

STANDING COMMITTEE  
STATE OF THE CHURCH

**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, Christian spiritual formation, 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.

**PERSONS IN THE ORDINATION PROCESS**

**Consent of Candidacy (Vocational Diaconate)**

November 16, 2020

Joe Dzugan  
Kristen Edrington  
Maureen Flack  
Pamela Hanes

July 19, 2021

Valerie Colbert

**Consent of Candidacy (Transitional Diaconate)**

March 15, 2021

Sadie Koppelberger (pending CPE completion)

April 19, 2021

Angela Compton-Nelson  
Mawethu Ncaca  
Alice Grant  
Sarah Diener-Schlitt

**EPISCOPAL CONSENTS (INCLUDING NOVEMBER-DECEMBER 2020)**

October 29, 2020

Consented to the election of the Rev. Paul-Gordan Chander, Bishop, Diocese of Wyoming

February 10, 2021

Consented to the election of the Rev. Paula Clark, Bishop, Diocese of Chicago

August 17, 2021

Consented to the election of the Rev. Ketien Solak, Bishop, Diocese of Pittsburgh

September 21, 2021

Consented to the election of the Rev. Betsy Monnt, Bishop, Diocese of Iowa

October 18, 2021

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

#### CONSENTS TO REAL ESTATE TRANSACTIONS (INCLUDING NOVEMBER-DECEMBER 2020)

November 16, 2020

##### **Grace Church, Lexington - sale of house and lot to Habitat for Humanity**

RESOLVED, upon resolution of the Vestry of Grace Episcopal Church Lexington, North Carolina, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of a single story residential structure with an unfinished interior, located at 17 East 5th Avenue, Lexington, North Carolina, for a price of \$100,000.00, 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 Grace Episcopal Church Lexington, North Carolina to sell the land consisting a single story residential structure with an unfinished interior, located at 17 East 5th Avenue, Lexington, North Carolina for a price of \$100,000.00, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2.

November 16, 2020

##### **St. Stephens, Oxford - Sale of portion of the property, survey in process**

RESOLVED, upon resolution of the Vestry of St. Stephen's Episcopal Church, Oxford, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of land consisting of 20 feet on the back of the lot on which their rectory sits, generally located at 302 College Street, Oxford, North Carolina, for a price of \$10,000.00, 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. Stephen's Episcopal Church, Oxford to sell the land consisting of 20 feet on the back of the loton which the rectory sits, generally located at 302 College Street, Oxford, North Carolina for a price of \$10,000.00, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2.

January 25, 2021

##### **St. Paul's, Cary - Mortgage Refinance**

RESOLVED, that the Parish of St. Paul's of Cary, Diocese of North Carolina (the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interests to borrow the sum of \$1,700,000 (the "Loan") from BB&T now Truist [name of lending institution]

(the “Lender”) at an interest rate of 3.1% per annum, such Loan to be repaid in 120 monthly installments (it is anticipated that as the final capital campaign pledges are received, this loan will be significantly paid down and that the monthly payments will then be adjusted) with the final such installment due and payable in January, 2031 [insert maturity date]. 11 The Loan shall be secured by a [deed of trust] to BB&T now Truist, as trustee, in favor of the Lender on the Real Property known and described as: tax parcel ID 0090528 and ID 0075684 (real property located at 221 Union Street, Cary, NC 27511) [insert description of property] (the “Property”).

FURTHER RESOLVED, that the proceeds of the Loan shall be used to [insert proposed uses such as “make necessary repairs to the Parish house,” etc.]: refinance existing mortgage and complete additions and renovations to the Education Building and Parish Hall, as underwritten by the church’s Welcoming Christ Capital Campaign.

FURTHER RESOLVED, that the schedule and source of repayment of the Loan are as follows [describe schedule and source of repayment, including any pledges received thus far or capital campaign undertaken or to be undertaken]: pending capital campaign pledge payments, annual pledge payments and excess operating cash.

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.

June 21, 2021

**St Michael and All Angels, Charlotte Construction Loan**

The Standing Committee supports the Memorandum of Understanding between the Trustees of the Diocese and St. Michael and All Angels Church, Charlotte

July 13, 2021

**St. Mark's, Raleigh - Lease of space to school**

Parish: RESOLVED, that the Parish of St. Mark's Raleigh, Diocese of North Carolina (the “Parish”), acting through its duly elected vestry, does hereby determine that it is in its best interests to lease the Real Property known and described as the Community Life Center, for a consideration of \$1,200 per month and a term of 1 year, to The Unity School, and, in connection with such determination, does find that the property is not used by the Parish during the week and is not needed for the Parish’s contemplated operations in the future.

FURTHER RESOLVED, that the vestry believes that the rent and other provisions of the lease are fair and adequate on the basis of preparation and review of the lease by members of the parish who are attorneys.

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.

July 27, 2021

**St. Paul's, Smithfield-Sale of rectory**

RESOLVED, that the Parish of St. Paul's, Smithfield, 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 the Rectory, located at 719 South First Street in Smithfield, also described as Lots 49-51 Grantham Acres, for a consideration of \$180,000, less usual costs of sale, and, in connection with such determination, does find that the property is not used by the Parish and is not needed for the Parish's contemplated operations in the future.

FURTHER RESOLVED, that the net proceeds from the sale of the property shall be used to establish the St. Paul's Legacy Fund Endowment.

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 is 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. Approved by the Vestry of St. Paul's on the twenty-fifth day of May, 2021. Certified by the Clerk of the Vestry on the twenty-fifth day of May, 2021.

August 11, 2021

**All Saints' Concord - Lease of space to Lockhart Child Development Center**

August 11, 2021

**St. Martin's, Charlotte - Construction loan (line of credit) between St. Martin's and South State Bank for \$750,000**

September 20, 2021

**St Patrick's, Mooresville - Sewer easement**

RESOLVED, that the Parish of St. Patrick's, Mooresville, Diocese of North Carolina(the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interests to grant to Nest Communities, LLC(the "Grantee") a 30' wide Sewer Easement in perpetuity encumbering the Real Property known and described as the land parcel located at 164 Fairview Rd, Mooresville, NC (the "Property"), in consideration of permanent access to the Sewer Easement, and a 50' Deeded Road Access (approximately 0.32 acres) in perpetuity. Further, the Parish agrees to provide the Grantee a Deeded Tree Save/Open Space of equal size to the Road Access (approximately 0.32 acres) containing a blanket sewer easement for the Parish across the Tree Save/Open Space. In connection with such determination, the Parish does find that the aforementioned arrangement will enhance the Property. The Grantee does not have the power of eminent domain.

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.

September 20, 2021

**Christ Church, Milton, NC - Right of first refusal for sale**

RESOLVED, the Trustees of the Episcopal Diocese of North Carolina, acting on behalf of the Diocese, pursuant to a Release of Right of First Refusal intend to release the right of first refusal to purchase the property generally located at 11928 Academy Street, Milton, North Carolina 27305 (the "Property") as more fully described in that certain Deed dated as of February 2, 1977, and recorded in Book 185, Page 434, Caswell County Registry, 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 Trustees of the Episcopal Diocese of North Carolina to release the right of first refusal to purchase the Property, pursuant to a Release of Right of First Refusal, executed as provided in Canon 10, Section 2.

September 20, 2021

**All Saints', Warrenton - Lease of rectory**

RESOLVED, that Diocesan Council of the Diocese of North Carolina ("Council") does hereby determine that it is in the best interests of the Diocese to lease the Real Property known and described as All Saints Episcopal Church Rectory, 203 West Franklin Street, Warrenton, North Carolina in Warren County, North Carolina (the "Leased Premises") for a consideration of \$7,200.00 per annum and a term of twelve (12) months, to The Living and Learning Youth Center a nonprofit and, in connection with such determination, does find that the property is not

in use by the Diocese or any entity thereof and is not needed for the Diocese's contemplated operations in the future.

FURTHER RESOLVED, that the net proceeds from the lease of the property shall be used for maintenance, repairs, and insurance of the Leased Premises, with any net proceeds in excess of such purposes to be allocated to the Bishop Delany Fund of the Diocese or such other fund for outreach ministry for the benefit of Historically Black Congregations, Council may determine;

FURTHER RESOLVED, that Council believes that the rent and other provisions of the lease are fair and adequate on the basis that the Chief Financial Officer of the Diocese finds the rent to be commensurate with comparable transactions as adjusted for the particulars of the Leased Premises;

FURTHER RESOLVED, that Council hereby requests the Standing Committee of the Diocese to advise and consent to the Ecclesiastical Authority of the Diocese as to this proposed transaction; and

FURTHER RESOLVED, that the Trustees of the Diocese be, and each of them hereby is, authorized and directed to seek, as provided by the Canons of the Diocese: (i) the 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, and (ii) the concurrence of the Trustees of the Diocese.

The Standing Committee's approval of advice and consent to the Bishop Diocesan to form a special mission of the historic All Saints Church, in Warrenton, NC, for the next three years, until May 1, 2024 to allow the All Saints Committee to develop plans for the use and historic preservation of this property, as well as to apply for funding within and beyond the Diocese of North Carolina.

## BECOMING BELOVED COMMUNITY/ANTI-WHITE SUPREMACY

The Standing Committee has committed to address systemic racism within the committee and the diocese during 2021. 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 anti-white supremacy work in opening the access to power structures, unequal distribution of funds, and worship.

March 15, 2021

**Anti-White Supremacy Impact on Worship-The Rev. Jemonde Taylor**

Worship and liturgy can do more to reinscribe racism than disrupt racism. Worship disrupters are ways to more fully live into the beloved community.

Scripture

Recognize that the racialized history of how the dualistic nature of scripture continues to serve as a vehicle for racism. Light imagery in scripture means something is positive/good which equates

to white or European. Dark imagery in scripture means something is negative/bad which equates to black or African.

1. Lift up positive examples of blackness or darkness in scripture.
2. Mandate that Exodus 20 (The Ten Commandments) be read in its entirety the two times it occurs in the lectionary cycle, emphasizing Exodus 20:21 when Moses withdrew to the thick darkness where God was.
3. Give negative examples of light or whiteness in scripture such as “white as snow” as being associated with leprosy or the blinding light of St. Paul on the Damascene Road.
4. Make resources available for study (book list, article list, etc.)

