

# REPORTS TO CONVENTION

## DIOCESAN COUNCIL

### 2022 Highlighted Actions of Council

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

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

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

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

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

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

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

### **Council Departments and Assignments**

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

### **Christian Formation**

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

### **Adult Formation**

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

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

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

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

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

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

### **Congregational Support and Development**

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

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

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

### **Finance and Administration**

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

### **Outreach and Justice**

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

### **State of the Church**

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

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

Submitted by Sherry Owens

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

**Statement of Purpose**

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

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

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

**PERSONS IN THE ORDINATION PROCESS**

**Consent of Ordination (Vocational Diaconate)**

*November 18, 2021*

Valerie Colbert

**Consent of Candidacy (Vocational Diaconate)**

*May 16, 2022*

Katherine Wisz

*September 19, 2022*

Sherry Storrs

**Consent of Ordination (Transitional Diaconate)**

*April 25, 2022*

Josiah Daniels

Keith Esposito

Phillip Bass

*May 5, 2022*

Sadie Koppelberger

Sarah Diener-Schlitt

## **EPISCOPAL CONSENTS**

*October 18, 2021*

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

*December 20, 2021*

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

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

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

*January 24, 2022*

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

*February 21, 2022*

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

*April 25, 2022*

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

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

*June 20, 2022*

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

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

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

*August 15, 2022*

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

## **CONSENTS TO REAL ESTATE TRANSACTIONS**

*November 18, 2021*

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

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

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

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

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

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

*January 24, 2022*

St. Michael's, Raleigh – easement

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

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

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

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

Cash consideration: \$30,000.00

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

Resolution of Standing Committee:

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

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

*February 21, 2022*

St. Augustine's Chapel, Raleigh – easement

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

Grantor: St. Augustine's University

Grantee: State of North Carolina

Cash consideration: \$312,000.00

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

Resolution of Standing Committee:

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

*April 25, 2022*

St. Stephen's, Oxford – lease

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

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

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

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

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

Resolution of Standing Committee:

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

*May 16, 2022*

St. Thomas', Sanford – sale of land

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

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

Vestry resolutions provided. Appraisal requirement waived.

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

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

Resolution of Standing Committee:

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

*June 20, 2022*

Emmanuel, Southern Pines – lease

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

Lessor: Emmanuel Episcopal Church, Southern Pines

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

Vestry resolutions provided.

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

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

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

Resolution of Standing Committee:

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

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

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

*August 15, 2022*

Church of the Good Shepherd, Raleigh – leases

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

Lessor: Church of the Good Shepherd, Raleigh

Lessee: Raleigh Mennonite Church

Vestry resolutions provided.

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

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

Resolution of Standing Committee:

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

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

Lessor: Church of the Good Shepherd, Raleigh

Lessee: Raleigh Boychoir, Inc.

Vestry resolutions provided.

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

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

Resolution of Standing Committee:

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

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

### **SPIRITUAL FORMATION**

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

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

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

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

### **OTHER ACTIONS**

*November 7, 2021*

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

*February 6-7, 2022*

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

*February 21, 2022*

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

*March 21, 2022*

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

*June 20, 2022*

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

*September 19, 2022*

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

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

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

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

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

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

## CHANCELLOR

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

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

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

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

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

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

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

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

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

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

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

Submitted by Martin H. Brinkley

## TRUSTEES

### **Statement of Purpose**

The trustees discharge the duties set out in Canon 10.

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

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

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

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

Submitted by Steve Mason

## BISHOP'S COMMITTEE ON AFFORDABLE HOUSING

### **Statement of Purpose**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Submitted by the Rev. Beth McKee-Huger

## BISHOP'S COMMITTEE ON THE DIACONATE

### **Statement of Purpose**

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

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

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

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

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

Submitted by Chip Carter

## BISHOP'S COMMITTEE ON EXAMINING CHAPLAINS

### **Statement of Purpose**

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

This work includes

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

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

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

This work includes

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

What are your plans for the coming year?

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

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

### **Statement of Purpose**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Submitted by the Rev. Jacob Pierce

## BISHOP'S COMMITTEE: PASTORAL RESPONSE

### **Statement of Purpose**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Submitted by the Rev. Robert Fruehwirth

## BISHOP'S COMMITTEE ON PRISON MINISTRY

### **Statement of Purpose**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

David Stanford also provides a connection with the state Yokefellows Prison Ministry that has volunteer groups in a number of correctional facilities throughout the state of North Carolina.

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

The committee has evolved into a resourcing and networking committee, dedicated to enhancing the ministries that are currently in process, and providing consultation to others who would like to see prison ministry in their local areas.

The committee members are slowly getting back into prison facilities after the COVID pandemic limited direct contacts for the last 2 years.

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

Our committee will continue to meet quarterly to share resources and ideas for furthering prison ministry in our areas and in the diocese.

Submitted by David Stanford

## CHARTERED COMMITTEE FOR CAMPUS AND YOUNG ADULT MINISTRY

### **Statement of Purpose**

The Council for Campus and Young Adult Ministry (CCYAM) is charged with financial oversight of the 10 campus ministries, 1 episcopal service corps, and other young adult ministries looking for diocesan support. We are focused on creating an inclusive and welcoming environment to the church and church seeking students and young adults we meet in our places of worship and around our campuses. CCYAM works with all our constituent campus to build relationships and strategically discuss best practices in ministry development.

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

CCYAM is working hard with local parishes located near HBCU's in the diocesan boundaries to ensure that we are supporting students at as many institutes of higher education as feasible. This work builds off the success we have had at North Carolina Central University and our foundational program at St. Augustine's University. We look forward to increasing the number of formal programs of the next few years to reflect this work.

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

As we come out of the COVID-19 pandemic, the campuses and programs supported by CCYAM are taking the time to evaluate how these programs will move forward. Many of our campuses and programs have significantly reduced attendance or involvement due to the lack of evangelism opportunities during the past few years. This is a wonderful blessing to allow us to take the time to reflect on how campus and young adult ministry has evolved over the last 10 - 15 years. We are working with our students to understand the new student experience and expectations of campus ministries.

We also started a new partnership with the Diocese of Western North Carolina and the campus ministries of the UNC-Chapel Hill and Wake Forest University that creates resources that will support LGBTQ+ affirming student athletes and allies to have a space to engage discipleship in Jesus Christ without discrimination for their sexual identity or affirming ally ship. You can learn more at <https://christianathletecircles.org/>

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

At every campus you will find a unique bible study opportunity, whether it is Elon for Coffee, UNC-Greensboro for some Dungeon's and Dragons, or compline in the Duke Chapel on a Tuesday night. Our students lead many of these sessions with the passion that equals the creativity. We are unafraid to innovate on meaningful ways to engage the Bible and other ancient text and practices. For every post-modern activity, there is a reflection of the ancient and lived practices. We invite you to reach-out to our programs and find times that you can join us to learn about how we are merging the old with the new.

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

We would like to start by congratulating Niners United for their work with the Diocesan partner Diocese of Costa Rica and the investment of time and talent to build up the work of campus ministries.

Additionally, we look-forward to reviewing the results of the first full year of the Christian Athletes Circles in the spring of 2023 to understand the importance of partnership across our diocese and our diocesan neighbors. This may be a model that can be replicated in other areas of diocesan priority and outreach.

And as with everything we do, we are consistently challenging ourselves and our students to look outside our community to engage the not-yet-churched and the previously-harmed-by-church to show them the welcoming embrace of the Episcopal Branch of the Jesus Movement. Often times we work in collaboration with other protestant churches on our campuses embracing the one apostolic church and the ecumenical relationship ties of the national church.

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

Creation Care has always been an important aspect of campus ministry. We have spent time during the pandemic assessing our worship and outdoor spaces to understand how best to utilize the blessings around us. Many of our campuses have revitalized our outdoor spaces to include firepits and community gardens. We want to ensure that we have a safe space to worship as the pandemic and other illnesses cycle through our campuses.

Additionally, we are consistently looking at our building carbon footprints and reviewing energy assessments. Our students are passionate about the environmental impact of their campus communities and identifying ways to be less wasteful and more intentional about their resource usage. As we return to in-person dinners and fellowship, we are rethinking our waste strategies and water usage.

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

The CCYAM is charged with Financial oversight of the budget for the Campus and Young Adult ministries of the Diocese. Every program augments the funding received by the diocese with fundraising, grants, and pledges. Diocesan funding is often the backbone to these programs that lets the community know that we are a priority of the diocese and not an afterthought. We have been blessed in the funding we have received during the leaner years of the pandemic to keep and grow these programs. We have used this funding to look outside our historic programs and grow our presence on HBCUs and in programing areas often overlooked. We continue to lead the way on collaboration outside our campuses with other campuses and other Episcopal church entities. We know our students/members are only with us for a few years and we are privileged to guide them to the next stop on their church journey.

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

CCYAM is always looking at our storied programs for growth and outreach to the changing demographics of our campuses and to ensuring that we can provide support to as many young adults as possible. We are limited in our options due to the highly secular nature of many campuses in the UNC system of higher education and in the changing way in which higher education is delivered. Post-COVID, online classes and online education has continued to flourish.

Nevertheless, we have dedicated the last two years to outreach at HBCUs in the Piedmont-Triad region of the state with some small success as we build up campus ministry as an extension of parish ministry in the model of St. Titus with NCCU. We are hopeful that this growth will be sustainable and we will be adding another Diocesan supported program in the next year or two.

Lastly, as you look at the number of D1 schools that have campus ministries in our diocese, it might surprise you that we have never had great success with student athletes and providing a safe space for the Christian development of these individuals. Because of practice, game, and school commitments, many athletes are unable to attend regular campus ministry programming. A team-up with the diocese of Western North Carolina is looking to offer another type of student athlete engagement that demonstrates the inviting presence of God for all regardless of the how we define our lives.

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

It is a rebuilding year across all our campuses. Many of the freshman who were part of our last real recruiting class will be graduating in the spring. We will be focusing the fall of 2022 and spring of 2023 on outreach to our campuses. We will need the support of all youth programs to help identify graduating seniors that will be attending a North Carolina college or university in the fall.

The Johnson Service Corps is also taking the Fall 2022 - Spring 2023 service cycle to evaluate and restructure their ministry to best serve young adults post-COVID. They hope to come back in Fall 2023 with a strong service corps ready to take on the challenges of today.

