board adapted during the COVID-19 pandemic, or how have you helped others to adapt?

- We have embraced virtual opportunities to provide Formation while being mindful of the sacred and often intimate nature of our work. We worked to make Zoom gatherings welcoming and respectful of differences.
- We have recognized that many churches do not have the resources to establish hybrid classrooms or produce unique programs. We have worked to provide inclusive diocesan programs so that all will be able to engage in meaningful Formation steeped in the Episcopal tradition.

- We have listened to the concerns and anxieties of parents, children, the aging, those who feel disconnected from the church, those who lack cutting-edge technology and those who are lonely. We have worked not only to provide programming but connection.
- We have supported the excellent work of diocesan staff, especially those in the Children and Youth office who have created interactive resources for young people across the state. Examples of these resources include "The Green, Growing Club" and "The All Saints Club," which were well-publicized and available free of charge.

Submitted by
Boykin Bell

CHARTERED COMMITTEE ON CAMPUS AND YOUNG ADULT MINISTRY

Statement of Purpose

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.

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

Our committee has continued to serve our campus/student committees while adjusting to the expanded geographical region in which our community resides. We have expanded our presence on HBCUs with full integration and funding available to North Carolina Central University. We also have started exploratory efforts for creating and maintaining a presence on 2 other HBCUs in the Greensboro-Winston Salem area.

Our growth at all of our campuses has emboldened us to think bigger as well as to consider collaboration opportunities amongst each other and with other Dioceses.

Mental Health has been a huge issue that we have had to contend with during the stress of COVID. In June/July, we offered all campus ministers a virtual self-paced renewal retreat to start the 2021-2022 school year off refreshed and revitalized.

As we look forward to next year to maintain our growth trajectory, we have taken a close look at our budgetary constraints and needs to move forward. We are working to align our budget allocations with our vision for the future of a more inclusive and equitable campus and young adult ministry program. This will only happen with the support of local parishes.

How has your committee, commission or board adapted during the COVID-19 pandemic, or how have you helped others to adapt?

The COVID-19 pandemic has challenged campus ministries in a unique way as our insular communities with clear geographical and seasonal understandings have to now contend with the growing number of distance learning opportunities and desire to continue meeting while on Summer Holiday. All of this is a blessing. By growing into virtual ministry, students that take gap years, study abroad, or are traveling for interviews and during the holidays. This has also lead to the increase in touch-points with students during non-traditional time and a continuation of our ministry during the Summer break. Our committee has had to adjust to the change in scope of Campus Ministry as we schedule meeting and look at budget reviews.

We are still slowly getting back up and running with in-person activities and services. However, we have a greater understanding of the impact we play in student's lives and their mental wellbeing beyond the spiritual.

Submitted by
Megan Carlson

COMMISSION ON CONSTITUTION AND CANONS (CORRECTED)

Statement of Purpose

The Commission on Constitution and Canons reviews the Constitution, Canons, and Rules of Order; proposes changes thereto; reviews changes thereto proposed by other entities and members of Convention; and publishes the certified edition thereof.

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

The Commission on the Constitution and Canons had a short but productive year since our 205th Annual Meeting. Most of our meetings were held telephonically and via email in which we developed a number of suggested changes to the Canons which we believe will continue to give flexibility to our operations (both diocesan and parochial) without jeopardizing either oversight or community. These suggested changes can be found elsewhere in this Journal.

During the course of this work we realized how dis-ordered the Canons had become. Thus we have set for ourselves a task over the coming year of re-ordering the Canons into what we believe will be a more useful format. We are not imagining propagating these changes until late next year. However if and when this re-ordering happens some parishes will need to update their by-laws to reflect the new ordering system. We will of course communicate these changes as soon as possible to enable you to make your plans.

Submitted by
Chuck Till

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 on behalf of the Diocese during the past 15 months?

EFWM has continued serving the immigrant families and farmworker communities in Eastern NC. Some of our main achievements for this year are:

- Distributed school supplies to over 1,500 children in the community
- Supported 7 students with computers and 4 students with college books
- Visited 105 migrant worker camps reaching 1,491 workers. Provided spiritual guidance, information about services and resources, and donations.
- Distributed approx 1,700 food allotments
- Helped 18 with home repairs
- Distributed 1,112 emergency kits
- Helped 89 clients apply for their citizenship, renew their residency, and get DACA
- Launched herb garden project with 23 women participating. 11 of them are forming a co-op
- Hosted 19 COVID vaccination events and administered 2213 shots
- Supported 14 vaccination events hosted by other organizations with a total of 1,405 shots administered
- Distributed \$339,500 in emergency funds to 659 families since the pandemic started
- Reached 4496 families through COVID community outreach
- Help 10 prayer group meetings with 2477 views on Facebook
- Organized 9 women-to-women classes with 3922 views on Facebook
- Completed 8 women circle gatherings with 18 participants each
- Facilitated 176 mental health appointments with 41 patients
- Provided information to 2,066 people through text alerts

How has your committee, commission or board adapted during the COVID-19 pandemic, or how have you helped others to adapt?