### Communion

Bleached white host is the Communion standard in churches

1. Our bishops can send each congregation a sleeve of whole wheat wafers with an explanation encouraging them to shift to this or to use darker bread.
2. Encourage congregations to make their own Communion bread noting that most recipes do not call for bleached flour.

### Christian Formation

1. Encourage congregations to investigate the diversity of images on the Christian formation materials.
2. Encourage congregations to assess the diversity of images throughout the church (stained glass windows, icons, pamphlets, literature, nurseries, etc.)
3. What reading material and resources are listed or posted in the church?

### Music

1. Examine the lyrics and imagery used in music. Are all the images of light positive and the images of dark negative?
  - a. I want to walk as a child of the light-“In Him there is no darkness at all.”
2. Include more music with positive images of darkness and God
  - a. Hymnal 1982 #702- Lord, thou hast searched me and dost know
3. Diversify service music
  - a. The Cochran Mass based on African American spirituals and composed by a priest from the Diocese of NC
4. Consider having a banned hymn list

### Diocesan Worship Services

1. Encourage our bishops to implement this plan in Bishop’s Commission on Liturgy
2. Have a checklist that highlights blind spots in diocesan worship services (convention, clergy retreat, clergy day, renewal of vows)

## OTHER ACTIONS

### May 17, 2021

Adoption of the Standing Committee Collect

Gracious God, just ruler of all. We come to you seeking wisdom and guidance as we prayerfully discern that which we are called to do as members of the Standing Committee. We ask that you grant us open minds and hearts as we strive to be good stewards of the faith bestowed upon us. Through Jesus Christ our Savior, who lives and reigns with You in the unity of the Holy Spirit, one God, now and forever. Amen.

### July 19, 2021

The Standing Committee passed a resolution that anti-racism training be required for all persons serving on the COM-P and COM-D ( or to complete the training as soon as possible after election).

The Standing Committee recommends that nominees to positions elected by diocesan convention be encouraged to list any training or qualifications associated with becoming beloved community in their nomination form.

### September 20, 2021

The Standing Committee passed a resolution that Constitutions and Canons amend Canon 20 to include non-traditional missional communities.

### October 18, 2021

The Standing Committee voted to fill the vacancy in the Class of 2022 with the Rev. Javier Almendarez Bautista.

The Standing Committee mourned the loss of the Rev. Habacuc Ramon Huerta from his unexpected death. The Committee made a monetary contribution to El Buen Pastor, Durham in memory of the Rev. Huerta.

## BISHOP'S COMMITTEE ON AFFORDABLE HOUSING

### **Statement of Purpose**

To serve God's children through partnerships with organizations in each community to promote housing that is fair, safe, and affordable, sharing practical resources, opportunities for advocacy, and educational programs in churches about complex issues including systemic racism, and inspirational stories of housing ministries.

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

We are required to report annually to Convention on our work identifying the ministries, partnerships and opportunities for congregational and convocational engagement. The committee created a guidebook, posted on the Diocesan website, for churches discerning God's call to housing ministry with examples and contacts for churches to get more detailed direction and ask the question "how did you do that?". We created a companion video with testimonies of participants in several representative housing ministries and a message from the Governor, which is available on episdiionc.org. We prepared advocacy talking points on proposed public investments in affordable housing and urged contact with elected representatives. We shared strategies for addressing complex issues such as rapidly rising housing costs; COVID-related challenges faced by rental owners, tenants, homeless shelters, and unhoused people; churches with unused buildings and land; the role of racism in the displacement of people in poverty; and supportive housing for people struggling with mental illness, addiction and isolation. We developed educational materials and have created a speaker's bureau to offer presentations and facilitation of discussions with outreach commissions, adult forums, and other interested groups. We prepared information on how to promote housing for the readers of PLEASE NOTE and episdiionc.org.

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

All of our committee work has been on zoom and email because we began work after the shutdowns of COVID and the wide geographical area represented by our group that makes travel prohibitive. While affordable housing has always been a web of complicated problems, the challenges faced by our unhoused and housing-insecure neighbors have been exacerbated by the pandemic, and we have worked creatively to help our communities address these needs.

Submitted by  
The Rev. Beth McKee-Huger

## BISHOP'S COMMITTEE ON LITURGY AND 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 on behalf of the Diocese during the past 15 months?**

I have only recently become chair of this committee. Since becoming chair we have planned and celebrated the ordination of 4 candidates to the transitional diaconate, we have provided resources for congregations to mark the 20th anniversary of the September 11th attacks, and we are in the planning stages for 4 ordinations to the priesthood in December and an ordination to the diaconate in January.

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

At times, the liturgical committee and its members have advised and brainstormed with our bishops regarding thoughtful liturgical changes to congregational liturgies in response to the pandemic. We have also had to be creative while finding ways to celebrate ordinations and diocesan liturgies both virtually and in person.

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 on behalf of the Diocese during the past 15 months?**

The Pastoral Response Team met as a group four times in this period, usually with diocesan staff, to strengthen understanding of our mission and build relationships in the group. We have reflected on the pastoral needs of parishes, clergy and lay leaders, especially with regard to the changes due to the pandemic. We have provided direct support for individuals involved in different Title IV processes. We have dialogued with the diocesan staff about proactive pastoral support for clergy and lay leaders. Further, we have been informally involved in consultation with parishes undergoing significant change and stress. At two times during this period has the PRT as a whole been mobilized to provide pastoral care, with the Bishops and the Diocesan staff, in parish-wide meetings at parishes undergoing significant challenge or the death of a rector.

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

Some of our meetings have been moved to Zoom, while others have been in person, or hybrid. A main focus of our conversations at our PRT meetings has been our concern about the stress and traumatic experiences that clergy, lay-leaders and parishes have endured in the pandemic and from political polarization and disruption. Further, we have engaged with clergy and lay leaders and vestries through Zoom.

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 ministering 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 community.

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

During the past 15 months the Bishop's Committee on Prison Ministry has provided material support to prisons and jails within the diocese through parish participation in drives for health and hygiene items that were donated for the care of incarcerated men and women. The committee has also provided monetary support for the work of the Interfaith Prison Ministry for Women (IPMW) as they provided "Hope Bags" of essential items for women transitioning from the Raleigh women's prison back to society. Monetary support was also provided to Yokefellows Ministry to assist with their video check-in program to aid men transitioning from prison to society.

Additionally, Committee Chair David Stanford has been instrumental in the location, fundraising, and acquisition of a house in Hillsborough NC that is now serving as temporary residence for men transitioning from the Orange County Correctional Center back into society.

Other committee members have provided one on one personal support for friends that are transition from prison, primarily with transportation and healthcare needs.

Realizing the need for the committee to become more balanced and diverse in its representation and activities throughout the entire diocese (currently most of the activity is occurring in the Triangle and Triad areas). The committee has taken an active role in seeking out potential members from other parts of the diocese as well as seeking input at meetings from justice involved individuals. It is our feeling that having justice involved individuals at meetings will serve to give a deeper understanding of the challenges of incarceration and reentry.

Select committee members continue to participate in the NC Bail Reform Working Group's monthly meetings to contribute what they can to the discussion, and to keep abreast of developments in the area of cash bail reform.

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

Given the continued uncertainty around in-person prison and jail ministry (currently there is still no in-person volunteer ministry allowed in our states prisons and jails). The Bishop's committee on Prison Ministry has pivoted to focus on supporting men and women reentering society from

the prison system. We are continuing to provide support in hands on ways through mentoring and walking with others as we can, ever mindful of our own personal safety and that of those we walk with.

Quarterly meetings of the Bishop's Committee on Prison Ministry have (with the exception of our 3rd quarter 2021 meeting) been via zoom video conference.

Moving forward the Bishop's Committee on Prison Ministry will continue to remain active in drives for food and health and hygiene items for those still incarcerated within the diocese. We will also continue to support chaplains and others providing pastoral care and working to create a positive environment for mental and physical well being within the jails and prisons of the diocese.

Submitted by  
M.A. Davidson

## BOARD OF EXAMINING CHAPLAINS

### **Statement of Purpose**

In 2021, 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 work has your committee, commission or board done on behalf of the Diocese during the past 15 months?**

The Board of Examining Chaplains has received evaluations of performance on the General Ordination Exams by folks in the ordination process in this diocese and made recommendations to the diocesan Commission on Ministry and to Bishop Sam Rodman in response to those evaluations. The Board has also advised the Commission on Ministry and Bishop Rodman about the state of readiness for ordination for folks with theological educations in other Christian traditions who were seeking ordination in the Episcopal Church.

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

We have held all our meetings and other communications exclusively via email or Zoom.

Submitted by  
John N. Wall

## BOTSWANA COMPANION LINK COMMITTEE

### **Statement of Purpose**

The mission of this Committee is to work to sustain and strengthen the companion relationship between the Diocese of North Carolina and the Anglican Diocese of Botswana via pilgrimages and other means of increasing the bonds of friendship between our two dioceses. The Committee also develops budget requests, to be submitted yearly to Diocesan Council, for support of the work being done by our brothers and sisters in Botswana, and especially to support the fledgling St. Augustine Theological School. The Committee also monitors those expenditures.

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

In spite of the pandemic making it impossible for us to travel to Botswana, or for any Batswana to travel to North Carolina, we have been in regular conversation with our friends in Botswana to assess how they are coping with the spread of the virus in their country. We have also financially supported the accreditation process for the St. Augustine Theological School (SATS), which provides training for those in the ordination process as well as for lay ministers. We have also worked closely with the SATS administration to improve their computer technology so that they may offer better training remotely, given that for many months the country has been in lock-down and travel to the school from certain areas of the country prohibited by government authorities. Once the School's technology has been improved and expanded, we will be able to provide teachers for the students via online courses so that expanded teaching will be provided in spite of prohibitions imposed on travel during this pandemic. Two members of our Committee, Professors Fred Horton and Leon Spencer, are planning virtual courses to offer soon. The stipends of all priests in the Diocese of Botswana are paid by the Diocese, and with the churches closed for many months, no parish was sending any financial support to the Diocese. So we have sent some emergency funds so that our clergy colleagues were able to receive their full stipends. All of these activities serve to strengthen our bonds of friendship.

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

We have not met in person since early 2020, but we have continued to meet quarterly via Zoom, and we have also talked via Zoom and email with the Chair of the Companion Link Committee in Botswana, Father James Amanze., as well as with Bishop Metlha.