Lastly, with the support of a few parishes in the Diocese, we hope to support a Young Adult Festival in the heart of North Carolina Bar-Be-Que. This event will look to unite the young adult programs across this diocese and be a celebration of the importance of the shared table. We are still in early planning for this event, but will utilize diocesan funding specifically to get the event off the ground. Additional funds will come from fundraisers, grants, and/or participant fees. Many young adults in the diocese have fond memories at their time spent at diocesan youth events or campus ministry events. They are searching for that same level of community as young adults. We feel that this might be a perfect pilot event for CCYAM to lead the way as anticipated under Goal 1, 2, & 4 of the Diocesan priority of Congregational Vitality by creating a network of young adult programs that will allow for future events geared toward this community around lay

leadership, discernment, and resource sharing. Additionally, it will be a great program to review processes for collaboration and partnership from the formation of the event through to the debrief and report to the diocese of the outcome.

Submitted by Megan Carlson

## CHARTERED COMMITTEE ON ENVIRONMENTAL MINISTRY

### **Statement of Purpose**

The primary purpose of our committee is to promote the work of Environmental Ministry in the Diocese. It is our goal to demonstrate that concern and care for God's ongoing Creation is not a peripheral concern to our spiritual path as Episcopalians but is instead at the very heart of the Gospel message to love God and love one's neighbor as one's self.

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

One of our six Creation Care goals is "Creation Care and Racial Justice." Our ministry has recognized that Creation Care and Social and Racial Justice connects in the area of Environmental Justice, and we continue to identify ways that our committee can promote Environmental Justice as a way to advance Racial Reckoning, Justice and Healing.

Example: In 2021, we supported St. Ambrose Raleigh's successful application for an Episcopal Church Green Grant to address Environmental Justice related to the restoration of the Walnut Creek Wetlands. We plan to continue our support as their work on this project continues.

We intend to continue intentionally exploring the confluence of civil rights, racial justice, and environmental concern in the area of environmental justice. By recognizing that issues of social injustice and inequality are often rooted in and exacerbated by environmental factors, we can work to mitigate these conditions and therefore make a greater contribution toward achieving the goal of becoming Beloved Community.

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

We have continued to support a vibrant Green Grant Program particularly aimed at small congregations looking to begin the work of Environmental Ministry. This work has been closely connected with our energy efficiency program, but we are open to grant proposals to fund a variety of environmental ministry projects. We have created a grant proposal document to publicize these grants in order to help congregations in need of financial assistance to begin a project to green their church. Grants are typically in the \$500-\$1000 range. Thus far in 2022, we have allocated over \$1200 of grant funds and plan to allocate approximately \$1800 more in grant funds before the end of the 2022 budget year. Projects frequently include maintenance projects that will lead to cost savings such as building insulation and energy and water efficiency projects.

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

One of our six Creation Care priorities is "Becoming Deeper Green Churches," a primary component of which is connecting Creation Care with our traditions of scripture and worship. We have also advocated for the use of environmental curricula including Living in an Icon,

co-authored by Robin Gottfried, former Director of the Center for Religion and Environment at Sewanee: The University of the South. Our members also frequently promote the work of Environmental Ministry through talks at education forums throughout the Diocese.

We also worked with Diocesan Formation to sponsor a Diocesan webinar presented by Dr. Steve Jurovics entitled, "Creation Care and Formation: Climate Change is a Biblical Issue" in April of 2022.

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

During 2022, we have continued to connect Diocesan mission work with creation care collaborations locally, regionally, nationally, and globally. Examples include but are not limited to the following:

- Province IV Environmental Ministries
- Connecting on Creation Care (Charlotte)
- Interfaith Creation Care of the Triangle
- NC Interfaith Power and Light
- GreenFaith
- Center for Religion and Environment at Sewanee: The University of the South
- Creation Care collaboration with neighboring Dioceses
- Creation Care Alliance of Western NC

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

Every aspect of our ministry is devoted to fulfilling the goals of the Creation Care priority.

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

As representatives of our Diocese, members of our committee have participated in discussions with the World Resources Institute's Faith and Sustainability Initiative, the NC Interfaith Power and Light Energy Working Group, the Center for Religion and Environment at Sewanee, and the Episcopal Church Building Fund regarding improving the availability of solar technology in our Diocese. We have also worked closely with solar companies including Eagle Solar and Light and Southern Energy Management in order to promote the expansion of solar implementation in churches in our Diocese.

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

Creation Care work is never tied to a particular demographic but is instead invested in fostering a love and care for God's Creation among all of God's people. While we have had no explicit discussions of a changing mission field or changing demographics in our Diocese, we feel that our ministry is well equipped to address the task of promoting environmental ministries as an integral part of following our Christian call to love God and love our neighbors.

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

We plan to continue our work promoting the following Creation Care goals in the Diocese:

1. Becoming Deeper Green Churches
2. Creation Care and Racial Justice
3. Climate stabilization through emissions reductions
4. Restore earth using natural systems
5. Engage in Environmental Advocacy
6. Points of intersection with other diocesan priorities

The Environmental Ministry Committee will also be working to promote the Communion Forest Initiative among Diocesan Congregations. The Communion Forest Initiative was promoted at the 2022 Lambeth Conference, and our committee will be sponsoring a resolution at Diocesan Convention to encourage its implementation in congregations throughout the Diocese.

Submitted by the Rev. David McDuffie

## CHARTERED COMMITTEE ON GLOBAL MISSION

### **Statement of Purpose**

The Chartered Committee on Global Mission has responsibility for fostering global connections and partnerships among congregations in this diocese and abroad, and for increasing the competencies of those engaged in global mission. The Committee also administers a grant program to address human need around the world and to serve as good stewards of our resources.

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

All engagement in global mission and advancing relationships with the global church by definition advances racial reckoning, justice and healing. Our grants program provides specific aid in addressing human need.

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

We have encouraged congregational engagement through our diocesan-wide conference on global mission in April, have encouraged establishing or deepening relationships with global partners through our grants program, and have encouraged participation in virtual global Bible studies quarterly.

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

Our conference in April, with a keynote address by Titus Presler, missiologist who heads the Global Episcopal Mission Network and with a variety of workshops, served a ministerial formation purpose.

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

We entered into collaboration with the Environmental Ministry Committee to host an educational and advocacy event on global creation care on the Thursday preceding convention, and joined with that committee in presenting a resolution on global creation care at convention.

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

See above under collaboration.

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

We secured approval of our charter, permitting expanded membership, and we revised our grant guidelines for clarity and breadth.

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

Aside from our ongoing grant program, all of the initiatives described above sought to challenge our diocesan engagement in global mission, encourage great dialogue with partners, and deepen relationship with global partners.

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

The incoming chairperson, Rebecca Yarbrough, writes: "I hope that we can continue to expand and build upon the wonderful work that has been done over the past two years. I would love to see us have another Global Mission gathering that this time focuses on sharing stories and the how-tos of planning trips and building relational time into them. I also hope that we can continue and expand the quarterly global Bible Studies. I'm hoping to hear from the Committee their hopes and dreams."

Submitted by the Rev. Leon Spencer

## CHARTERED COMMITTEE ON GRANTS

### **Statement of Purpose**

In accordance with Diocesan policy and budget availability, the committee receives applications and authorizes disbursements to clergy and laity for theological education, rather broadly defined. The committee also provides parish grants for new and expanded ministries. Allocations for these purposes in the Diocesan budget for 2022 are: Clergy grants - \$7,500, Laity grants - \$5,500, Parish grants - \$18,520.

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

The committee does not directly address the mission strategies. Grants to individual clergy and laity and to parishes are supportive of these strategies.

To date, during 2022, the Chartered Committee on Grants has approved and disbursed grants as follow:

- Clergy - \$2,880
- Laity - \$2,000
- Parish - \$8,000.

All applications received have been approved in amounts consistent with Diocesan policy.

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

The work evolves and adapts to the extent applications received and approved are reflective of these changes.

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

Current policies for the work of the Chartered Committee on Grants are several years old and should be reviewed to determine if modifications need to be made.

Submitted by Emerson Bell

## CHARTERED COMMITTEE ON HISPANIC MINISTRY

### **Statement of Purpose**

To work together to vision and plan the work that our communities can carry out to be part of the mission of the diocese to become the beloved community as an effective witness of the transformative love of God in Christ

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

We sought to take an inventory of how our Spanish speaking communities are doing, having them host meetings so that we could get a better grasp on the diversity of our diocese. We considered which liturgies were working well in our Spanish speaking congregations, with the hope of sharing them one day broadly across our diocese.

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

We brought members from six different worshipping communities together both virtually and in person to find commonalities that we could celebrate

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

We lifted up and celebrated lay ministries in our meetings.

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

We sought to collaborate by sharing ideas that we could implement in one another's parishes.

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

Being early on in our group formation, we were not able to address this as a body.

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

Our group has spent most of its time building community and fellowship among its members.

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

We are striving to strengthen and support our existing churches, with the hope of offering ideas to those that are interested in beginning Spanish-speaking ministries themselves.

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

We hope to strengthen attendance, broaden the membership, and establish regular recurring meetings.

Submitted by the Rev. Greg Brown

## CHARTERED COMMITTEE ON LIFELONG LEARNING

### **Statement of Purpose**

The Chartered Committee for Lifelong Christian Formation seeks to form, equip, teach, and inspire parishioners in the Diocese of North Carolina to become disciples of Jesus and share the gospel in their daily lives. To make our work as relevant and effective as possible, we focus on initiatives that individual parishes and missions could not do alone. We seek to connect members and leaders from multiple congregations, and we try to engage leaders that not all congregations can access easily. We also make sure that our efforts reflect and support the mission priorities of the Diocese of North Carolina.

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

- Sacred Ground programs, including facilitator trainings.
- A video and book study of *The Color Of Compromise: The Truth About the American Church's Complicity in Racism* by Jemar Tisbee. This program engaged more than 80 participants from 40 cities and towns across the Diocese. We provided an outline and small group discussion guides for participants to host their own groups in local contexts.
- A video and book study of *How To Fight Racism* by Jemar Tisbee.
- Creation of a social justice pilgrimage working group to plan pilgrimages.
- An educational event on the "Tell Me The Truth About Racism" curriculum for children and families.
- Collection and analysis of parochial report data on racial justice work around the Diocese.

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

Please see examples above and below.

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

- A Centering Prayer online workshop.
- A Diocesan Confirmation Class offered online.
- Lenten series on interfaith understanding, led by Rabbi Raachel Jurovics.
- Lauren Winner's Clergy Quiet Day offered to lay leaders.
- Sponsorship of lay participation in Education For Ministry training, Kanuga's Christian Formation Conference, the FORMA Conference, and the Lay Preaching Training Initiative.
- Confirmation 2.0 Workshop training in a youth confirmation model.
- Vacation Bible School resources shared with congregations.
- Shared resources on collective trauma and collective resilience with congregations.

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

Please see examples above and below.

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

- A webinar on climate change as a biblical issue, offered in collaboration with the Creation Care committee, led by the author Stephen Jurovics.