EFWM created a pandemic response program to distribute financial aid to families in need due to the pandemic, organized a community education program about COVID, and hosted vaccination events. We

suspended some services like ESL classes and summer trips for children. All of our events are done virtually or in person but observing security measures.

Submitted by
Lariza Garzon

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.
- 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 on behalf of the Diocese during the past 15 months?

During the academic year, all students and their faculty advisors gather for all-school Chapel services twice each week (on Mondays and Fridays). Boarding students and residential faculty members also gather on Sunday evenings for a less formal Vespers service. Daily messages are prepared and delivered by the Chaplain, other faculty members, guests from the community, and students. We were honored to welcome the Rev. Daniel Robayo, Diocesan Missioner for Latino/Hispanic Ministries, to the pulpit on October 19th, 2021.

The final Chapel service of the 2020-2021 academic year included the sacrament of Holy Baptism, as we welcomed student Mya Alyssa Nutt '23 into the fellowship of the baptized (on May 18th, 2021). Due to COVID-19 safety precautions and scheduling issues, we celebrated the only schoolwide Holy Eucharist of the 2020-2021 academic year on May 7th, 2021. With the start of the new school year in August 2021, we have moved into a rhythm of monthly schoolwide Eucharist Chapels (bread only, and outdoor distribution).

2021-2022 is also a Confirmation year at Saint Mary's, and Confirmation Classes began in early October, with four students enrolled. The Chaplain and Vestry members work together to plan and lead regular worship services, special seasonal observances like Advent Lessons and Carols and the Blessing of the Animals, formation and study opportunities, prayer groups, and more.

How has your committee, commission or board adapted during the COVID-19 pandemic, or how have you helped others to adapt?

During the 2020-2021 school year, our Chapel services were mostly virtual. The Chaplain and student worship leaders for any given day would be physically present in the worship space, and the services were live-streamed to classrooms and other gathering spaces around campus, where the rest of the students and faculty would watch in small groups. Under the guidance of the School's COVID-19 Task Force, the 2021-2022 academic year has seen us gathering as a full community in the Chapel building, with constant mandatory masking and no congregational singing. During the distribution of the sacrament on Eucharist days, students and faculty are dismissed pew by pew to walk out one set of Chapel doors, proceed to a communion station

(where the Chaplain and altar servers are waiting with the consecrated bread), and then re-enter the Chapel through the second set of doors and return to their pews. This procedure allows communicants to briefly remove their masks and consume the sacrament while they're outside, being sure to re-mask before going back inside the Chapel. The community does miss congregational singing, but members of the student Chorale sing hymns on everyone's behalf, and worshipping together in person has been joyful and restorative for Saint Mary's School!

Submitted by
The Rev. Maggie Stoddard

SAINTS AUGUSTINE'S CHAPEL AND SAINT AUGUSTINE'S UNIVERSITY

Statement of Purpose

Saint Augustine's Chapel seeks to support the mission of Saint Augustine's University, to sustain a learning community in which students can prepare academically, socially and spiritually for leadership in a complex, diverse and rapidly changing world. The focus of the work of Saint Augustine's Chapel, Dean, and Deacon, is geared towards forming members of the SAU community to become agents of liberation and love within the Saint Augustine's University community, the Southeast Raleigh neighborhood, state, nation and the world.

How has your committee, commission or board adapted during the COVID-19 pandemic, or how have you helped others to adapt?

COVID-19 has changed everything--it has intensified the spiritual needs of our campus and community, just as the murder of George Floyd has raised urgent questions and fueled anger about racial inequities in the US. We are striving to make the Chapel the center for storytelling, learning, recovery, and growth in Covid-time, and beyond. We have updated our technology to be able to live-stream services and formation programs, and developed an outdoor space and garden for Covid-safe gatherings. Our Historic Chapel at Saint Augustine's University is uniquely situated to address the three pandemics we now face: COVID-19, racism, and economic inequality. In order to help students, faculty and staff cope, and grow during a time of stunted communal life Chapel Scholars have hosted wellness events for the Saint Augustine's University community--Rest Workshop and Mini-Retreat, Gospel Zumba, and Midweek Mass and Meditation.

Submitted by
The Rev. Hershey Mallette Stephens

SECRETARY OF CONVENTION

The Secretary of Convention, a constitutional officer whose duties are prescribed by Canon 5, 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 deputies to General Convention.

Actions of the 205th Annual Convention

I compiled the Acts and the Journal of Proceedings of the 205th Annual Convention of the Diocese, and I communicated actions of the Convention to the necessary parties. I published the Constitution and Canons of the Diocese and the Rules of Order of Convention as amended by the 205th Annual Convention and as corrected by the Commission on Constitution and Canons; see Exhibit B hereto.

Diocesan Council

As secretary of Diocesan Council, I scheduled, prepared the agenda, oversaw logistics, attended, and wrote minutes for eight meetings since the 205th Annual Convention. 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 2021.

The Episcopal Church

I forwarded the Journal of the 205th Annual Convention to the Archives of The Episcopal Church.