Submitted by  
The Rev. Miriam Saxon

## 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 on behalf of the Diocese during the past 15 months?**

Areas of concentration of the committee over the last several years include but are not limited to energy efficiency in parish facilities, advocacy for local food, carbon farming, composting, theological justifications for Environmental Ministry, climate change, and conservation of water. In 2021, we have continued the Diocesan "Green Tips" initiative, which was begun in 2018. The tips are circulated via social media and provide simple ways that individuals and congregations can "green" their daily lives. The complete list of tips is available on the Diocesan web site. In January 2019, we began a monthly Reflection series as a companion to and extension of the Green Tips initiative in order to "go deeper" on topics important to Environmental Ministry. These reflections are published as blog posts through Diocesan Communications. The consistency of published reflections has paused in 2021, but we hope to once again resume this program. Our committee also supports initiatives through our connection with North Carolina Interfaith Power and Light as well as parish initiatives such as Becoming the Good Soil Project and Zero Waste Church, which are a part of the ministry at Church of the Nativity in Raleigh. We have also collaborated with national religious environmental organizations such as GreenFaith.

Much of our work in 2021 has focused around the planning of a Creation Care mission strategy that is one of the five mission priorities for the Diocese's Mission Strategy. The following six goals were identified for the Creation Care mission strategy:

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

Building upon as well as expanding on previous ministry work in these areas, we have made a great deal of progress toward results in each of these goals thus far this year. Examples in each of the six goals include but are not limited to the following:

1. Becoming Deeper Green Churches

We have been in conversation with The Center for Religion and Environment at Sewanee to collaborate on education resources as well as consultation resources for congregations

needing help getting started with and completing environmental ministry projects.

2. Creation Care and Racial Justice

We supported St. Ambrose Raleigh's 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.

3. Climate stabilization through emissions reductions

Thus far in 2021, two new congregations in our Diocese have selected a provider and are moving forward with the implementation of solar panels. We have also worked with several other congregations in the Diocese who are in the exploration phase of solar implementation, providing information and advice on pertinent matters such as the Duke Energy solar rebate for non-profits as well as the available solar providers in North Carolina. Additionally, we have continued partnering with North Carolina Interfaith Power and Light to promote NCIPL's program offering free energy assessments for religious congregations.

4. Restore earth using natural systems

In addition to promoting the Zero Waste Church program for congregational implementation, we have advocated for public policy aimed at protecting our agricultural soils and promoted programs aimed at protecting native plants. Carl Sigel, one of our committee members, has written two bills addressing composting and sustaining our state's soil resources that are under consideration in the North Carolina General Assembly.

5. Engage in Environmental Advocacy

We have advocated for policy at the local, state, and national levels aimed at promoting sustainable futures through infrastructure, renewable energy, and protection of American workers. We have also formed a collaboration with the Bishop's Council of Advice on Public Policy (CAPP) to discuss and promote matters of public policy within our Diocese.

6. Points of intersection with other diocesan priorities

We have either been or will be in contact with leaders for each of the Diocese's other four priorities (Racial and Social Justice, Congregational Support, Formation, and Collaboration and Partnerships). Through conversation and collaboration, we are beginning the process of coordinating ministries so that Creation Care can work with others in the Diocese in common mission as we all work toward building and sustaining Beloved Community.

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.

Our members also frequently promote the work of Environmental Ministry through talks at education forums throughout the Diocese, and we welcomed Laura Combs, Business Development Director for Eagle Solar and Light, to present a webinar during a weekly Diocesan leadership call on the benefits of implementing solar technology for congregations.

We are working to build relationships and partnerships with other local and regional faith groups such as but not limited to Greenfaith, World Resources Institute, Province IV/V EM, NC Council of Churches, Interfaith Creation Care of the Triangle, Orange-Chatham Interfaith Care for Creation, Creation Care Alliance of western NC, and Conversations on Creation Care. We also recognize and encourage faith communities to be involved with and support appropriate public policy.

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

All of our meetings are now conducted online through Zoom. Our small green grant program has received additional focus since the onset of COVID-19, and we believe that this is an effective way to continue to promote Environmental Ministries during the pandemic as well as a means to assist congregations/ministries in our Diocese who are interested in implementing Environmental Ministry projects but may not have the financial means to do so. Furthermore, since demand for grant funds has exceeded the amount of funds we have available in the past, we feel that this allocation is appropriate and timely.

Additionally, several members of our committee have engaged in online outreach and consultation to support environmental ministry projects in our Diocese. An example of this is our initiative to promote solar as we have provided connections with state solar providers as well as additional resources including grant programs to help support congregations considering implementing solar technology. We are now aware of five congregations in our Diocese who have installed solar panels on church facilities, and we have several more congregations either beginning or strongly considering this process.

Submitted by  
The Rev. David McDuffie

## CHARTERED COMMITTEE ON GLOBAL MISSION

### **Statement of Purpose**

Global Mission's charter calls for the Committee to provide "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." In practice we seek to encourage congregational engagement, empower companion diocese committees to carry out their ministries with Costa Rica and Botswana, and provide grants to address human need and advance relationships between parishes in the Diocese and global projects.

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

The Chartered Committee on Global Mission has been looking toward more than grant-making activities this past year. We have begun a process by which we seek to encourage congregations to reflect more deeply about the theology of mission, to engage more broadly in global mission, and to look toward building relationships as well as funding projects in global mission.

Toward that end, in September assembled a small group of those in our Diocese who have engaged in the past and/or are now engaged in global mission endeavors. We named those global bonds and celebrated them, and then, with the guidance of Bishop Rodman and Bishop Hodges-Copple, we reflected upon our vision for global mission and considered next steps, for 2022 and beyond, in a manner that engages us with the evolving theology of mission under wide discussion in the Anglican Communion.

The Committee honors the work the two companion relationship committees with Costa Rica and Botswana – technically subcommittees of the Global Mission Committee - have done. However, they offer their own reports, so we defer to them to speak of their part in our diocesan global mission endeavors.

With regard to our global mission grant program, we allocated all of our grant budget of \$25,000: To (1) the Church of the Holy Family, Chapel Hill, for a Childreach early-childhood support project in Uganda; the Church of the Nativity, Raleigh, for support of a critical reforestation project in Haiti; St. Mark's Episcopal Church, Wilson, for Maison de Naissance, a childbirth education and birthing support program and clinic in Haiti; Calvary Episcopal Church, Tarboro, for building project costs during a joint work pilgrimage to Costa Rica; St. Luke's Episcopal Church, Durham, for partial construction costs incurred as a part of their mission to Holy Cross Anglican School in Belize; and Church of the Advocate, Carrboro, for funding for children's mental health services at Ahli Arab Hospital in Gaza. A grant to Kadugli Episcopal Hope for a project to promote food security in the Diocese of Kadugli in war-torn South Sudan, is pending. We like to think that these partners and these grants tell a wonderful story of the breadth and depth of the involvement of our congregations in building Beloved Community world-wide.

This fall we proposed and Diocesan Council adopted changes to our charter, permitting us to expand our membership, which we have been anxious to do to enhance diversity and inclusion.

As we look toward 2022, the Global Mission Committee seeks first to continue its grant-making activities; second, to encourage other congregations to consider global mission as part of their witness; and third, to provide some educational opportunities regarding global mission for communicants throughout the Diocese.

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

We have followed diocesan guidelines regarding meeting, done much of our work virtually, and practiced distancing and mask-wearing at our September event.

Submitted by  
The Rev. Leon Spencer

## CHARTERED COMMITTEE ON HISPANIC MINISTRY

2020 and 2021 have challenged and blessed the Diocese of North Carolina and the whole Church in unexpected and surprising ways. Latino churches and communities have been no exception. There have been, in fact, some unique ways in which our communities have been impacted.

The onset of the global COVID-19 pandemic in early 2020 brought much of the anticipated work of the chartered committed for Hispanic ministries (“the committee”) to a halt. The Rev. Habacuc Ramos-Huerta, vicar of Iglesia El Buen Pastor in Durham, had just begun to serve as chair of the committee. With the Rev. Daniel Robayo, missioner for Latino/Hispanic ministries, he had been making plans to gather the committee quarterly and begin to craft materials in areas of mutual support for our Latino congregations. These included developing a shared understanding of how to support desire for *Primera Comunión* (first communions) formation in a culturally appropriate way within our Anglican and fully catholic theology of Holy Baptism; developing resources for preparing young people for confirmation; developing new approaches to stewardship; lay leadership development, and so on.

The pandemic made it not only impossible to meet in person, but we also discovered limitations to our ability to meet virtually. While Latinos in the US are the demographic group most connected to the internet, we tend not to do so with computers, laptops, and tablets. Phone technology took time to catch up with Zoom capacity—and to gain trust.

We were also challenged by the reality that, as a percentage of the population, Latinos were most exposed to contagion in the workplace: deemed indispensable and necessary workers who nonetheless labor without proper protections in service industries, transportation, construction, and meat and poultry packaging plants. A lot of people got sick. We lost many more lives to the virus than should have been the case, as a percentage of total population. Misinformation about the vaccine is widespread. We are not out of the woods yet.

Our churches pivoted as best they could to offer online worship. Some of us offered Morning Prayer while others continued to celebrate the Holy Eucharist. It was a great hardship to not gather as communities, to cancel baptisms, quinceañeras, weddings. One painful image comes to mind: families standing outside of El Buen Pastor, hoping to be let in while a skeleton crew assisted Fr. Habacuc’s live transmission of worship. People had a very difficult time wrapping their head around not gathering, not eating together on Sundays, while they went to work every day without protections. Of course, this loss of worship was just as true for our Anglophone sisters and brothers; the difference being that most Latinos did not get the protection of working safely from home, which made the contrast even more jarring and painful.

One unexpected blessing was that several of the services (*misas*) offered in Spanish by our churches reached a much larger number of people than our in-person services did previously. Some of us had consistent presence from people who normally did not attend church. Not only locally but in other parts of the country and even internationally, such as in Mexico, Colombia, Venezuela, Chile, Argentina, and Spain. We now have a missional impetus to continue offering hybrid worship.

The summer of promise, as we returned to in-person worship and meetings, has not given us the attendance this fall that we had pre-COVID. However, there's a desire to resume the schedules of old and we are beginning to see greater participation. We hope that the arrival of the vaccine for children will enable us to grow in attendance once again.