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

For all that we offer, we assume a diverse audience with widely varying levels of prior knowledge of Christianity.

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

We plan to continue our efforts to form, equip, teach, and inspire parishioners in the Diocese of North Carolina to become disciples of Jesus and share the gospel in their daily lives.

Submitted by the Rev. David Frazelle

## CHARTERED COMMITTEE ON REMUNERATION AND INSURANCE

### **Statement of Purpose**

The committee shall study the remuneration of the clergy and make an annual recommendation to Diocesan Council for minimum clergy salaries and other remuneration in the Diocese. The committee shall make an annual recommendation to Diocesan Council for healthcare and other benefits to be provided to qualifying clergy and lay employees.

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

Our committee made two presentations to Diocesan Council in 2022:

1. We studied the cost of individual and family healthcare coverage provided by Church Pension Group ("CPG"). We compared these rates to those available on the open market. Our Diocese rates are on average 5% below the national average; however, our rates are skewed by the aging clergy population and will continue to increase. The committee recommends exploring cost sharing and greater education, options, and preventative care opportunities from CPG. In addition, we annually analyze the Compass Report, provided by CPG, which highlights healthcare spending trends across the Diocese.
2. We presented a clergy compensation report comparing the national average with our Diocese based on a study by CPG. The committee endorsed a minimum clergy salary with a 5% cost of living adjustment and a Diocesan Staff increase of 5% for cost of living.

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

We adapt our focus on remuneration and insurance as the clergy and lay employees of the Diocese change.

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

We will continue to monitor healthcare costs and health claims data. Our remuneration report will be updated annually as well.

Submitted by Sammy Anderson

## CHARTERED COMMITTEE ON YOUTH

### **Statement of Purpose**

Our mission is to provide children, youth and families in the diocese safe, affirming spaces to learn about God, scripture and The Episcopal Church. We want them to have fun and build strong, faithful relationships in the process! The CCY and youth missionaries work with youth and their families to come together to grow in spiritual formation and develop leadership within the church. This mission includes supporting children, youth leaders and congregations in their ministries.

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

This past summer we invited children and families to read and wonder with us through the Green and Growing Season. Families that signed up received weekly a postcard with a book suggestion, one or more Bible stories to check out, and some questions to consider. Our hope was to give families resources and ideas to foster Christian formation at home, while encouraging conversations about ideas that are central to Becoming Beloved Community. We also included links for additional resources and videos of each book being read to make it easy for families to join in while they are on vacation, at home or around town.

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

The Chartered Committee on Youth has worked with congregations who have requested assistance to give them resources and leadership to offer programming, events and formation.

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

- We have offered at home formation clubs for families, as well as virtual offerings for youth, parents, and leaders, and have encouraged intergenerational offerings.
- Diocesan confirmation, LGBYQ+ offering for youth, as well as a separate offering for adults, workshops during Bishops Ball. We have offered access to the Forma Conference in 2022, and continue to offer resources and curriculum through our Trello board and in our monthly children and youth leadership gatherings.

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

We continue to gather children's formation and youth leaders (paid and lay staff) from across the Diocese to share ideas and collaborate on offerings together.

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

For Earth Day 2022 we curated resources and shared with congregations events and program offerings across the Diocese.

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

As part of our continuing work, we are charged to administrate Safe Church Training. Currently this involves a complete reboot of the way training is offered. We are currently working with congregations to move their people onto an online system, get a baseline of who has been trained, and who needs to take the training. We are working with our bishop and Council to revise the Best Practices for Safeguarding God's Children.

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

Adapting programs and events to meet the needs where our congregations are.

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

We will continue to connect and collaborate with church leaders to provide programming for children, youth and families, while offering in person program events for youth as a diocese. We are considering ways in how to engage leadership and parents about dismantling racism in the hope that they will in turn share with the younger members of their congregations. We are also looking at expanding our summer offerings for children and their families.

Submitted by Lisa Aycock

## COMMISSION ON CONSTITUTION AND CANONS

### **Statement of Purpose**

The Commission on Constitution and Canons is a canonically required organization with stewardship for the Constitution, Canons, and Rules of Procedure for the Diocese of North Carolina.

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

The work of the Commission is to help prepare the common ground on which we stand as a diocese. We prepare the framework for relationship on which others build the ministry of the Diocese including by her individual parishes, missions and other partners. This year we re-numbered the canons to enable ease of use, continued the process of removing and re-forming canons and constitutional provisions that hinder the growth of the diocese, and advised various diocesan actors and ministries of how to use the Constitution and Canons for our mutual benefit.

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

We have made an active attempt to respond to the needs of historically marginalized persons through our teaching and advice. We work to ensure that our Constitution and Canons cause no damage, and deepen no wounds. We recognize the need to expand the viewpoints expressed in our meetings by encouraging a changing membership on the commission.

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

We will continue to assist the diocese in using the re-ordered and re-numbered canons as appropriate. We will continue to seek ways to expand the utility of the canons in creating a common space for ministerial growth.

Submitted by the Rev. John Talk

## COMMISSION ON HISTORIC PROPERTIES

### **Statement of Purpose**

Identify and preserve those properties (churches and cemeteries) owned and overseen by the Diocese which are central to its history and the evolution of the Episcopal faith in North Carolina.

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

Prioritized the survey and status of all minority-based Episcopal churches for inclusion as either Living Historical Properties or as vacant properties where a support group can be developed to create a Preserved Living Historical Property.

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

In the process of actively surveying 17 missions and 13 parishes whose property/building is 75+ years old to document their historic significance to the Diocese but also what building and structural challenges they face where we can help bring funds and grants in their support.

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

In the process of actively surveying 17 missions and 13 parishes whose property/building is 75+ years old to document their historic significance to the Diocese but also what building and structural challenges they face where we can help bring funds and grants in their support.

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

Our work seeks to preserve and uplift the many struggling, often rural parishes and missions that are in areas of economic decline and often feel they are ignored by the Diocese. We help them to understand that the continuation of the Episcopal faith in their location is important and we provide an ear and voice to their needs.

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

We will complete a full Historic Survey of all diocesan properties and will submit a report and recommendations to the Bishop and the Diocesan Council on additional properties to be included as Diocesan Historic Properties (Living). In addition, we will compile a listing of congregational building needs that could benefit from historic preservation. We will pursue funding for the historic preservation via grants, foundation gifts, and at-large benevolence.

Submitted by Claude Snow

## COMMISSION ON MINISTRY FOR THE DIACONATE

### **Statement of Purpose**

The role of the Committee on the Diaconate (COM-D) is to advise and assist the Bishop in the selection of persons through discernment of an individual's call to ministry for the vocational diaconate and in the guidance and pastoral care of the candidates during their formation.

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

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. Additionally, we work with other committees and groups as well as individual congregations to see that historically underrepresented communities are supported in the discernment process.

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

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. Additionally, it is our hope that the formation and ordination of new deacons will contribute to vitality in both individual congregations and the wider Church.

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

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. Additionally, we have paid special attention to the intellectual and spiritual formation of those in discernment. This year marked the first time that we have had two internships, both a primary discernment internship and a second field education internship in a different congregation. It is our hope that this will more greatly contribute to the preparation of new deacons to serve faithfully and well in the church.

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

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment. As of now, we're working with the Diocese of Massachusetts to host an intern who is in discernment with MA but resident in NC.

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

The work varies depending on the internship sites that those in the discernment process are appointed to. These themes are integrated into the broader formation and reflection of those in discernment.

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

As of now, we have nine people in various stages of discernment. There was also one deacon ordination in 2022.

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

We are having more meetings virtually, which enables people to participate better, regardless of their location. We're also working with the Bishop's Committee on the Diaconate to ensure that recruitment for discernment reflects these changes.

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

In the coming year, we intend to carry on as we have done previously, supporting both individuals and congregations as the Church continues to raise up new deacons. As of now, we do not have significant changes planned for the discernment and formation process.

Submitted by the Rev. Caleb Tabor

## COMMISSION ON MINISTRY FOR THE PRIESTHOOD

### **Statement of Purpose**

We discern God's movement in the lives of those exploring a call to ordained ministry, and offer advisement and counsel to Bishop Sam Rodman regarding the education and evaluation of a person's formation as a priest in the Episcopal Church.

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

Racial Reckoning, Justice and Healing is a part of the recruitment and formation of new clergy in the Episcopal church through our work with candidates of color, as well as our own education in these topics. Each member of the Commission, and everyone who enters the ordination process, must complete Anti-Racism training. We advance this diocesan strategy by working to create opportunities not only for persons of color to succeed in ministry, but for non-minority candidates to explore their own stories of racism and bias, and learn how to grieve and heal.

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

We prioritize the development of leadership in the Diocese of NC that can serve not only our thriving parishes, but bring vitality to our vulnerable congregations. The Commission seeks ordained leaders who are able to adjust to the changing needs of the church and explores the ways bi-vocational ministry can provide options for congregations to thrive with part-time leadership.

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

Formation is a key aspect of the making of new priests. The Commission attends to formation in individual mentorship, spiritual direction, the parish diocesan internships, our Episcopal seminaries and Anglican studies programs, and other formation requirements such as Clinical Pastoral Education, Anti-Racism training, Title IV training, Safe Church training, and the evaluation process of the General Ordination Exams.

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

The Commission's work with the formation of new priests looks ahead to ways the Episcopal Church can grow, establish new faith communities, and serve as creative entrepreneurs of Christ's work in the world.

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

Creation Care is not directly addressed in the work of the Commission on Ministry, though the Commission agrees that this is an important aspect of future ministry in the church.

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

We are always reviewing and revising our process of interviews and applications to receive leaders from all different backgrounds and future paths in ministry.

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

To continue our work of discernment with those who are interested in pursuing a call to Holy Orders.

Submitted by the Rev. Sara Ardrey-Graves

## COMMITTEE ON GLOBAL MISSION – COSTA RICA

### **Statement of Purpose**

The purpose of our Committee is to both broaden and deepen the relationship between our two dioceses by way of relationship-building diocese to diocese, church to church, and most important person to person relationships. We do this most effectively by creating relationships and do things with each other instead of for each other.

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

As we well know, racism is a global issue. In Costa Rica, the Episcopal church is known as the black church and most of its parishes are located on the Caribbean side of the country. One of the biggest things we are doing is telling the story of how the Episcopal Church came to Costa Rica to start the conversation about who the church is and what the church is doing in Costa Rica from the very beginning. This provides our diocese with a contextual understanding of racial issues in Costa Rica.

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

In prioritizing relationship building, we encourage groups (youth & adults) to spend time with their Costa Rican peers on more than just Sunday Morning. We encourage conversation about what is going well, and what both churches/groups are finding challenging. It gives both delegations and idea of how similar our churches really are and a sense of solidarity in working through the day-to-day life of the church.