Organizing of the 206th Annual Convention

I gave formal notices of the 206th 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 2021, 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.

Change in Status of Churches

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

Statistical Analysis

I commented upon the statistics of the Diocese and certain parishes and missions to the Bishop Diocesan and Standing Committee.

Reports of Diocesan Institutions

I solicited reports from 47 officers, commissions, committees, appointees, and entities of or related to the Diocese for inclusion in the Journal of the 206th Annual Convention.

Canon 18 and Rule III Reports

I communicated with 14 parishes and missions with respect to incomplete, late, or missing parochial reports, audits, and payments of Fair Share. See Exhibit A hereto.

Charles L. Till
Secretary of Convention

Exhibit A to the Report of the Secretary of Convention

Canon 18 Report

Article IX.7 of the Constitution of the Diocese and Canon 18.4 require the Secretary to strike from the voting rolls of Convention the lay delegates of and members of the clergy assigned to any parish or mission 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.

One church did not pay its Fair Share in full prior to the canonical deadline:

Mooresville, St James.

Accordingly, its lay delegates and clergy cannot vote at the 206th Annual Convention. This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

Parishes and missions should note that Canons 21.4(h) and 20.6(g), respectively, require payment of Fair Share to maintain union with Convention. Parishes should also note that Canon 18.4 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

Rule of Order III of Convention, as rewritten by Act 2019-6, applies to 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”. For the avoidance of doubt, these requirements do apply to churches with interim clergy or no clergy.

Pursuant to the process defined by Rule III, the Secretary notified the following parishes and missions that both their clergy and lay delegates would be deprived of vote at the 206th Annual Convention unless they were to apply to Diocesan Council for waivers of Rule III and Diocesan Council were to grant such waivers:

Battleboro, St John – no audit.
Durham, El Buen Pastor – no parochial report.
Greensboro, Holy Trinity – no audit.
Greensboro, St Barnabas – non-timely audit.
Greensboro, Redeemer – non-timely parochial report.
Halifax, St Mark – no audit and no parochial report.
Louisburg, St Matthias – no audit.
Mooresville, St James – non-timely parochial report and no audit.
Ridgeway, Good Shepherd – non-timely audit.
Rocky Mount, Good Shepherd – no audit.

Salisbury, St Paul – non-timely parochial report.

On October 21, 2021, Diocesan Council granted waivers to:

Durham, El Buen Pastor.
Greensboro, Holy Trinity.
Greensboro, St Barnabas.
Greensboro, Redeemer.
Ridgeway, Good Shepherd.
Rocky Mount, Good Shepherd.

Diocesan Council did not decline any application for a waiver.

The following parishes and missions did not apply for a waiver. Accordingly, their lay delegates and clergy cannot vote at the 206th Annual Convention:

Battleboro, St John.
Halifax, St Mark.
Louisburg, St Matthias.
Mooresville, St James.
Salisbury, St Paul.

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

Exhibit B to the Report of the Secretary of Convention

Canon 12.2(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 May 27, 2021 the Commission certified changes to the Constitution and Canons made by the 205th Annual Convention: Act 2021-1 amended the Constitution to clarify the qualifications to serve on the Standing Committee, Act 2021-3 added Canon 4.1 on Continuation in Office, Act 2021-4 amended Canon 33, Act 2021-5 added Canon 1.1 on Conduct of Annual or Special Conventions by Remote Technology, Act 2021-6 amended Canon 20, Act 2021-7 amended Canon 22, and Act 2021-8 added Supplemental Rules of Order for Use of Teleconferencing at a Convention.

The Commission also undertook the following technical corrections:

1. In Canon 17, a reference to “January 1st” was changed to “January 1”.
2. In Canon 18.3(b), a reference to “July 15th” was changed to “July 15”.
3. Throughout the Canons, references to “by-laws” were changed to “bylaws”.
4. In Canon 28 a reference to “Thompson Children’s Home, Inc.” was changed to “Thompson Child and Family Focus”. (In 2005 the entity had changed its legal name by filing a document with the North Carolina Secretary of State.)

TRUSTEES

Statement of Purpose

The Trustees hold title to all real and tangible personal property of the Diocese not held by a parish or corporation and deal with property matters as they arise. The Trustees also oversee the work of the Investment Committee with respect to trust funds held by the Diocese for its own benefit or for the benefit of others.

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

The Trustees of the Diocese, comprised of the Bishop and six additional persons elected by the Convention upon nomination of the Bishop, carried out their duties as set forth in Canon 10.

The Trustees hold up to four regularly scheduled meetings during the calendar year.

At its December, 2020, meeting, which was attended by Wade Gresham, Treasurer, and representatives of the Investment Committee and Sterling Capital, the investment manager of the Common Trust Fund, the Trustees reviewed the investment performance of the Fund and approved distributions from the Common Trust Fund to be made at a 4% rate for 2020.

In 2021, the Trustees received reports and acted on various real estate related matters, including the sale or lease of various properties, and potential uses for the unoccupied portions of Diocesan House.

Submitted by
Steve Mason