The future, though not easy, is brighter. Latino cultures are imbued with a deep and abiding sense of joy, what our prayer book calls, as a fruit of the Spirit, "the gift of joy and wonder in all [of God's] works" (BCP, p. 308). Hope is a trademark of our communities, embodied in strong family ties and rooted in the conviction that Love is the first and final Word. As the committee is reconfigured for 2022, we look forward to doing some work with the broader leadership of our communities to develop our mission strategy and action plan within the diocesan mission strategy. Many thanks to Bishop Anne Hodges-Copple, who has the oversight of Latino ministries, for her leadership, encouragement, and vision. Many thanks also to Bishop Sam Rodman for his steadfast support of Latino/Hispanic ministries.

The ministry of our bishops has been our rock, shown in high relief in two events that took place this year:

First, we lost the committee chair, Father Habacuc Ramos-Huerta, most unexpectedly at the beginning of October, as he suddenly made his journey into the larger life with God in the communion of saints. Padre Habacuc was also on Standing Committee and served tirelessly in the larger community of Durham. He is greatly missed. Our prayers remain for his wife Ana Rosa Aguilar Huerta, Israel Ramos Aguilar, his son, and his parents and other relatives in Mexico. Our bishops have been walking every step of the way with Iglesia El Buen Pastor.

Second, on October 1st we welcomed the Rev. J. Daniel Pinell Mendieta as priest-in-charge of both St. Mark's and La Guadalupana in Wilson. A historic African American and a Latino congregation share not only space and clergy but are also united in love and affection for one another and in service to their surrounding communities. Fr. Pinell and his family bring great joy to the work of these churches, and we are delighted to have his leadership.

Latino churches and Latino congregations/communities in this diocese include:

Church of the Holy Comforter, Charlotte

Church of the Holy Spirit/Puerta Abierta, Greensboro

Comunidad Amada de Cristo/Christ's Beloved Community, Winston-Salem

Holy Innocents, Henderson

Iglesia El Buen Pastor, Durham

Iglesia La Guadalupana, Wilson

Iglesia San José, Smithfield

Respectfully submitted,  
The Rev. Daniel Robayo  
Missioner for Latino/Hispanic ministries



## CHARTERED COMMITTEE ON YOUTH

### **Statement of Purpose**

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.

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

- Paid registration fee to the Forma Conference that allowed 40 Children and Youth Leaders to attend January 26-28.
- Bishops' Ball took place virtually this year.
- Provided two Confirmation Classes virtually.
- LBGTQ+ offering over 5 weeks for parents and grandparents
- CCY Training @ St. Francis July 2-3.
- Virtual HUGS Camp July 11-15
- HUGS Camp for the Day August 28 (80 attendees)
- Episcopaloza August 29
- Started Dio. EYC for churches without youth leaders or churches in transition
- Provided 30 Safe Church Trainings on line with a total of 583 people in attendance
- Offered several Wholehearted Parenting classes for parents

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

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 Life Long 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.

Submitted by  
Lisa Aycock

## COMMISSION ON CONSTITUTION AND CANONS

### **Statement of Purpose**

Maintain the Constitution and Canons of the Diocese and evaluate proposed changes thereto.

### **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 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 they are 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

## COMMISSION ON MINISTRY FOR THE DIACONATE

### **Statement of Purpose**

Advising and assisting the Bishops in implementing canons, discerning opportunities and needs for ministry, and overseeing the discernment, training, and ordination process of those seeking ordination to the vocational diaconate.

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

We've updated the ordination process to better support the formation of deacons, especially accommodating those working full time. This includes having both a discernment and a field education component and streamlining the forms for consistency and convenience. We've also interviewed interns for postulancy, candidacy, and ordination, recommended four people for ordination.

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

We've done all meetings and interviews over Zoom. While it has obviously been a challenge, it has been an effective way to carry on the Commission's work.

Submitted by  
The Rev. Caleb Tabor

## COMMISSION ON MINISTRY FOR THE PRIESTHOOD

### **Statement of Purpose**

We are 12 members of the diocese, clergy and laity, who serve as an advisory committee with Bishop Sam to discern, advise, guide, and evaluate persons for ordination to the priesthood in the Diocese of North Carolina, at the various stages of nomination, postulancy, candidacy, transitional diaconate and priesthood.

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

We have interviewed persons for postulancy, candidacy, the transitional diaconate, and the priesthood. We approved seven persons for postulancy and/or candidacy, and four persons for the transitional diaconate and priesthood. We also reviewed our interview materials and composed a new postulancy application with more specific essay questions, and our chair revised the ordination page of the diocesan website.

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

Our postulancy overnight retreat was moved to Zoom, and our candidacy interviews in March were moved to Zoom. We also adjusted and rescheduled one interview for a person who was infected with COVID-19.

Submitted by  
The Rev. Sara Ardrey-Graves

**COSTA RICA COMPANION DIOCESE COMMITTEE**  
Subcommittee of the Chartered Committee on Global Mission

**Statement of Purpose**

To promote and strengthen our companion relationship with Iglesia Episcopal Costarricense, the Episcopal Diocese of Costa Rica, with a focus on building relationships and supporting to the priorities of our Bishop Diocesan and Obispo Orlando Gómez Segura as best we can.

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

We supported the appointment of Mr. Roger Pennant Grant (Roger Pennant) as the first Costa Rican Companion Diocese Officer in early 2020, and two Committee members (with the invaluable assistance of Christine McTaggart) introduced him to our Diocese through an excellent article in the Disciple. We have provided funding to assist the Diocese of Costa Rica with Mr. Pennant's expenses as CDO.

Throughout the remainder of 2020 and 2021, we have maintained regular contact with both Mr. Pennant and Obispo Gomez, monitoring the situation in Costa Rica so that we could share the information with our bishops and others involved in this relationship. We have been delighted that Mr. Pennant frequently is able to join our meetings, sharing updates and helping us stay involved with what is happening with our friends in Costa Rica. We have also continued to provide support for Mr. Pennant's position.

More recently, we have engaged in increased collaboration with the Diocese of Texas, as well as with Costa Rica, connecting Diocesan formation staff with folk doing formation in Texas (Costa Rica's other companion diocese) and Costa Rica. We anticipate that these connections will lead to enriched cross-cultural youth and adult programming for all participants in the near future.

We also continue to plan for in-person visitations and work pilgrimages, hopefully beginning in late 2021 with a trip by Bishop Rodman, and continuing into 2022 (two such visitations are already being scheduled and a third is in process). We look forward to continuing and deepening the relationship in 2022, via in-person visits and continued and expanded use of Zoom.

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

To adapt to COVID, we have:

- Switched from in-person meetings to Zoom, which has allowed us to expand our membership geographically and include folk who would not have been able to travel to in-person meetings regularly, including the Costa Rica-based CDO;
- Begun inviting "guests" from Costa Rica to join our meetings for the first part, to share what's going on in their lives (another Zoom innovation which has been great!);

- Shifted funding in both 2020 and 2021 to assist the Diocese of Costa Rica with some financial shortfalls they have experienced as a result of Covid. We also fund-raised in 2020 to help the Diocese address a significant shortfall, and thankfully were able to raise enough that they did not experience a major shortfall that would have challenged their financial future. They are blessed that 2021 has been a kinder year financially, in spite of the Delta variant, but we continue to monitor the situation and have shifted funds to assist them with current issues. We do not anticipate the need for a fund-raising campaign, but will do so if needed, and also will be in contact with Texas to see what assistance they may be able to provide.

We have learned the value of these adaptations, and plan to continue to use them going forward, for at least the majority of our meetings. We will perhaps have 2-3 in-person meetings (there's no substitute for people getting to know each other in person), but do the majority of our work via Zoom, where we can be more inclusive!

Submitted by  
The Rev. Rebecca Yarbrough

## DISCIPLINARY BOARD

### **Statement of Purpose**

The Disciplinary Board, as described in Title IV of the Canons of the Episcopal Church, has the responsibility of responding to any complaint of clergy misconduct by investigating the matter and deciding whether a violation of the Canons has taken place, and discerning what must be done to bring about healing, reconciliation and justice for all involved. 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.

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

I report that in 2021 there was one case.

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

All Reference Panel meetings have been conducted through Zoom.

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 that both inform and adapt 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, a decade before the pandemic, holding an on-line interactive book study with Diana Butler-Bass and Bishop Michael Curry, 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, 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 on behalf of the Diocese during the past 15 months?**

The week after Easter, the committee met and formulated a plan for a liturgy and gathering of resources to address the state of our souls in this time. With encouragement from the bishops, 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 story telling 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. We are grateful for their participation and witness. Links to the worship service, its prayers, scripture, congregational response and formation materials are available on Please Note and the [diocesan website](#).

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

Members of the committee work and reside in five of the seven convocations. Each of the convocations has its own county COVID-19 infection rates and mandates. We quickly moved to Zoom meetings and in those meetings the conversations centered on spiritual and emotional health rather than on physical safety measures. We asked what are we hearing from people in the pews? How are they feeling? What is the state of their prayer life? What are they missing? How is the Church supporting their faith, their sense of well-being, their resiliency? How are our clergy doing? What do they need and what would be better for them to put down? The result of those frank introspective conversations led to the offering described above.

Submitted by  
The Rev. Sarah Hollar

## EPISCOPAL CHURCH WOMEN

### **Statement of Purpose**

The purpose of this organization shall be to empower the women of The Episcopal Church to carry out Christ's work throughout the world. (National Episcopal Church Women)

The Episcopal Church Women in the Diocese of North Carolina are dedicated to sharing the good news of our Lord Jesus Christ by engaging in worship, prayer, study, service and fellowship.