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

Through the conversations together, both groups often share what has worked well for their own congregations. This often creates brainstorming sessions and further discussion around Formation opportunities that extend well beyond their time together. Also, Costa Rica has begun participating in the quarterly global mission bible studies that take place on zoom, which is connecting the diocese of Costa Rica with places all over the world for the first time at a parishioner level.

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

While it may not be official new communities, our two dioceses are working together to re-open many of the after-school programs that were shut down by COVID. Upgrades to facilities and new ways of doing things are establishing new traditions and trends in old programs.

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

This is something the country of Costa Rica takes very seriously and so we have much to learn

from them in the area of creation care. They have so much to teach us about preservation as most of their country's industry revolves around ecotourism.

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

The largest shift taking place is an emphasis on relationship building rather than "nails & hammers."

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

Our committee is working hard are reinvigorating relationships and establishing new relationships between our two dioceses now that travel is over and a new generation of youth and adults are coming of age that can engage in partnering with Costa Rica.

Submitted by the Rev. Matt Addington

## DISCIPLINARY BOARD

### **Statement of Purpose**

Clergy take vows to uphold the “doctrine, discipline, and worship” of the Episcopal Church. When there is a question about whether a bishop, deacon or priest may have been involved in misconduct, the Church has two responsibilities. One is to see that justice is done. The other is to provide pastoral care for all involved, including the accused clergy person. Both of these responsibilities are entrusted to the diocesan bishop, and the Canons of the Church govern how matters are to be handled.

In the Diocese of North Carolina these two responsibilities of the Diocesan Bishop are handled by two different groups of people. The Disciplinary Board, as described in Title IV of the Canons of the Episcopal Church, has the responsibility to investigate the matter, consider and decide whether a violation of the Canons has taken place, and discern what must be done to bring about healing, reconciliation and justice for all involved. The Pastoral Response Team has the responsibility to provide pastoral care, under the guidance of the bishop, for each person and community impacted by a situation. The Pastoral Response Team has other gifts to offer clergy and congregations outside of the discipline process.

The Disciplinary Board meets annually to reflect on best practices for the process including work with members of the pastoral response team, and the bishops. It is sacred work and we are privileged to serve in this unique way.

In 2022 I report that there were no cases.

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

The ministry of the Disciplinary Board is to assure justice is done and to seek healing for all involved.

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

The ministry of the Disciplinary Board is to support the vitality of a congregation where misconduct may have occurred.

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

The ministry of the Disciplinary Board is a collaborative effort that is a model for healing where mistrust or hurt has occurred.

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

The work of the Disciplinary Board is required to respond to any matter pertaining to Title IV.

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

We look to the Disciplinary Board to be a diverse community of clergy and laity representing the diversity of our diocese.

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

We will gather this year for a day long review of how we have handled cases that have come before us and seek to learn from what we have done well as well as improve where we could do better.

Submitted by the Rev. George Adamik

## ELLA AND LEICESTER SWINDELL MAJOR SPEAKERS FUND

### **Statement of Purpose**

The Committee uses funds the Swindells bequeathed the Diocese to bring new, emerging and outside perspectives of Christianity, the work of the Church, and the interior spiritual life to lay members and their clergy who are informing and adapting to inevitable changes in their culture and lives. Past initiatives have included bringing nationally known speakers to conferences and retreats at the Summit Conference Center, holding an on-line interactive book study with Diana Butler-Bass and Bishop Michael Curry a decade before the pandemic, giving \$100.00 to every congregation at convention to engage a new mission in their community, hosting a round table breakfast the following year to share the results of the experience, creating a Diocesan Convention Eucharist to be held in the public square, and creating a bible study, More and More, to recognize the call in scripture to expand the tent of faith and inclusion.

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

As reported last year, in 2021, the committee created an interactive Liturgy of Lament, Longing and Hope in two formats to be used in both in-person and remote worship. The liturgy addresses the disappointment, grief, and suffering the pandemic brought into our individual and collective lives. It also names the civil divisiveness, and racial strife apparent in our county today, as well as anxiety brought on by future unknowing. In addition to the worship service, a deck of Go Speak cards which encourage small group or family storytelling and the holding space for truth and faith. A list of resources for children and families navigating loss were also developed to be used in Christian Formation settings. The liturgy and all materials were presented to the clergy at their weekly Zoom meeting in late August. A Liturgy of Lament, Longing and Hope was the Diocesan Streamed Service on September 12th, celebrated at Church of the Advocate, Chapel Hill.

In 2022, the Committee celebrated the good leadership and work of Sarah Hollar and Ayliffe Mumford who had shepherded the committee for the past 8 years. We welcomed new members, Jennie Beaumont and Gabe Lamazares, and new leadership in Matt Addington and Lisa Fischbeck.

2022 has been a year of regrouping, as we have welcomed new members and met with Bishop Rodman and Diocesan staff to better coordinate and facilitate our efforts moving forward. As a result, our work in 2022 has largely been to update earlier offerings. In the Spring, the Liturgy of Lament, Longing and Hope was updated for a new year and continues to be available. In the Fall, we began to re-work the Bible Study for Expanding the Tent to incorporate new understandings of faith and inclusion since our first launch of More and More in 2019. This updated edition will be available in the Spring of 2023.

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

Provided resources for worship and study

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

Provided resources for worship and study

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

In the year ahead we look forward to welcoming new members and developing creative new offerings for the diocese.

Submitted by the Rev. Lisa Fischbeck

## EPISCOPAL FARMWORKER MINISTRY

### **Statement of Purpose**

Episcopal Farmworker Ministry responds to the physical, emotional, and spiritual needs of farmworkers and actively supports opportunities for them to become self-directive.

We seek to minister to farmworkers in three principal ways:

- through direct services;
- through the development and support of programs that work towards the empowerment of farmworkers;
- by encouraging leadership development, advocacy, and education aimed toward a systemic change of agricultural policy.

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

Episcopal Farmworker Ministry has a long-standing relationship with la Sagrada Familia, a mission in the Diocese of East Carolina. This relationship has been strengthened over the past year with stronger communication and collaboration. The Ministry is excited about the groundbreaking for a church building for la Sagrada Familia on our shared property.

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

The Episcopal Farmworker Ministry (EFWM) continued its outreach to the Latino community of farmworkers, processing plant workers and other immigrant families of eastern North Carolina, providing a place, both physically and virtually, where these individuals and families can find support for the physical and emotional demands they confront and opening a door for them to find a path toward meeting their spiritual needs. Through direct services—food distribution events, providing access to mental health services, immigration assistance and intervention, and home repair made possible by Episcopal Relief and Development; leadership development, especially our Women’s Group (Grupo de Mujeres), whose herb garden cooperative has just successfully incorporated, with big plans for a greenhouse and expanded production, drawing in a growing number of women from our community, as well as our vital group of promoters (promotores) who play key leadership roles in all of our programs; and advocacy which is far reaching over all of our programs, gaining energy from and bringing our experience to a broad network of farmworker organizations who, collectively make their presence felt and their voices heard in the hall of power—we continue to seek to affirm each worker’s value and dignity and provide multiple opportunities for them to gain strength from one another and provide programs and information for them to grow as individuals and as a community. One notable sign of this growth is the Ministry’s hiring of a number of young people—the children of these same farmworkers—who become key links in carrying out our programs, gain experience and confidence in the process, and who take this experience back home with them and then on to college or university as a demonstration to their families that this growth of which we speak is a very real thing.

All our programs were seriously tested by the pandemic, as was the life of the churches of the two dioceses who support our work. But we have found and are still finding our way to the other side of this challenge. Our numbers of families supported—boxes of food distributed, visits to H2A camps, homes repaired, emergency kits distributed, immigration services appointments (including appearances in court), vaccination events coordinated with local and state health authorities, emergency funds distributed to families whose work and livelihoods are turned upside down by sickness or other factors beyond their control—continues strong and virtually unabated from the previous year, irrespective of the continuing challenges.

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

Episcopal Farmworker Ministry has been in a time of leadership transition for most of 2022, following the departure of the Executive Director February 28. The interim has worked to support the staff in maintaining programs, monitoring and executing grants, and assisting the Ministry in preparing for new leadership. A primary goal for 2023 is to employ a new Executive Director.

EFWM's goals and objectives for 2023 are to essentially continue the direct delivery of services within our community. We meet a keen and continuing need for these services and know, firsthand, of the ways in which these services are alleviating human suffering and providing hope to families who otherwise would have none. These include, but are not limited to, twice monthly food distributions, school supply and Christmas present distributions, vaccination clinics, distribution of accurate information in the local community, mental health referral, and immigration assistance.

Submitted by the Rev. Jan Lamb

## EPISCOPAL RELIEF AND DEVELOPMENT

### **Statement of Purpose**

Our work to heal a hurting world is guided by the principles of compassion, dignity and generosity. We take our mandate from the words of Jesus, found in Matthew 25. Episcopal Relief & Development is the compassionate response of The Episcopal Church to human suffering in the world. Hearing God's call to seek and serve Christ in all persons and to respect the dignity of every human being, Episcopal Relief & Development serves to bring together the generosity of Episcopalians and others with the needs of the world.

Episcopal Relief & Development faithfully administers the funds that it receives from the church and raises from other sources. It provides relief in times of disaster and promotes sustainable development by identifying and addressing the root causes of suffering.

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

- Bringing clean water to communities in need
- Protecting children from the threat of malaria
- Responding to disasters and emergencies in the United States and abroad
- Empowering women through microfinance

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

Episcopal Relief and Development helps congregations come together to heal a world beyond our local communities.

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

Episcopal Relief provides worship resources, projects, and opportunities for congregations to reach beyond their own walls, working together for lasting change in the world.

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

This is not a focus of Episcopal Relief and Development. Episcopal Relief and Development works in the area of relief for natural disasters within the United States. Episcopal Relief & Development facilitates healthier, more fulfilling lives in communities struggling with hunger, poverty, disaster and disease around the world.

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

We collaborate with communities around the world to address three life-changing priorities – women, children and climate – creating authentic, lasting results that can be sustained by the communities themselves.

Our work with women focuses on helping communities promote the rights of women and children and move toward the vision that everyone deserves a life free from violence in a society where they are treated with dignity and respect. Only then can communities truly heal and thrive.

Our work with children supports and protects kids under age six so they reach appropriate health and developmental milestones. This focus on early development is foundational and critical to helping children achieve their full potential as future contributing members of their communities.

Our climate-related work focuses on how families and communities can work together to adapt to the effects of rapidly changing weather patterns. This work includes preparing for and recovering from climate-influenced events such as floods, hurricanes and other disasters.

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

I work as an Episcopal Relief and Development Diocesan ministry partner for our Diocese.