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

- **Lex Mathews Scholarship Awards -Granted \$6000.00 to 3 applicants**  
**About the Lex Mathews Scholarships for Women.** The Diocesan ECW administers and helps fund the Lex Mathews Scholarship. The scholarships are geared to women of the diocese, age 23 and older, who are seeking either: (1) Specialized training in vocational or technical skills, (2) A degree or certification *below* the masters or doctorate level, (3) Continuing education courses for upgrading job skills.
- **Church Periodical Club Book Grants to NC Seminarians 3900.00 and 1500.00 to Church Periodical Club National Books Fund.** The Church Periodical Club is an independent, affiliated organization of the Executive Council of the Episcopal Church. Its work is dedicated to the worldwide ministry of the Printed Word and to the promotion of Christian ministry.
- **Collected 2777.00 in Spring United Thank Offering In-Gatherings from parishes**  
The United Thank Offering (UTO) is a ministry of The Episcopal Church for the mission of the whole church.
- **Mission Fund Awards will be granted December 31.** (Mission Fund composed of donation from parishes for Missions work that benefits children inside and outside of the Diocese and General Missions inside and outside of the Diocese.
- **Sent 1000.00 donation to St. Augustine's All Saints Garden** in Memory of Dr. Irving McPhail, *president of Saint Augustine's University*

### **Sample Activities of ECW in Convocations**

#### **DURHAM CONVOCATION**

Even though we are still in the midst of a Pandemic; the ladies of the Durham Convocation continue to plan activities and work in the community.

Some of the Activities around the convocation:

- St. Bartholomew dedicated a new outdoor space called Celebration Hill.
- St. Cyprians assisted in the planning of a cultural Festival in October
- St Philips' participated in the Sandwich Brigade to assist Urban ministries
- St Titus' had a virtual Pancake Supper for Shrove Tuesday and a Book club meeting to celebrate a member's first book on Meditation and Journaling.
- Prior to the mandatory stay at home, the St Philips' ECW met to package toiletry items for the Women's residence of Urban Ministries.

- St Titus', Durham-The ECW had a Zoom meeting; this was an opportunity to connect with the women of the church and give an opportunity to talk about how they are handling the stay-at-home order. The group agreed to send words of encouragement and to engage our super seniors.

### **CHARLOTTE CONVOCATION**

- Many parishes are now focusing on racial reconciliation, refugee resettlement, economic and educational disparities.
- Some are actively pursuing the Social Justice theme. Holy Comforter, climate justice, St Peter's Charlotte during Pride Week.
- During this pandemic, many of the women have met virtually with plans to re-organize.
- St Michael and All Angels in Charlotte met virtually monthly throughout the pandemic
- Caroline Stevenson at St Luke's, Salisbury is reorganizing.

### **SNADHILLS CONVOCATION**

- St. Thomas-Sanford Friday Family Nights, Tanzania lighting program, Donation of vestments
- Meals on Wheels, World Day of Prayer, Fundraising for community projects, Participation services of Interchurch Council.

### **WINSTON-SALEM CONVOCATION**

- The Winston-Salem Convocation Co-chairs have worked to connect with the churches that have active ECW Chapters. Where the church has no active ECW presence, the co-chairs have worked to form connections with individuals in those churches by way of telephone calls and emails.

It was wonderful to hear the “good news” of outreach going on in the branches even during these difficult times. A few are:

- Respite for police,
- Shelter for homeless women during the coldest months with City with Dwellings- St. Timothy's,
- Meals served to homeless persons and Donations to the discretionary fund for women -St. Stephen's,
- Medical loan closet equipment- Trinity Mount Airy,
- Volunteering at the local foodbank- Good Shepherd, Cooleemee.

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

- The ECW Board now meets monthly instead of quarterly in person around the Diocese.
- Meeting online monthly provides time to work on revising bylaws, improving communication with parishes, thereby maintaining better contact.
- The members' challenges with technology remain a persistent problem.
- Unfortunately, financial support has declined, including the support of our well-known ministries such as UTO-as churches have not been meeting -in-person.

- We are exploring ways we might assist Church Women in overcoming the technology challenge.

Submitted by  
Mary E. Hawkins

## EPISCOPAL RELIEF AND DEVELOPMENT

### **Statement of Purpose**

Episcopal Relief & Development facilitates healthier, more fulfilling lives in communities struggling with hunger, poverty, disaster and disease.

Our connection to our Anglican partners and local communities on the ground allows us to work in places where few others remain for the long haul and to deliver life-improving results in innovative and unique ways.

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.

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

The Diocese of North Carolina completed a grass roots fundraising campaign for Episcopal Relief and Development's 1000 Days of Love Campaign that began during Advent. The goal for the Diocese of North Carolina was \$193,000.00. This figure was based on average Sunday attendance with a figure \$15.00 per person. The campaign ended on the Day of Pentecost with the amount raised by the congregations and people of the Diocese of North Carolina totaling \$215,686.07.

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

With COVID-19 closing our in-person worship we ran our fundraising campaign for 1000 Days of Love using social media, streaming announcements through individual churches, weekly or bi-weekly updates using Please Note and articles in the *Disciple*.

Submitted by  
The Rev. Louise Anderson

## FAIR SHARE APPEALS BOARD

### **Statement of Purpose**

The Fair Share Appeals Board reviews appeal applications from parishes seeking a partial or full reduction of their fair share asking. Appeal applications are due from parishes by July 15th of each year. The Board meets at the end of July to review and discuss the appeal applications and decides whether partial or full reductions of the fair share asking should be recommended to Diocesan Council for its approval. Determinations are based on a review of a substantial amount of information required to be submitted with the application and on discussions with parish representatives. Consistent with the Canons, the Board's final recommendations to Diocesan Council, which are usually submitted for the Council's September meeting, are based on whether there have been extraordinary, extenuating circumstances that would warrant a partial or full reduction of the fair share asking.

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

We have reviewed three fair share appeal applications and made recommendations to Diocesan Council on all three applications.

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

We have met virtually via videoconference/teleconference.

Submitted by  
David Broughton

## FRANCIS J. MURDOCH MEMORIAL 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 on behalf of the Diocese during the past 15 months?**

In 2021 the Murdoch Society distributed awards totally \$9,000 to 9 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 2020, we joined the Krebs application process so that the Diocese might be better stewards of both funds while collecting a more fulsome understanding of each seminarian's particular financial needs.

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

Given the uncertainty during the COVID-19 Pandemic, the Murdoch Society chose to forgo the regular application process in 2020, and to distribute funds directly to qualifying seminarians. The Canon 37 states that "under all ordinary circumstances" funds from the Society are given as a loan, cancellable upon ordination. The pandemic was anything but an ordinary circumstance.

Submitted by  
The Rev. Jacob Pierce

## GALILEE MINISTRIES OF EAST CHARLOTTE

### **Statement of Purpose**

The mission of Galilee Ministries of East Charlotte is to provide welcome, refuge, and essential services in the east Charlotte community.

We are stewards of Galilee Center, a place where we intentionally nurture community and connections. We are a ministry of the Episcopal Diocese of North Carolina, but we are not a traditional parish. Our mission is to demonstrate love in action--caring for all of our neighbors by tending to the needs of their minds, bodies and spirits. We do that by providing for their most basic needs--food, education, counseling, and friendship--all in the context of beautiful stained glass windows, community gardens, and an urban orchard. We support the work of other non-profit organizations by providing cost-free space for their work. We also offer additional office, meeting, and event space at affordable rates for the greater community, supporting the economic and cultural vitality of our neighbors in tangible ways.

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

Galilee Ministries practices hospitality in the name of Christ with a focus on serving the particular needs of refugees and immigrants. Over the past months we continued our "ministry of place" in whatever ways it was possible--sharing Galilee Center with six other non-profit organizations as well as three small churches (all "rent free".) During this time we developed our front lawn into usable outdoor gathering space for our neighbors by planting an urban orchard and native plant beds and by installing walkways, bike racks, play equipment, seating, and other amenities.

We invested in our own programming. In particular we assumed responsibility for the Galilee kitchen ministry. We oversaw the preparation of over 16,000 meals for our neighbors. We deepened our commitment to the senior adults in the nearby community of St. Andrew's Homes by delivering meals to their doors and supporting the development of a tenant association, as well as a tenant planned social activities.

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

While Charlotte-Mecklenburg School students were learning on line at home instead of attending in person school, we opened up our nave space to provide a remote learning site for 24 at risk students from our neighborhood school, Merry Oaks International Academy. We improved our broadband and air circulation capacities. We worked with professional educators to provide support for the full-day academic growth of these children during the pandemic.

For most of the past year, we shifted our weekly community meals to a drive-through take out service. In the fall of 2021, we resumed in person dining, using physically distanced, outdoor seating.

We supported other programs that serve our neighbors--Loaves & Fishes Food Pantry, Refugee Support Services, and Migrant Assistance Project--by providing storage space for collections and parking lot access for drive up distribution of food, educational materials, diapers, and formula.

Submitted by  
Toni Hagerman

## HISTORIC PROPERTIES COMMISSION

### **Statement of Purpose**

To follow Canon 45 in working with preserved historic churches with no congregations:

Church of the Advent, Enfield 1880  
St James, Kittrell 1861  
Grace Church, Lawrence 1894  
St Anna's, Littleton 1905  
St Luke's, Northampton County 1859  
St Mary's Chapel, Orange County 1859  
Holy Trinity, Townsville 1914  
St John's Church, Williamsboro 1773  
St Andrew's, Woodleaf 1840  
St George's, Woodleaf 1893

To follow Canon 45 in designating living Historic churches with active congregations:

All Soul's, Ansonville 1895  
St Martin's, Charlotte 1912  
St Phillip's, Durham 1906  
St Stephen's, Erwin 1923  
St Mary's, High Point 1928  
St Matthew's, Hillsborough 1825  
Church of the Savior, Jackson 1898  
Grace Church, Lexington 1902  
St Alban's, Littleton 1900  
St Paul's, Monroe 1911  
St James, Mooresville 1911  
St Bartholomew's, Pittsboro 1832  
Good Shepherd, Ridgeway, 1872  
St Matthew's, Salisbury 1912  
St Paul's, Salisbury 1894  
Calvary Church, Tarboro 1893  
St Luke's, Tarboro 1893  
Calvary Church, Wadesboro 1893  
Christ Church, Walnut Cove 1888  
Emmanuel, Warrenton 1827  
St Timothy's, Wilson 1905

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

The Commission has not met the past year due to the current Pandemic. We have communicated by email and telephone calls and pursued business that had to be dealt with. All the churches called off their gatherings, homecomings, Christmas services and other services because of the

restrictions by the Diocese on gathering together. Many churches have pursued repairs to their buildings and have communicated with the chairman.

There is a great need to have a face to face meeting to see how other churches are dealing with funding during this time when they are not gathering together and to see also what the other's are doing to maintain their buildings during these times and possible sources of funding.

The following issues need to be dealt with:

1. The care and maintenance of the cemeteries owned by the Diocese not maintained by an individual church
2. Designation of living Historic Churches that have not been designated: possible candidates
  - a. St Mary's, Speed j Good Shepherd, Raleigh
  - b. Good Shepherd, Rocky Mount k Christ Church, Raleigh
  - c. All Saint's, Roanoke Rapids and several others
  - d. Grace Church, Weldon
  - e. St John's, Battleboro
  - f. Chapel of the Cross, Chapel Hill
  - g. St Mark's, Halifax
  - h. St Paul's, Louisburg
  - i. St Stephen, Oxford
3. Creating committee's for St James, Kittrell and St John's, Northampton County
4. Assistance with funding to assist the restoration and preservation needed with the designated churches.
5. The possibility of publishing a book on the historic churches of the Diocese

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

We have all adapted depending on our individual situations as each church is in somewhat of a different situation.

I have been pleased at the amount of repair and restoration work that has been done and the communication between the groups. We now have clergy appointments to St James, Kittrell and St Luke's, Northampton County.

Submitted by  
Robert Boykin, III

## HISTORIOGRAPHER AND 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 on behalf of the Diocese during the past 15 months?**

The essential work of the Office of Historiographer, the Archivist, and the Committee is to preserve and organize the official records of diocesan officers, staff, and committees and to make that information available, as appropriate, when requested. That work has been enhanced in the past fifteen months by the increase of processing and storage space both at diocesan house and at our off-site storage location.

Moreover, the Historiographer, the Archivist, and the Committee have been actively engaged in support of the diocesan priority regarding Racial Reconciliation and Social Justice. This includes documenting the history of black churches, leadership, and institutions; consulting with historians and researchers at other institutions (e.g. The University of the South and the Church Divinity School of the Pacific); presenting racial history programs in various parishes; writing essays on notable figures such as Bishop Henry B. Delany and Sarah Hunter; and reviewing all the resolutions proposed and passed at diocesan convention over the past 150 years to determine whether any of these resolutions should be repented of or rescinded.

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

For the past fifteen months, most meetings, programs, and consultations have taken place on-line rather than in-person; certain programs and research trips have had to be postponed until such time as travel and gathering restrictions are lifted. But the pandemic has not prevented the Archivist from having access to the archives or the work space. Thus, the basic tasks of organizing and processing materials, and handling research requests, has proceeded with little disruption or delay.

Likewise, the Historiographer has had access to archival source materials which have enabled him to write essays and reports on the building of All Saints', Warrenton; the legacy of the Ministerial Training Program at St. Augustine's School, and the life and ministry of the early black clergy in North Carolina.

Submitted by  
The Rev. Brooks Graebner

## KANUGA

### **Statement of Purpose**

Our mission is to invite all people to connect with each other, nature, and the Creator.

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

On Maundy Thursday the liturgy begins just like any other, but at the end, we know that something is different because there is no dismissal. We then return to church on Good Friday and pick up as if in mid-sentence, and again, no dismissal. Only when we attend the Great Vigil of Easter, proclaiming that Christ is Risen, do we once again hear those words, “go in peace to love and serve the Lord.” In other words, the liturgy itself reminds us that as Christ moves toward the cross, he likewise moves toward resurrection. Nothing stops God’s light from shining in the darkness. Nothing stops God’s movement to new life.

We have concluded our first spring and summer seasons since 2019 and moved into autumn, and the transition from Maundy Thursday to Good Friday to Easter continues to speak to me. It sums up how I feel slowly emerging from the darkness, reconnecting with people, seeking new life, and of course, being tremendously grateful for all we have learned over the past year and a half. Kanuga’s friends and supporters have joined us in confronting the challenges of the pandemic, our Good Friday of sorts, and their outpouring of love sustains Kanuga. We look forward to sharing an Easter moment filled with hope for the wonders to come. Kanuga is in a much stronger position than we were a year ago. In spring—with health and safety protocols in place—we welcomed conferences back to Kanuga: some online, some in person, and some hybrid. These included Youth Week, Kanuga Christian Formation, Kanuga Renewal, and The Haden Institute. In early June, we were blessed with a visit from The Rev. Canon Stephanie Spellers, who worked with our trustees, conference leaders, campers, and youth week participants to open hearts and minds to our role in developing Beloved Community.

We hosted an outdoor concert and celebration of life for longtime Kanuga friend and musician Fran McKendree. It was a delight as well to be able to open Guest Period and Camp Kanuga this summer, and bookings are strong through the Thanksgiving season. In November, we will host the first-ever Kanuga Homecoming, inviting our friends and supporters to come together to celebrate community and offer their hands to the work of the Lord through service to Kanuga.

Kanuga Lake Inn and Cottages are once again thriving with lively and grateful guests. Mountain Trail Outdoor School operated a daytime field trip series for local students in October, and is at near capacity for its spring 2022 overnight program. We have welcomed back with great joy a number of parishes and other Episcopal groups, including Daughters of the King and the planning team for Nuevo Amanecer, which (God willing) will be held at Kanuga in June 2022.

As we greet the year 2022, our board and leadership will engage in a strategic planning process for Kanuga, to provide that critical navigation toward our North Star—our mission—to welcome all people to connect with each other, nature, and the Creator.

Certainly, we continue to navigate a difficult job market and ongoing challenges related to COVID-19, but these are not the existential threats we faced a year ago. We have taken the time during the pandemic to think strategically about how Kanuga should be rebuilt and reborn, and about what is needed for the life of this place to continue and to thrive. With this intentionality at the core of our work, we have incorporated much that has been learned over the last 20 months, and made operational changes that will ensure Kanuga's legacy. For example, we contracted with an experienced hospitality company to manage our lodging and food and beverage operations so that Kanuga staff can focus on mission and programming, where our strength lies.

Supporters and friends helped keep Kanuga's doors open when our camps, conferences, and programs were almost completely shut down. These generous gifts, combined with strategic operating decisions and federal relief funds, strengthened our fiscal position over the past year. If we meet our goals, we will be increasingly able to leverage donor support toward improving programming, upgrading facilities, and expanding access to this place we all love. We anticipate finishing the year with a modest surplus—with gratitude for federal relief funds and a PPP loan that was forgiven.

Uncertainty remains, of course, as we all keep a watchful eye on the virus—but I write this report with boundless gratitude and enthusiastic optimism. Above all, I write to thank all who have shared their fellowship, partnership, and commitment to Kanuga's bright future. Together, we can build and sustain Kanuga for generations to come, ensuring that the coming Easter moment is shared and celebrated among all who are lucky enough to stand on this holy ground.

Respectfully submitted,  
Michael R. Sullivan  
President / CEO

## MISSION ENDOWMENT BOARD

### **Statement of Purpose**

It is the goal of the Mission Endowment Board to be stewards of the Mission Strategy Fund for the purpose of supporting initiatives which witness to Christ's presence in our communities. All financial support is seen as a venture mission fund and not supplementing the Diocesan budget.

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

Met and awarded the following grants:

Abundant Life Greensboro:

\$25,000 in 2020 and 2021

Nurturing a worship community through service, discipleship, and mission. Funding will provide for programs intend to build and support the spiritual and physical needs of an underserved population in the Episcopal Church.

Calvary Wadesboro:

\$15,000 in 2020

Supporting programs to assist homeless families in Anson Country. Funding will support the work of a case manager and upgrading a duplex for usage.

Christ's Beloved Community:

\$25,000 in 2020 and 2021

Mid-week programing for a growing Episcopal/Lutheran English/Spanish congregation in Winston-Salem. Funding will support meals at the program, which allows for fellowship and discipleship formation to happen, and salary support for less than full time ministers.

City With Dwellings:

\$12,500 in 2020 and 2021

Homeless shelter in Winston-Salem that provides a low-barrier emergency shelter in the winter months. Funding would support the shelter monitors to keep the environment safe.

Episcopalians United Against Racism:

\$15,000 in 2020

Funding for work being done around racial healing trainings through Racial Equity institute to provide salary support for a coordinator and scholarships.

Galilee Ministries of East Charlotte:

\$15,000 in 2020

Funding for various building upgrades that are sorely needed as they strive to become financially self-supporting.

The Mission Endowment Board of the Diocese of North Carolina is pleased to announce two Mission Endowment grants for our 2021 spring cycle. Applications for 2022 Mission Endowment grants are due by November 30.

Galilee Ministries of East Charlotte  
\$14,800 in 2021  
Providing funding to create a coffee shop to foster relationships, make a community meeting space, and generate income for the ministries of Galilee.

St. John's, Wake Forest  
\$18,000 in 2021 and 2022  
Providing funding to support establishing the Wake Forest Community Table, which seeks to address food insecurity and racial inequity, as a 501c3 non-profit with a director's salary.

St. Luke's, Tarboro  
\$15,000 in 2021  
Providing funding for the Give and Take Community outreach project which has served many in need throughout the pandemic.

St. Mark's, Raleigh  
\$25,000 in 2021  
Providing funding for a visual arts program which is an extension and seeks to deepen relationship with the surrounding neighborhood. The exhibits will utilize the arts to further community connections, cultural exchanges, and spiritual growth.

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

We have always met online, so no adaptation was needed. Some grant requests were in response to pandemic-related ministries and opportunities.

Submitted by  
The Rev. Robert Black

## MISSIONARY RESOURCE SUPPORT TEAM (MRST)

### **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.

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.

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

MRST has worked with the Bishops, canons, and missionaries of the diocese to discuss the broad mission strategy of the diocese. Using these discussions to help guide our work, we have received applications for our grants, we have interviewed five mission congregations of the diocese, and we have submitted our grant recommendations to Council.

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

MRST typically meets with all mission congregations in person for our interviews. This year, we met with everyone via Zoom, which enabled more people to engage in conversation due to the ease of scheduling and lack of travel time/needs.

Submitted by  
The Rev. Daniel Reeves

## NORTH CAROLINA COUNCIL OF CHURCHES

### **Statement of Purpose**

The North Carolina Council of Churches was founded in 1935. We are a statewide ecumenical organization promoting Christian unity and working towards a more just society. We are comprised of 26 distinct judicatories from 18 denominations. Across the state, our members have over 6,200 congregations with about 1.5 million congregants.

The Council enables denominations, congregations, and people of faith to impact our state on issues such as economic justice and development, human well-being, equality, compassion and peace, following the example and mission of Jesus Christ.