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

A Tradition of Saving Lives For 80 years, Episcopal Relief & Development has been inspired by the faith and compassion of its supporters and partners to work together for lasting change. Its mission is to seek and serve Christ in all persons and respect the dignity of every human being.

Originally called the Presiding Bishop's Fund for World Relief (the PB Fund), the organization was established in 1940 by The Episcopal Church.

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

To work with congregations to bring knowledge of Episcopal Relief and Development's work around the work to their congregations.

Submitted by the Rev. Louise T. Anderson

## FAIR SHARE APPEALS BOARD

### **Statement of Purpose**

The Fair Share Appeals Board (“FSAB”) is tasked with the responsibility of reviewing applications from parishes or missions that, due to extraordinary circumstances, feel unable to fulfill their expected annual financial contributions to the Diocese.

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

The Fair Share Appeals Board (“FSAB”) is tasked with the responsibility of reviewing applications from parishes or missions that, due to extraordinary circumstances, feel unable to fulfill their expected annual financial contributions to the Diocese. The FASB is comprised of members from both the lay and clergy orders, with members serving for a three-year term. To provide continuity, the members serve in three-year staggered terms, thus assuring new insights as well as historical precedence.

This year, the FASB was charged with reviewing and making a recommendation to Diocesan Council for three completed applications submitted by a parish for its 2023 asking. The FASB prayerfully and dutifully handled its responsibilities and communicated its recommendations to Diocesan Council for its final determination.

I thank the members of the FSAB for their willingness to serve.

Submitted by David P. Broughton

## FRANCIS J MURDOCH SOCIETY

### **Statement of Purpose**

The Francis J. Murdoch Memorial Society administers a trust fund governed by Canon 37 of the Diocese of North Carolina which exists to aid “fit persons who desire to prepare for the ministry of the Church” (Canon 37, Sec.3). Under all ordinary circumstances, this aid is given in the form of a loan to a person enrolled in a seminary and which becomes cancelable upon ordination. Otherwise it shall be in full legal force and effect until paid.

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

The committee is in conversation about how best to prioritize seminarians of greatest need, and how these funds might be used to assist with curacies in the diocese. We have not explored how this change might advance the mission priority of racial reckoning, given our narrow charge, but this is something the Trustees should consider in the near future. Changes to our funding model have proven difficult due to the original donor documents, but we are continuing the conversation.

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

Our work of funding seminarians allows newly ordained clergy to return to the diocese free of seminary debt, which is an essential part of fostering congregational vitality.

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

We directly fund seminarians who are formed for the priesthood at their respective divinity schools.

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

We have no participated in this work directly, however, we are more closely collaborating with the diocese in our funding.

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

In 2022, the Murdoch Society distributed awards totally \$7,000 to 7 qualifying seminarians from the Diocese of NC. We have been in conversation with Missioner Maria Gillespie regarding how the Murdoch Society can streamline our own process in greater communication with the Diocesan Seminarian Support Grants. As part of this conversation in 2021, we again joined the Krebs application process so that the Diocese might be better stewards of both funds while collecting a more fulsome understating of each seminarian's particular financial needs.

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

The committee is in conversation about how best to prioritize seminarians of greatest need, and how these funds might be used to assist with curacies in the diocese. We have not explored how this change might advance the mission priority of racial reckoning, given our narrow charge, but this is something the Trustees should consider in the near future. Changes to our funding model have proven difficult due to the original donor documents, but we are continuing the conversation.

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

The Rev. Jacob Pierce has served as chair of the trustees since 2017. He has decided to step down from this role. Bishop Rodman has appointed the Rev. Marion Sprott-Goldson to take his place. The society will continue to explore how it can participate in the mission strategy priorities in conversation with diocesan staff.

Submitted by the Rev. Jacob Pierce

## GALILEE MINISTRIES OF EAST CHARLOTTE

### **Statement of Purpose**

Founded in 2015 by the Episcopal Diocese of North Carolina, Galilee Ministries of East Charlotte (GMEC) operates the Galilee Center where we share our historic buildings and lush grounds with other nonprofits to provide direct services and programs to refugees, immigrants, migrants and our neighbors in East Charlotte. GMEC is a Special Ministry Mission, as defined by Canon 20, Section 2. Our mission is to provide radical Christian hospitality, welcome and refuge to our nonprofit partners, their clients and our neighbors in East Charlotte. Galilee Ministries relies on the generosity and kindness of donors such as the Episcopal Diocese of North Carolina, the Episcopal Parishes, individuals and grants to sustain our mission and share these gifts with the community we serve. We use these gifts for the purpose of “feeding body, mind and spirit.”

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

Galilee Ministries of East Charlotte serves a multi-cultural and multi-generational community. The partnerships we have at Galilee are core to advancing racial reckoning, justice and healing. It starts with who we serve.

East Charlotte is home to primarily working-class families with pockets of lower income individuals. Given the recent emergence of gentrification, we see young professionals of all races and ethnicities moving into the area. The primary refugee resettlement agencies working with the state of NC are Carolina Refugee Resettlement Agency and Catholic Charities. Catholic Charities (a GMEC partner) operates an after school childcare program serving refugee students from elementary to high school at the Galilee Center. Refugees who visit Galilee for services are from Afghanistan, Ukraine, Sudan, Ethiopia, Eritria, Syria, Myanmar, Congo, and other African and Central American countries. We also serve lower socio-economic individuals and families as well as schools with mostly Hispanic and African-American children from the neighborhood. The elderly and differently abled are also included in those who are welcomed at Galilee—that includes our immediate neighbors who live at St. Andrew's Homes adjacent to the Galilee Center.

We are advancing the diocesan mission strategy priority of Racial Reckoning, Justice and Healing through collaboration and donating our primary assets (i.e. our buildings and grounds) to nonprofits to provide food and nutrition; education; vocational training/workforce development and after school childcare. We have an edible garden and play space and a community garden worked by those we serve. Our partnerships, programs and services are targeted to achieve our goals, create community and connect all to opportunities and resources. The number of refugees being served by our partners is increasing with the re-opening of indoor activities post the height of the-COVID- 19 pandemic. Collectively we are serving >600 people at Galilee monthly.

To advance racial equality, justice and advocacy as well as to eliminate racial barriers we form partnerships to provide:

1. A safe and welcoming space for organizations and individuals to meet and make connections and form new friendships.
2. Culture classes for refugees, community meals, aquaponic tower garden workshops, and other opportunities for fellowship.
3. We share our buildings for worship services for various faiths and multiracial congregations.

#### Our Direct Services Partners

- Catholic Charities: After-school and summer enrichment programs for ~20 refugee children.
- Central Piedmont Community College: English as a Second Language (ESL) classes, career preparation counseling, workforce development (started Fall 2022) and U.S. Citizenship Naturalization Classes (resumed October 2022). (On avg. ~50 students/month attend classes.)
- Carolinas Road Runner Club's Community Kitchen Program: ServSafe Manager Certificate Training in culinary skills food handling, preparation and catering. Twelve students enrolled.
- Loaves and Fishes: Food pantry – individual clients served have increased by 58% since the start of the year. There were 418 individual clients served in September. Families served during this period saw a 36% increase (146 vs. 107).

#### Inter-faith worship communities at Galilee

- Ethiopian Ministry – 30 adults attend and 15 children are in Sunday School.
- Matters to Mission Charlotte (Presbyterian Church (USA)) – 20% growth since worshipping at Galilee (30 regular attendees).

During 2022 some of the activities we have undertaken to advance this diocesan priority have included:

- All Galilee Board members completed Dismantling Racism: Reclaiming our Baptismal Promise by The Episcopal Diocese of North Carolina. The Board followed with a debrief and teambuilding led by Makeda Pennycook, Consultant and member of Christ Episcopal Church Charlotte, and Jenny Beaumont, Bishop's representative to the Galilee Ministries' Board and Missioner for Adult and Life-Long Formation for the Episcopal Diocese of North Carolina.
- Galilee Ministries joined St. Peter's clergy and Social Justice Ministry to support March for Our Lives in advocating for an end to gun violence.
- Organizations such as Truth and Reconciliation Commission Reimagining America Project Charlotte's Board of Directors of the Commission use our facilities for meetings and a place to gather.

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

Galilee Ministries was formed as a missional initiative to serve God's call. While Galilee does not currently have a congregation of our own, we partner closely with Parishes in the Charlotte convocation who send volunteers to Galilee to serve in numerous ways e.g. as greeters, help with administrative tasks, serve in our kitchen, serve on our Board/Committees and to feed our neighbors at St. Andrew's Homes (a few examples). There are many generous offers of time and talent. We also receive grants/donations from several Parishes, special collections and individuals who have been friends of Galilee over the years.

This year the Episcopal Diocese of North Carolina Council, with the Rt. Rev. Sam Rodman and bishop suffragan the Rt. Rev. Anne Hodges-Copple met at the Galilee Center. There was the celebration of a Holy Eucharist, the first since St. Andrew's Episcopal Church closed and Galilee was formed.

The Charlotte convocation Clericus met at Galilee. Offices at our Center are also used by the Sacred Ground instructors to plan and prepare for their classes. The Rt. Rev. Sam Rodman and The Rt. Rev. Bishop Anne Hodges-Copple and the Galilee Board of Directors will be having an upcoming lunch reception for the Rectors of the Charlotte Convocation, on October 26th 2022, at the Galilee Center.

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

At Galilee there are numerous ways in which Formation is done. It is at the core of all that we do. We started with all Board members taking Dismantling Racism as the foundation of not only how we engage with the larger community but with a diverse Board, staff and the community we serve. This formation is essential to our success. Formation is being advanced through education as well as interacting and engaging with people from other countries, nationalities, races, ethnicities, backgrounds and ages that you find at Galilee.

We hosted >60 Episcopal youth this Spring/Summer from Palisades Episcopal School, Episcopal Outreach Camp, St. Martin's, Christ Episcopal Church Charlotte, St. Margaret's, Holy Comforter and other Parishes. The youth worked in our garden, helped fulfill Galilee's commitment to Adopt-A-Street and built relationships with ~10 children from the Catholic Charities after-school program.

With St. John's Episcopal Church and others, we celebrated Teachers' Appreciation Day with 100 teachers, staff, administrators and facilitators at Merry Oaks Elementary International Academy, Greater Enrichment Program and the Galilee Center partners.

People come to Galilee and can discern and hear where God is calling them. Dreams come true at Galilee. There is the opportunity to serve as a mentor and connector; to welcome a new family to America. Through our partnerships with other nonprofits in Charlotte and working with our

partners we were able to refer 2 new Afghan students to the Year Up workforce development program at CPCC. The young adults have been accepted to the program, are taking classes with CPCC and Year Up and are looking forward to internships and attractive well-paying careers ([www.yearup.org](http://www.yearup.org)).

At Galilee we provide a sanctuary for worship and fellowship and Sunday school for children to learn about Christ. We partner with other religious denominations and veteran agencies for them to deliver culture classes to 25 Afghan women and their 15 children.

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

GMEC was formed through collaboration and partnerships and this continues to be our strength. In partnering with other nonprofits to provide direct services, workforce development and programming we can advance the diocesan mission strategy of collaboration and new communities. People come to Galilee and build community. Galilee is a place of building beloved community and collaboration. God's love is reflected everyday through the work we are doing at Galilee. A perfect example of collaboration at Galilee was introducing Central Piedmont Community College to our Community Kitchen Program partner. This collaboration during a monthly partner meeting gave birth to the new immersive language ESL workforce development program being offered at the Galilee Center, with 12 students initially enrolled for the inaugural class. Graduation will be in November 2022 and since starting in mid-September the students have served ~1165 meals, at various events. The next cohort of students will begin their 10-week course in January 2023, with 50 students having already expressed an interest in enrolling. CPCC/CKP are building a pipeline to fill seats in future cohorts.

Other outcomes of collaboration and new communities at the Galilee Center include the return of the U.S. Citizenship Naturalization classes, starting this month. Additionally, we now have the Charlotte Mecklenburg Mobile Library Unit visiting the Galilee Center monthly. We have hosted medical clinics and health fairs at Galilee, including Mecklenburg County Public Health COVID and Flu vaccine clinics. Forty people attended the recent health fair, of which >24 needed follow up medical care. There were 11 physicians and 23 other medical staff and volunteers in attendance. The mobile medical unit (One Charlotte Health Alliance with Novant and Atrium) visits Galilee each month providing basic medical services to the community. In early 2023, Galilee in conjunction with other inter-faith and Veteran nonprofits, will begin to host community meals for Afghan families experiencing isolation since arriving in the US—giving them an opportunity to gather and connect.

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

Galilee has continued to enhance our urban park, Galilee Green and Community Garden, where neighbors gather to enjoy the environment, our green space in the heart of the city, enjoy the fruits and vegetables grown and cultivate vegetables from their native countries. We have 40 garden plots in the Community Garden and 100% of them are leased (each leased for a nominal

fee of \$10 annually) and there is a waiting list. We installed an irrigation drip system to water the orchard where we grow fig trees, pear trees, goji berries and blueberries.

The Universal Sacred Harvest 12 Hydroponic Tower Gardens are a new addition to the Galilee Center. This new project has been a way for fellowship and making new friends. People come together for workshops to learn about the tower gardens, how the vegetables are grown and harvested and to share new recipes.

Caring for our building and grounds and investing in maintaining our physical assets remains our priority to do God's work in serving others.

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

We have also spent much of 2022 adopting best practices and enhancing our policies and procedures e.g. personnel manual, emergency preparedness plan, Board development and training, implementing enhanced controls, strengthening financial reporting, documenting finance policies and procedures, having an audit that followed the Diocesan guidelines, updating partner agreements and insurance coverage, revising our Bylaws and team building.

At the end of October 2022, the Rev. Tom Brackett, Missioner for New Church Starts and Missional Initiatives, will be journeying with the Galilee Board on a pilgrimage to discern where God is leading our mission in crafting our vision for what is next for Galilee Ministries of East Charlotte.

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

The Galilee Ministries Executive Director of 6+ years retired at the end of 2021. We have had a part-time interim Executive Director who will also be retiring at year end. We have formed a Search Committee to recruit a new full-time Executive Director. This is opening doors for new ways of collaboration and engaging with new communities, with congregants, clergy and lay leaders. We are being more intentional on who is invited to serve on the Search Committee, seeking to have a diverse slate, people with the required knowledge and expertise in hiring, as well as a mix of those skilled/experienced in listening and discerning God's voice. Additionally, we met with Canon Catherine Massey, to learn best practices, the process of transition and transformation and to collaborate with her through this process.

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

Our goals are focused on Becoming a Beloved Community: Feeding Mind, Body and Spirit:

- Economic mobility - make East Charlotte a prosperous and happy neighborhood to live, go to school and to work; make available access to education and skills-based training at Galilee.
- Outreach - form strong partnerships to address the needs of vulnerable populations e.g. refugees, immigrants, migrants, elderly, differently abled, children and those struggling with other issues such as isolation.

- Through partnership provide access to healthcare and food
- Advocate for racial justice and equality – (e.g. explore partnerships with EMM and GEMN)
- Be environmentally responsible
- Sustainable growth for our mission
- Spiritual ministry

Submitted by Faith Hamilton

## THE GOOD SAMARITAN FUND COMMITTEE

### **Statement of Purpose**

The Good Samaritan Fund Board Statement of Purpose: To support programs operated by non-profit organizations (church - or community-based) which provide economic opportunity, housing, education, health, social services access, and/or spiritual support for low-income African Americans in the Charlotte community. Strong consideration should be given to:

- Programs that work toward empowerment; and
- Those programs where the award of small grants makes a significant impact.
- To begin or support programs designed to support racial justice and reconciliation, including programs that provide equitable access to enrichment opportunities for low-income African-American children who otherwise would lack such access.
- To provide emergency support for needy African American families and individuals (This may consist of special grants to pastoral discretionary accounts in missions with limited resources to support discretionary funds; it also might be done by funding a special emergency grant program through a community resource such as Crisis Assistance Ministries.)
- To support the initiation of new mission activities specifically aimed at low-income African Americans within and outside the worshipping community, provided that there is a plan for the sustainability of such activities within three years of the program's inception.

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

The Good Samaritan Fund Board's Mission, Goals and Purpose is in complete agreement with the Diocesan Mission Strategy of Racial Reckoning, Justice and Healing. 100% of the grants awarded by this board have been given to support initiatives in the African American Community in Charlotte, NC. That was the original intent at the inception of the Good Samaritan Fund and it remains the major tenant of grant awards even today. This work will continue into the foreseeable future.

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

The Good Samaritan Fund Board's goal is to support, (medium to long term), two African American Episcopal congregations in Charlotte. Our hope and prayer is that these grant will help these two congregations do more than just survive, but begin to thrive.

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

The Good Samaritan Fund Board awarded grants to St. Michael and All Angels - Charlotte and to The Chapel of Christ The King - Charlotte. These grants are eligible to fund initiatives that are most emergent including funding for Formation.

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

The Good Samaritan Fund Board supports the Diocesan Mission Strategy of Collaboration and New Communities through awarding grants to community groups, specifically The Charlotte School Choir and The Academy of Goal Achievers.

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

The Good Samaritan Fund Board supports the Diocesan Mission Strategy of Creation Care through individual member commitments and corporate prayer. The Fund's By-Laws do not allow for direct funding of this purpose.

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

The Good Samaritan Fund Board recognizes that there are increasingly fewer funding sources for church/religious organizations and our churches have fewer places to go for funding support. The Good Samaritan Fund Board's position is that we will unapologetically support sharing the Good News of God in Christ. After some lengthy discussions, the Board decided to significantly support two missions within the Charlotte Convocation with their multiple needs.

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

The Good Samaritan Fund Board will continue to fund its priorities with a focus on the African American Community within the Charlotte, NC Community at-large.

Submitted by Connie Sessoms

## HISTORIOGRAPHER AND THE CHARTERED COMMITTEE FOR HISTORY AND ARCHIVES

### **Statement of Purpose**

By Canon, the historiographer is charged with collecting, classifying, preserving, and publishing materials relating to the history of the Diocese. The historiographer is also responsible for the oversight of the Diocesan Archives and for providing oversight and direction to the archivist. The Chartered Committee serves as a council of advice to the historiographer.

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

In April, the Committee hosted a diocesan History Day in Warrenton. The keynote speaker, Ebonee Davis of Virginia Theological Seminary, described the Racial Reparations work that she and others at VTS are doing. The History Day also highlighted the life and ministry of the Ven. Odell Greenleaf Harris, a native of Warren County, who led the fight for desegregation in Southern Virginia and Georgia in the 1940s and 50s. The event afforded attendees the opportunity to visit and learn more about 3 historic black churches in Warren and Halifax counties.

The historiographer and archivist are also actively engaged in providing timelines, documentation, images, and text for the “Telling Our Stories” Project, highlighting the black congregations of our diocese.

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

The archivist has consulted with local congregations on establishing or maintaining their historical records, and she has assisted in collecting materials to help them with the celebration of landmark anniversaries. This work deepens vitality through fostering a congregational appreciation of abiding identity and mission in a particular community. The special initiative, begun by the historiographer, continues for locating and restoring (as needed) the early parish registers of our historic black churches.

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

The historiographer has offered historical addresses at four parishes this year and continues to teach church history annually in the Deacons’ Formation Program of the Diocese. He also taught a course on “Religion in Local North Carolina History” for the OLLI program at Duke University.

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

By hosting a diocesan-wide “History Day” in April and “History Keepers” workshop in October, the historiographer and archivist have fostered collaboration among congregations. In their

research and writing, the historiographer and archivist have also highlighted earlier collaborative efforts, such as the founding of La Iglesia El Buen Pastor in Durham and the Ministerial Training Program at St. Augustine's School which operated between 1867 and 1894.

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

The archivist has made available records of our past work in the area of Environmental Ministries.

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

In September, the archivist and historiographer drafted a report on diocesan archival storage and processing requirements in anticipation of the sale of our current Diocesan House property. The archivist has also been active in helping to secure the records of recently-closed churches and transfer them to diocesan custody.

The archivist has also been active in helping to secure the permanent records of recently-closed churches for transfer to diocesan custody. For the past two years volunteer assistance from History & Archives Committee member Margo Acomb has helped reduce the backlog of closed church processing.

Staff and external research requests and on-site church consultations remain vital aspects of the archivist's work. For 2022, these have included: (1) documented responses to more than 75 individual requests for information; and (2) consultations with congregations regarding local church history and the storage and organization of records. Additional consultations were made with five congregations celebrating 150th or 200th anniversaries between 2021 and 2024.

The historiographer responds to queries that concern matters of historical assessment and interpretation.

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

The historiographer and archivist are acutely aware of the impact of such changes and seek to provide historical context for the challenges the diocese is currently facing, by reminding us of how we have sought to address similar challenges in the past. For example, demographic change in North Carolina was something Bishop Thomas Fraser called upon the Diocese to confront in his 1964 Convention Address. Demographic change has been an especially profound and abiding factor in our racial history. For example, Bishop Henry B. Delany noted the challenges for black congregations posed by the Great Migration after World War One.