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

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 will create a resource that can be used by any congregation to learn about the need for government reparations while beginning the work of local restoration. We will draw on the wisdom of others who have written about reparations and frame our work through the Christian teaching of confession, forgiveness, and restoration. The resource should be available by spring of 2022, or sooner if possible. We will offer a range of responses for congregations and denominations, based on their own readiness, from relatively easy actions to the more complicated process of recognizing ill-gotten gains and working to make amends. 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). Our NC Interfaith Power & Light (NCIPL) work is expanding its work. This larger program scope is a multi-faith program focused on environmental and climate justice, while NCIPL will still focus on energy democracy and climate policy. Our program mission continues to be to educate, inspire, and mobilize people of faith and conscience in this state to act on climate change as a moral imperative. For more information, contact [susannah@ncipl.org](mailto:susannah@ncipl.org).
- Partners in Health and Wholeness (PHW) provides tools to help faith communities form healthy habits including exercise, healthy eating, mental health awareness, and smoking cessation 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. Additionally, to assist with Covid-19 vaccinations we facilitated partnerships between the Department of Health and Human Services and faith

communities across the state with an emphasis on rural and marginalized areas to aid in the equitable distribution of the COVID-19 vaccines. For more information, contact [phwinfo@ncchurches.org](mailto:phwinfo@ncchurches.org).

- The Opioid Crisis, the Faith Community Responds educates faith leaders about compassionate responses to the growing overdose crisis and offers ways for congregations to become involved by connecting them to resources in their communities, such as a harm reductionist. If you would like to host an event or learn more about this project, 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:

- Statement on Removing Confederate Symbols Where Justice Is Sought (January 26, 2021)
- 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 promotion, death penalty abolition, 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.

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

We have adapted very well and meetings have been held via Zoom. As per above, our work for justice has not stopped.

Submitted by  
The Rev. Sarah Woodard

## 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). Part of the improvement of church buildings and grounds includes Green Grants to encourage environmental stewardship. It has also included Innovation Grants to assist churches in modernizing technology.

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

Since the 2019 Convention, the NCECF has continued its work of assisting vulnerable congregations with grants to repair and renovate their physical plants, while also incentivizing Creation Care through Green Grants. Between Mission Grants and Green Grants the foundation has given over \$160,000.

Another ministry of the NCECF is providing low-interest loans to congregations. Since last report we have made two loans of \$60,000 and \$40,000.

Since the pandemic began, the NCECF has offered Adaptation Grants to help churches through the initial weeks of the shutdown and Innovation Grants to assist churches in modernizing their technology for livestreaming services, holding zoom meetings, etc. These grants, administered through the Diocese's financial office, have totaled just under \$240,000 and assisted three-quarters of the churches in the Diocese.

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

Logistically, we have adapted by meeting by zoom instead of in person. Instead of our usual visits to churches applying for grants, we have made phone calls.

As stated above, we have provided Adaptation Grants and Innovation Grants to help churches survive the beginning of the pandemic and to expand their ministries during it.

The NCECF has also adapted by voting to increase the amount of spendable income it will draw from the corpus of its funds each year to assist the diocese's future efforts on behalf of vulnerable congregations.

Submitted by  
The Rev. Bradley Mullis

## PENICK VILLAGE

### **Statement of Purpose**

Our mission is “We are a loving family creating a loving community by making each day great for one another.”

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

- Provided housing and continued life care for 245 seniors and employees 230 people in a multitude of roles and ministries
- Outside of pandemic restrictions, there are four weekly worship services for across the community, as well as worship gatherings for holy days and other important events. There are weekly adult education programs including Bible studies, meditation groups and support groups throughout the year. Penick recently started a monthly luncheon for retired clergy, spouses and widows living on our campus.
- To serve the greater good, Penick has an employee assistance program called “Theide” that aids co-workers in the event of medical crisis, risks of becoming un-housed or evicted, food shortages, and deaths in the family. In addition “Theide” provides educational grants of up to \$1000 per semester for university or community college studies.
- 544 lbs of food was collected from residents and staff for our Dog Days of Summer Food Drive in August 2021 for the Food Bank of Central and Eastern NC
- Provided \$1.2 million in Charity Care including Benevolent Assistance and Medicaid adjustments
- Stay Away 5 k raised over \$7,500 to benefit Neighbors Feeding Neighbors – a feeding program during the pandemic for families of children attending the Boys & Girls Club of the Sandhills
- Bishop Ann and Chaplain Colette deconsecrated the South Building Chapel in 2020 due to the expansion plans for the campus and the addition of the Chapel of Transfiguration in the Village House.
- We also brought in outside resources to support the mental health, wellness and coping skills of our residents coping with life under COVID.

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

- Residents of our Healthcare building turned our Library into a Chapel which is very well attended
- Three plexiglass outdoor visiting areas were built with an estate gift from George Tovey and family

- We had a virtual Blessing of the Bricks on Nov. 2, 2020 for bricks purchased this year for our Honor Walk. Typically, this is an in-person celebration.
- On 3/25/21 we had an outdoor Blessing of the Benches purchased in honor or memory of loved ones and also a Memorial Service for the 42 residents who died since Jan. 1, 2021.
- In spring of 2020, an outdoor time of prayer was held for residents and staff in solidarity with communities of color and to pray for racial tension in the country.
- An in-house TV programming service began to keep community connected that included daily updates on COVID developments, educational presentation, worship services, prayers, games and other virtual entertainment and information.

Submitted by  
Caroline Eddy

STANDING COMMITTEE  
STATE OF THE CHURCH

**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, Christian spiritual formation, 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.

**PERSONS IN THE ORDINATION PROCESS**

**Consent of Candidacy (Vocational Diaconate)**

November 16, 2020

Joe Dzugan  
Kristen Edrington  
Maureen Flack  
Pamela Hanes

July 19, 2021

Valerie Colbert

**Consent of Candidacy (Transitional Diaconate)**

March 15, 2021

Sadie Koppelberger (pending CPE completion)

April 19, 2021

Angela Compton-Nelson  
Mawethu Ncaca  
Alice Grant  
Sarah Diener-Schlitt

**EPISCOPAL CONSENTS (INCLUDING NOVEMBER-DECEMBER 2020)**

October 29, 2020

Consented to the election of the Rev. Paul-Gordan Chander, Bishop, Diocese of Wyoming

February 10, 2021

Consented to the election of the Rev. Paula Clark, Bishop, Diocese of Chicago

August 17, 2021

Consented to the election of the Rev. Ketien Solak, Bishop, Diocese of Pittsburgh

September 21, 2021

Consented to the election of the Rev. Betsy Monnt, Bishop, Diocese of Iowa

October 18, 2021

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

#### CONSENTS TO REAL ESTATE TRANSACTIONS (INCLUDING NOVEMBER-DECEMBER 2020)

November 16, 2020

##### **Grace Church, Lexington - sale of house and lot to Habitat for Humanity**

RESOLVED, upon resolution of the Vestry of Grace Episcopal Church Lexington, North Carolina, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of a single story residential structure with an unfinished interior, located at 17 East 5th Avenue, Lexington, North Carolina, for a price of \$100,000.00, 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 Grace Episcopal Church Lexington, North Carolina to sell the land consisting a single story residential structure with an unfinished interior, located at 17 East 5th Avenue, Lexington, North Carolina for a price of \$100,000.00, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2.

November 16, 2020

##### **St. Stephens, Oxford - Sale of portion of the property, survey in process**

RESOLVED, upon resolution of the Vestry of St. Stephen's Episcopal Church, Oxford, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of land consisting of 20 feet on the back of the lot on which their rectory sits, generally located at 302 College Street, Oxford, North Carolina, for a price of \$10,000.00, 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. Stephen's Episcopal Church, Oxford to sell the land consisting of 20 feet on the back of the loton which the rectory sits, generally located at 302 College Street, Oxford, North Carolina for a price of \$10,000.00, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2.

January 25, 2021

##### **St. Paul's, Cary - Mortgage Refinance**

RESOLVED, that the Parish of St. Paul's of Cary, Diocese of North Carolina (the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interests to borrow the sum of \$1,700,000 (the "Loan") from BB&T now Truist [name of lending institution]

(the “Lender”) at an interest rate of 3.1% per annum, such Loan to be repaid in 120 monthly installments (it is anticipated that as the final capital campaign pledges are received, this loan will be significantly paid down and that the monthly payments will then be adjusted) with the final such installment due and payable in January, 2031 [insert maturity date]. 11 The Loan shall be secured by a [deed of trust] to BB&T now Truist, as trustee, in favor of the Lender on the Real Property known and described as: tax parcel ID 0090528 and ID 0075684 (real property located at 221 Union Street, Cary, NC 27511) [insert description of property] (the “Property”).

FURTHER RESOLVED, that the proceeds of the Loan shall be used to [insert proposed uses such as “make necessary repairs to the Parish house,” etc.]: refinance existing mortgage and complete additions and renovations to the Education Building and Parish Hall, as underwritten by the church’s Welcoming Christ Capital Campaign.

FURTHER RESOLVED, that the schedule and source of repayment of the Loan are as follows [describe schedule and source of repayment, including any pledges received thus far or capital campaign undertaken or to be undertaken]: pending capital campaign pledge payments, annual pledge payments and excess operating cash.

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.

June 21, 2021

**St Michael and All Angels, Charlotte Construction Loan**

The Standing Committee supports the Memorandum of Understanding between the Trustees of the Diocese and St. Michael and All Angels Church, Charlotte

July 13, 2021

**St. Mark's, Raleigh - Lease of space to school**

Parish: RESOLVED, that the Parish of St. Mark's Raleigh, Diocese of North Carolina (the “Parish”), acting through its duly elected vestry, does hereby determine that it is in its best interests to lease the Real Property known and described as the Community Life Center, for a consideration of \$1,200 per month and a term of 1 year, to The Unity School, and, in connection with such determination, does find that the property is not used by the Parish during the week and is not needed for the Parish’s contemplated operations in the future.

FURTHER RESOLVED, that the vestry believes that the rent and other provisions of the lease are fair and adequate on the basis of preparation and review of the lease by members of the parish who are attorneys.

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.

July 27, 2021

**St. Paul's, Smithfield-Sale of rectory**

RESOLVED, that the Parish of St. Paul's, Smithfield, 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 the Rectory, located at 719 South First Street in Smithfield, also described as Lots 49-51 Grantham Acres, for a consideration of \$180,000, less usual costs of sale, and, in connection with such determination, does find that the property is not used by the Parish and is not needed for the Parish's contemplated operations in the future.