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

The historiographer and archivist are prepared to assist in the relocation of the diocesan archives in the coming year. They also will work with the Chartered Committee and other interested parties in hosting another History Day and a History Keepers Workshop.

The archivist is working with an intern from the School of Library Science at UNC-CH to complete the digitization of our diocesan newspapers and make them accessible.

The historiographer will continue work toward completing the National Register Nomination for All Saints', Warrenton, and toward compiling a racial history of the diocese.

Submitted by the Rev. Brooks Graebner

## INVESTMENT COMMITTEE

### **Statement of Purpose**

We are responsible for hiring the investment managers to invest the proceeds of the diocesan Consolidated Pooled Funds. As of 9/30/22 the market value of said fund was \$ \$34,756,503.42. This represents a decline YTD of 22.80%, or roughly .40 ahead of the custom benchmark for the investment pool. Our last 3 years produced an annualized average annual return net of fees of 2.01%, ahead of the benchmark, which was 1.86%. Since inception date of 12/31/16, the Fund has returned 5.20% average annual return versus the benchmark of 4.88% Our investment manager of record has been Sterling Capital Management, LLC, a division of Truist.

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

Our committee has diverse representation, our Funds have an ESG overlay, certified by Sterling Capital Management, LLC on a quarterly basis.

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

Our outreach includes presenting the investment report to member Parishes throughout the Diocese and the report is available on the diocesan website.

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

Our goal is to oversee the fund in such a manner as to meet or exceed the benchmark with a risk adjusted return, and provide for 4.5% distributions to member Parishes to allow them to support the work of their congregation.

Submitted by W. Robert Newell

## KANUGA

### **Statement of Purpose**

Kanuga is a gathering place inviting all people to connect with each other, nature, and the Creator.

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

If 2021 was an intentional but careful step toward welcoming guests to return “home” to Kanuga as we began to emerge from the darkness of the pandemic, 2022 was a sinking into a renewed rhythm of worship and healing—made possible by the Kanuga community’s support and a much stronger financial position.

Kanuga is indeed continuing along a path toward financial health, and has made progress again in 2022. We were fortunate that our fundraising efforts in 2022 resulted in strong annual giving, a trend that has been on the increase since 2020. These funds are now being utilized to move Kanuga forward in programming, rather than to prop up our operations. Operations are now close to a break-even scenario in which expenses are covered, staff are compensated well, and improvements to many areas, including food and beverage, are well underway.

With this renewed focus on excellence in programming, in 2022 we were pleased to host and sponsor myriad events and programs, including Nuevo Amanecer, Winterlight and Youth Week, Camp Kanuga, Awakening Soul, Daughters of the King, dozens of parishes, Kanuga Christian Formation, Renewal, Iconography, Mountain Trail Outdoor School, and many more. We have introduced twice-annual service weekends to the calendar, and developed a new concert series of outdoor performances. We are thankful for these successes, but this list doesn’t begin to describe the depth of spirit that exists on campus as we re-gather to worship in person.

In 2022, as a community grounded in appreciation and empathy, we prayed for each other and the world in a visible way through a new prayer ribbon ministry that began as a response to the invasion of Ukraine. Within days, dozens of ribbons were inscribed with personal prayers and hung in The Chapel of The Transfiguration. And then, one day, we were asked if a prayer could be added for a loved one. Soon, an entire system was developed using ribbon colors to denote specific types of prayer, and a growing rainbow of gently swaying ribbons was suspended from the ceiling.

Indeed, thousands of campers, youth conference teens, adult conference participants, staff members, lodging guests, mountain bikers, clergy and lay leaders, and people from all walks have written prayers on these ribbons. The meditations themselves include everything from prayers for the ill to those who are victims of war, violence, and poverty, to those who govern, those who sin, and those who bring us joy.

In effect, Kanuga’s prayer ribbon ministry has evolved to serve as a visible form of the Prayers of the People. When I walk into the Chapel now, underneath these prayers that are lifted high

toward the Spirit, thousands of ribbons dancing in the sunlight, I sense the strength of the Kanuga mission in a real and tangible way, and feel the Holy Spirit at work.

I feel hope. I feel gratitude. And I hope you will join me in praying:

“For the good earth which God has given us, and for the wisdom and will to conserve it, let us pray to the Lord.” —from Prayers for the People

Thanks to all who have shared their wisdom, voice, financial resources, friendship, partnership, and commitment to Kanuga. Our community demonstrates every blessed day the wisdom and the will to keep Kanuga intact and thriving for many generations to come.

Submitted by Michael R. Sullivan, president / CEO

## MISSION ENDOWMENT BOARD

### **Statement of Purpose**

The Mission Endowment Board's mission is to support the innovation needed to implement mission strategy of the Diocese by making grants to applicants.

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

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

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

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

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

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

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

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

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

We evaluate all grants by considering how they align with the Diocesan Mission Strategy and ask all applicants, via the Common Application, to reflect on how their proposal fits these priorities.

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

Our charge is to receive and evaluate grants requests, which we dutifully do.

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

We support the Sustainability Fund of the Diocese as we think about how to fund ministries with ongoing financial needs.

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

To have one grant cycle (November 30 deadline), in which we continue to receive applications and make grants, as appropriate.

Submitted by the Rev. Robert Black

## MISSION RESOURCE SUPPORT TEAM

### **Statement of Purpose**

The Missionary Resource Support Team (MRST), a chartered committee of the Diocese of North Carolina, provides financial support to mission congregations, small parishes and newly established worshipping communities in the Diocese who are intentionally carrying out the mission of the Church, and that of the Diocese of North Carolina, in their unique ministry context.

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

MRST has been in the process of working with the Bishops, Canons, and Missioners in making our processes more equitable and transparent for all. We've worked on this for the past few years, and MRST has subsequently changed quite a bit on its scope and mission.

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

MRST serves to support communities that need a bit of financial help to help them dream and implement the mission that they have prayerfully discerned. Our goal in discerning our distribution of funds is to help those communities thrive and be able to do the good work they are called to do.

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

We have done the work that we are chartered to do, which is to receive grant applications, review those applications, have discussions with the grant applicant, and discern how much grant money we recommend the Diocese to grant to the applicants.

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

As mentioned above, with the help of the Bishops, Canons, and Missioners, MRST has fundamentally changed how it operates and who applies for a MRST grant in order to adapt to the needs of this diocese.

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

We plan to continue praying and walking with our grant applicants and continue the grant process.

Submitted by the Rev. Daniel Reeves

## NORTH CAROLINA COUNCIL OF CHURCHES

### **Statement of Purpose**

With 18 denominations representing over 6,200 congregations in N.C., the Council provides incarnational evidence of Christian Unity. By creating unity without expecting uniformity, member bodies collaborate on matters that contribute to the flourishing of God's creation. We are grateful to Episcopal Diocese of North Carolina for their support and for the leadership on our Governing Board provided by the Reverend Sarah Woodard.

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

Currently our priority areas include:

- **Reparations to Restoration: A Call to Action.** With representation from each of the 18 denominational members of the Council, we are creating a resource that can be used by any congregation or individual to learn about the need for government reparations while beginning the work of local restoration. We are drawing on the wisdom of those who have written about reparations while framing our work through the Christian teaching of confession, forgiveness, and restoration. The resource should be available by spring of 2023. For more information, contact [info@ncchurches.org](mailto:info@ncchurches.org).
- **Confederate Monument Removal.** Related to the above, but with its own emphasis, the Council has joined the work of the N.C. Commission on Racial and Ethnic Disparities in Criminal Justice in their effort to move confederate monuments from courthouse lawns. If you live in a county currently working on such an effort or would like to begin leading such an effort, please contact: [info@ncchurches.org](mailto:info@ncchurches.org).
- **Eco-Justice Connection (EJC).** This multi-faith program area focuses on environmental and climate justice, with an emphasis in "advocating with compassion." A keystone initiative of EJC is NC Interfaith Power & Light. EJC's program mission is to educate, inspire, and mobilize people of faith and conscience to act on climate change as a moral imperative. For more information, contact [susannah@ncchurches.org](mailto:susannah@ncchurches.org).
- **Partners in Health and Wholeness (PHW)** provides tools to help faith communities form healthy habits by supporting congregation based health ministries with resources and mini-grants. Other PHW focus areas include mental health, substance use disorder, and issues related to healthy aging. We are currently offering grant opportunities to BIPOC faith communities to enhance their mental health capacity. For more information, contact [phwinfo@ncchurches.org](mailto:phwinfo@ncchurches.org).
- **The Opioid Crisis and HIV/AIDS** educates faith leaders about compassionate responses to these growing health concerns and opportunities to reduce the associated stigmas. We provide avenues to engage the overdose crisis and the AIDS epidemic by connecting congregations to resources in their communities. If you would like to host an event or learn more about either of these projects, contact [elizabeth@ncchurches.org](mailto:elizabeth@ncchurches.org).
- **Gun Violence Prevention** advocacy focuses on telling the truth about gun violence in our country. We know the majority of gun deaths are suicides; the next highest number is homicides, usually among people who know each other or who are related to one another. Our work is to help people understand how guns end up in places that create great harm

and what each of us can do to make all of us safer. For more information, contact [jennifer@ncchurches.org](mailto:jennifer@ncchurches.org).

Over the course of this year, the Governing Board approved the following policy statements which can be found on our website along with other statements from previous years:

- A Resolution to Change the Cash Bail Bond System (August 8, 2022)
- Tribute to the Life of the Reverend Dr. T. Anthony Spearman (July 21, 2022)
- Statement Condemning Violence Against our Jewish Neighbors (January 24, 2022)
- Statement on George Floyd Murder Trial Verdict (April 21, 2021)

We craft these statements in keeping with our interpretation of the prophetic witness of the Old Testament and the gospel message of the New Testament.

Currently, other areas of emphasis include living wage and paid family leave endorsement, death penalty abolition, cash bail reform, fair courts advocacy, Medicaid expansion, and redistricting reform. Resources are available online and our staff is available to help your congregation address any of the myriad concerns that arise in our contemporary setting. If you have any questions or are interested in more information, please contact us at [info@ncchurches.org](mailto:info@ncchurches.org), or call our office at 919-828-6501.

Denominational members include Alliance of Baptists, African Methodist Episcopal Church, African Methodist Episcopal Zion Church, Christian Methodist Episcopal, Christian Church (Disciples of Christ), The Episcopal Church, Evangelical Lutheran Church in America, General Baptist State Convention, Metropolitan Community Churches, Mennonite Church USA, Moravian Church in America, Presbyterian Church (USA), Reformed Church in America, Reformed Churches of God in Christ, International, Religious Society of Friends, United Church of Christ, Unity Fellowship Church Movement, United Methodist Church.