FURTHER RESOLVED, that the net proceeds from the sale of the property shall be used to establish the St. Paul's Legacy Fund Endowment.

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 is 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. Approved by the Vestry of St. Paul's on the twenty-fifth day of May, 2021. Certified by the Clerk of the Vestry on the twenty-fifth day of May, 2021.

August 11, 2021

**All Saints' Concord - Lease of space to Lockhart Child Development Center**

August 11, 2021

**St. Martin's, Charlotte - Construction loan (line of credit) between St. Martin's and South State Bank for \$750,000**

September 20, 2021

**St Patrick's, Mooresville - Sewer easement**

RESOLVED, that the Parish of St. Patrick's, Mooresville, Diocese of North Carolina(the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interests to grant to Nest Communities, LLC(the "Grantee") a 30' wide Sewer Easement in perpetuity encumbering the Real Property known and described as the land parcel located at 164 Fairview Rd, Mooresville, NC (the "Property"), in consideration of permanent access to the Sewer Easement, and a 50' Deeded Road Access (approximately 0.32 acres) in perpetuity. Further, the Parish agrees to provide the Grantee a Deeded Tree Save/Open Space of equal size to the Road Access (approximately 0.32 acres) containing a blanket sewer easement for the Parish across the Tree Save/Open Space. In connection with such determination, the Parish does find that the aforementioned arrangement will enhance the Property. The Grantee does not have the power of eminent domain.

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.

September 20, 2021

**Christ Church, Milton, NC - Right of first refusal for sale**

RESOLVED, the Trustees of the Episcopal Diocese of North Carolina, acting on behalf of the Diocese, pursuant to a Release of Right of First Refusal intend to release the right of first refusal to purchase the property generally located at 11928 Academy Street, Milton, North Carolina 27305 (the "Property") as more fully described in that certain Deed dated as of February 2, 1977, and recorded in Book 185, Page 434, Caswell County Registry, 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 Trustees of the Episcopal Diocese of North Carolina to release the right of first refusal to purchase the Property, pursuant to a Release of Right of First Refusal, executed as provided in Canon 10, Section 2.

September 20, 2021

**All Saints', Warrenton - Lease of rectory**

RESOLVED, that Diocesan Council of the Diocese of North Carolina ("Council") does hereby determine that it is in the best interests of the Diocese to lease the Real Property known and described as All Saints Episcopal Church Rectory, 203 West Franklin Street, Warrenton, North Carolina in Warren County, North Carolina (the "Leased Premises") for a consideration of \$7,200.00 per annum and a term of twelve (12) months, to The Living and Learning Youth Center a nonprofit and, in connection with such determination, does find that the property is not

in use by the Diocese or any entity thereof and is not needed for the Diocese's contemplated operations in the future.

FURTHER RESOLVED, that the net proceeds from the lease of the property shall be used for maintenance, repairs, and insurance of the Leased Premises, with any net proceeds in excess of such purposes to be allocated to the Bishop Delany Fund of the Diocese or such other fund for outreach ministry for the benefit of Historically Black Congregations, Council may determine;

FURTHER RESOLVED, that Council believes that the rent and other provisions of the lease are fair and adequate on the basis that the Chief Financial Officer of the Diocese finds the rent to be commensurate with comparable transactions as adjusted for the particulars of the Leased Premises;

FURTHER RESOLVED, that Council hereby requests the Standing Committee of the Diocese to advise and consent to the Ecclesiastical Authority of the Diocese as to this proposed transaction; and

FURTHER RESOLVED, that the Trustees of the Diocese be, and each of them hereby is, authorized and directed to seek, as provided by the Canons of the Diocese: (i) the 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, and (ii) the concurrence of the Trustees of the Diocese.

The Standing Committee's approval of advice and consent to the Bishop Diocesan to form a special mission of the historic All Saints Church, in Warrenton, NC, for the next three years, until May 1, 2024 to allow the All Saints Committee to develop plans for the use and historic preservation of this property, as well as to apply for funding within and beyond the Diocese of North Carolina.

## BECOMING BELOVED COMMUNITY/ANTI-WHITE SUPREMACY

The Standing Committee has committed to address systemic racism within the committee and the diocese during 2021. 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 anti-white supremacy work in opening the access to power structures, unequal distribution of funds, and worship.

March 15, 2021

**Anti-White Supremacy Impact on Worship-The Rev. Jemonde Taylor**

Worship and liturgy can do more to reinscribe racism than disrupt racism. Worship disrupters are ways to more fully live into the beloved community.

Scripture

Recognize that the racialized history of how the dualistic nature of scripture continues to serve as a vehicle for racism. Light imagery in scripture means something is positive/good which equates

to white or European. Dark imagery in scripture means something is negative/bad which equates to black or African.

1. Lift up positive examples of blackness or darkness in scripture.
2. Mandate that Exodus 20 (The Ten Commandments) be read in its entirety the two times it occurs in the lectionary cycle, emphasizing Exodus 20:21 when Moses withdrew to the thick darkness where God was.
3. Give negative examples of light or whiteness in scripture such as “white as snow” as being associated with leprosy or the blinding light of St. Paul on the Damascene Road.
4. Make resources available for study (book list, article list, etc.)

### Communion

Bleached white host is the Communion standard in churches

1. Our bishops can send each congregation a sleeve of whole wheat wafers with an explanation encouraging them to shift to this or to use darker bread.
2. Encourage congregations to make their own Communion bread noting that most recipes do not call for bleached flour.

### Christian Formation

1. Encourage congregations to investigate the diversity of images on the Christian formation materials.
2. Encourage congregations to assess the diversity of images throughout the church (stained glass windows, icons, pamphlets, literature, nurseries, etc.)
3. What reading material and resources are listed or posted in the church?

### Music

1. Examine the lyrics and imagery used in music. Are all the images of light positive and the images of dark negative?
  - a. I want to walk as a child of the light-“In Him there is no darkness at all.”
2. Include more music with positive images of darkness and God
  - a. Hymnal 1982 #702- Lord, thou hast searched me and dost know
3. Diversify service music
  - a. The Cochran Mass based on African American spirituals and composed by a priest from the Diocese of NC
4. Consider having a banned hymn list

### Diocesan Worship Services

1. Encourage our bishops to implement this plan in Bishop’s Commission on Liturgy
2. Have a checklist that highlights blind spots in diocesan worship services (convention, clergy retreat, clergy day, renewal of vows)

## OTHER ACTIONS

### May 17, 2021

Adoption of the Standing Committee Collect

Gracious God, just ruler of all. We come to you seeking wisdom and guidance as we prayerfully discern that which we are called to do as members of the Standing Committee. We ask that you grant us open minds and hearts as we strive to be good stewards of the faith bestowed upon us. Through Jesus Christ our Savior, who lives and reigns with You in the unity of the Holy Spirit, one God, now and forever. Amen.

### July 19, 2021

The Standing Committee passed a resolution that anti-racism training be required for all persons serving on the COM-P and COM-D ( or to complete the training as soon as possible after election).

The Standing Committee recommends that nominees to positions elected by diocesan convention be encouraged to list any training or qualifications associated with becoming beloved community in their nomination form.

### September 20, 2021

The Standing Committee passed a resolution that Constitutions and Canons amend Canon 20 to include non-traditional missional communities.

### October 18, 2021

The Standing Committee voted to fill the vacancy in the Class of 2022 with the Rev. Javier Almendarez Bautista.

The Standing Committee mourned the loss of the Rev. Habacuc Ramon Huerta from his unexpected death. The Committee made a monetary contribution to El Buen Pastor, Durham in memory of the Rev. Huerta.

## THE GOOD SAMARITAN FUND BOARD

### **Statement of Purpose, Mission and Goals**

The Good Samaritan Fund (GSF) supports programs operated by church or community-based non-profit organizations 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 is given to Programs that work toward empowerment and those programs where the award of small grants makes a significant impact.

Additionally, the GSF supports the formation of or the continuation of 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.

The GSF also provides 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.)

The GSF supports the initiation of new missional 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 on behalf of the Diocese during the past 15 months?**

#### 2021 Activity

The Good Samaritan Fund Board (GSF) met virtually several times during the year to discuss how we can best collaborate with and support the NC Diocesan Mission Funders initiative. The GSF has begun a period of prayer and reflection as we begin the purposeful process of reimagining our mission and goals. Our intention is to discern how we can best make the greatest impact using the distribution of the funds that we have. The GSF also met to review and approve 2021 grant award applications. (See 2021 Awards). The GSF continues to test and refine our recently adopted By-Laws as we try to live into our current mission, purpose and goals.

#### 2021 Awards

Augustine Literacy Project-Charlotte \$ 6,000.00  
The Choir School at St. Peter's, Charlotte \$ 5,000.00  
The Salvation Army, Charlotte Area Command \$ 3,500.00  
Chapel of Christ the King, Charlotte \$14,000.00  
St. Michael and All Angels, Charlotte \$14,000.00  
Roof Above - Men's Shelter of Charlotte \$ 2,500.00  
Totals \$45,000.00

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

The Good Samaritan Fund Board has held all of its meetings virtually during the COVID-19 pandemic.

Submitted by  
Connie Sessions

## THOMPSON CHILD & FAMILY FOCUS

### **Statement of Purpose**

The mission of Thompson Child & Family Focus is to strengthen children and families through healing, teaching, worship, and play. Our updated vision statement is, "All children healthy, all families thriving, all communities strong."

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

The Thompson Board of Trustees provides advocacy and helps in fundraising specific to Thompson.

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

The Thompson Board of Trustees has adapted during the COVID-19 to change meetings to virtual instead of face to face. Any interactions or meetings held Summer of 2021 that were in person were held in a large conference room to allow for social distancing.

Submitted by  
Andrea Smith

TRUSTEES OF SEWANEE: UNIVERSITY OF THE SOUTH

**Statement of Purpose**

Trustees elected by the Diocese of North Carolina to the Board of Trustees at Sewanee

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

We have represented the Diocese of North Carolina in matters before the Sewanee Board of Trustees, both in person and remotely.

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

Some business that was typically conducted in meetings in Sewanee, Tennessee, has been handled remotely, via Zoom or other methods. This has worked quite well, in fact.

Submitted by  
Emerson Bell