Submitted by the Rev. Sarah Woodard,  
on behalf of Jennifer E. Copeland, executive director

## NORTH CAROLINA EPISCOPAL CHURCH FOUNDATION

### **Statement of Purpose**

"The purposes for which the Corporation is formed are to aid by making loans, grants, gifts, or otherwise, parishes, missions, or unorganized groups of the Protestant Episcopal Church in the Diocese of North Carolina, or institutions owned by the Diocese, in the erection, repair, renovation, or improvement of church buildings, grounds or property, the acquisition of church properties and the payment of priests or lay workers, under such rules and regulations as the Directors of this Corporation shall hereafter from time to time establish." (from 1955 charter)

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

Our support of the Sustainability Fund assists several historically Black congregations and offers our commitment to them as diocesan partners.

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

ECF voted to give 40% of its annual income to the Sustainability Fund of the Diocese to support selected vulnerable congregations, so that they might develop mission plans over a longer horizon and not have to worry about applying for funding each year. A few more Innovation and Adaptation Grants to vulnerable congregations were also made from the monies ECF made available during the Covid-19 pandemic.

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

ECF was privileged to award a grant to Church of the Advocate in Carrboro for its Fold and Field initiative which, among other benefits, will provide more Christian Formation space.

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

ECF has offered Green Grants totaling \$13, 100 to churches to reduce their energy consumption and their carbon footprint. We also received updates from churches which received grants in 2021 showing their progress in installing solar panels.

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

With the advent of the Sustainability Fund, the NCECF is adjusting its evaluation of grant applications to comport with the reality of less discretionary award money. In addition to the merits of the proposals, we are considering any past awards the congregation may have received as well as the capacity of the congregation to fund their project through other means. We hope that this adjustment will help our resources go where they are most needed and most helpful.

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

As our granting process has become more competitive, we might take a look at our application cycle to insure that we have funds available throughout the year for disbursement.

Submitted by the Rev. Brad Mullis

## PENICK VILLAGE

### **Statement of Purpose**

We are a loving family creating a loving community by making each day great for one another. What other work has your committee, commission or board done on behalf of the Diocese? After two years of leadership changes and challenges with the Covid pandemic, Penick Village has begun a new chapter in its history. As an organization, Penick Village has been deeply engaged over the past year in the transition of its new CEO Chip Cromartie; the creation of a campus expansion plan; and a dedication for Penick to become a premiere employer of choice as it addresses staffing challenge facing our industry.

As a faith-based community, Penick offers programs and opportunities on multiple levels to engage residents for well-being, spiritual growth, meaning and quality of life as they move through the continuum of care offering independent living, assisted living, skilled nursing and memory care.

Weekly worship services are held in all levels of care, including Sunday mornings in the Chapel of the Transfiguration and in our North Building Chapel for health care residents. Each week there are two Bible studies offered on campus, and numerous other programs like newly introduced “Meditative Coloring and Prayer.”

Penick Village continues to engage the cares of the world and reach out as neighbor. Its largest program is one that offers the assurance of Bishop Penick half a century ago, that no person would be asked to leave Penick should their finances run out. Through this “Benevolent Assistant” (BA) program, residents are able to live out their lives in the comfort of the community they called home. Some data includes for 2022:

#### Benevolent Assistance Program:

- 14 received benevolent assistance and 7 received Medicaid adjustments, so 21 total received Charity Care over our last fiscal year.
- Penick Village reported \$871,871 in Charity Care, of that \$478,841 went to the Benevolent Assistance.
- The BA program is supported by the annual Penick Art Show, which netted \$101,846 in 2022.

#### Other Outreach

- Residents created “Ukraine Bracelets” of yellow and blue beads, worn as a sign of the community’s prayers for the people of the Ukraine.
- In 2022 Penick was involved with Habitat for Humanity’s “Apostle’s Build” through financial support and involvement by residents and Chaplain’s participation with Habitat’s monthly pastors group meetings.
- Penick continues to support the Thrift Shop of Emmanuel Church in Southern Pines’ through monthly donations by residents.

- Penick Chapel has been working with members of Emmanuel Church to create a new visitor's program for Emmanuel's care team to make visits at Penick's nursing and memory communities.

#### Staff Support

- Penick Village maintains its Theide Program offering grants and loans to help staff who are in a crisis situation. The Theide Program also provides education grants for staff members with \$1,000 a semester in education support.
- Penick is just completing the creation of its employee housing initiative that would provide staff rental units on its' Shibliu Gardens property. The initiative is meant to address employees who are unhoused, endure long distance commutes, or find themselves unsafe where they are living.

Submitted by Caroline Eddy, foundation director, and  
the Rev. Colette Bachand, priest-in-charge and chaplain

## SAINT MARY'S SCHOOL

### **Statement of Purpose**

Saint Mary's School, a community dedicated to academic excellence and personal achievement, prepares young women for college and life. To accomplish our mission, Saint Mary's School:

- Challenges each young woman to embrace the habits of an intellectual life, engages her with the past and the emerging future, and empowers her to serve and shape her world; and
- Fosters in each young woman a spirit of connection to others, guides her in developing her spiritual and ethical integrity, and prepares her to take responsibility for herself and her future.

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

The Chaplain is a member of the Faculty/Staff Diversity, Equity, Inclusion, and Belonging (DEIB) Committee, along with being a Co-Advisor for the student Inclusion Ambassadors. Recent efforts have included addressing DEIB issues in school Chapel services, hosting "Difficult Dialogues" with students, raising awareness about the history of slavery on campus, and intervening and educating in situations where racial or ethnic bias is displayed.

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

Congregational Vitality isn't directly applicable to our setting, but we do work to educate our students and broaden their horizons with regard to the enormous variety of worship traditions and styles and spiritual practices that fall under the umbrella of Christianity (while remaining rooted in the Episcopal tradition).

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

Formation is a huge focus of the Chapel program at Saint Mary's. We treat our twice-weekly all-school services as a kind of "Worship Laboratory," allowing students (and employees) to explore the perennial, and often difficult, questions of faith together. Formal and informal study of Scripture, including its application to our everyday lives, is a constant thread through all of our programming.

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

We have hosted guest preachers from Episcopal parishes and other denominations, and this fall has seen a small "new community" gather in our Chapel every Tuesday evening -- a meditative engagement with Scripture and prayer in Spanish, called "La Palabra."

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

SMS has "adopted" both a section of Hillsborough Street and the Pigeon Run Branch (stream) in Edna Metz Wells Park through the City of Raleigh, and groups of students regularly patrol and sweep those areas of all trash and recyclables. We also include messages about Creation Care in our regular prayers and our worship services.

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

Our School's recently updated Strategic Plan includes goals and action items related to increasing local partnerships, affirming and enhancing our DEIB efforts, and diversifying the communities and networks from which we draw prospective students and families.

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

Engaging worship, multiple options for study/formation, courageous conversations, organized prayer time, fellowship opportunities, moral and character development, and more!

Submitted by the Rev. Maggie Stoddard

## SEWANEE, THE UNIVERSITY OF THE SOUTH

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

Former Vice-Chancellor Reuben Brigety was confirmed in July by the U.S. Senate as the U.S. ambassador to the Republic of South Africa and has taken up his post. His official portrait was unveiled at the fall meeting of the Trustees and his parents attended on his behalf.

Nancy Berner, former Provost and Professor of Biology, is serving as the Acting Vice-Chancellor this year. The Search Committee for the 18th Vice-Chancellor is in place, search consultants have been identified, listening sessions with all constituencies (students, faculty, staff, parents, alumni, and community members) have been conducted, a leadership profile has been shared, and interviews with applicants have begun.

The Names and Places Committee is wrapping up its research and is in the process of making their final recommendations to the Board of Regents. The Roberson Project on Slavery, Race, and Reconciliation at the University of the South recently celebrated its 5th anniversary of investigating the university's historical entanglements with slavery and slavery's legacies. Sibby Anderson-Thompkins is in her second year as the inaugural Vice-Provost for Diversity, Equity, and Inclusion. Future goals include the creation of a Truth, Racial Healing, and Transformation campus center.

The Regents and administration are working together to address the faculty and staff housing shortage and the hiring and compensation of faculty.

There are 440 students in the first-year class, including a large class of international students, and the class is 6% more diverse than last year. They are 19% Episcopalian. The total number of applications for matriculation in 2023 is up by 50%. The early decision pool has more than doubled. These admissions gains are especially important as the upcoming demographic cliff approaches.

60% of students in the College participate in Greek life. Many lessons have been learned over the past couple of years and the College is working to build a culture of healthy socializing.

The University celebrated the 50th anniversary of Title IX and inducted an all-women athlete class into the Hall of Fame in 2022.

A strategic planning process begun in 2021 has continued, albeit at a modified level, to allow input from the new Vice-Chancellor. Following a vote by the College faculty to pause the strategic planning process, Provost Scott Wilson has worked with other administrators to formulate a revised timeline. The goals of revision are to remove operational elements, provide more flexibility for input by the next Vice-Chancellor, and foster greater collaboration among subcommittees.

The School of Theology's renovation project at Hamilton Hall will begin in early 2023 with an anticipated completion date of fall 2024. \$13 million has been raised, out of the total \$18 million needed. An additional capital project is underway at Thompson Union, which is slated to contain a lounge, café, event space, and outdoor commons.

The Rev. Jemonde Taylor of the Diocese of North Carolina received the 2022 service award from the School of Theology.

Submitted by Richard Ammons and the Rev. Carmen Germino

## THOMPSON CHILD & FAMILY FOCUS

### **Statement of Purpose**

Thompson Child & Family Focus (Thompson) is called to strengthen children, families and communities through healing, teaching, worship and play. Founded in 1886 by the Episcopal Diocese of North Carolina, we transform lives through early childhood, family stability and mental health services. We take a trauma-informed, evidence-based, whole-health, 2gen approach to serving our community. Our vision is “All children healthy, all families thriving, all communities strong.”

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

Thompson is committed to the ongoing transformational work that seeks to address both the visible and invisible practices, policies, and biases that shape organizational culture and work experiences. Our commitment to diversity, equity, and inclusion is critical to the organization's overall success. Our goal is to foster an inclusive environment by celebrating what makes each of us unique and by encouraging authenticity among our staff and the clients we serve.

To this end, Thompson's DEI committee, supported by Chief Operations Officer, developed a comprehensive action plan to ensure compliance with CLAS standards and to maintain agency focus and rigor on continuous quality improvement regarding diversity, equity, and inclusion. We set specific targets in the categories of Governance, Leadership & Workforce, Communication & Language Assistance, and Engagement, Continuous Improvement & Accountability.

#### Governance, Leadership & Workforce

- Thompson offers a multitude of virtual diversity training opportunities for all staff. At least two of these trainings are incorporated into program-specific staff meetings each year.

#### Communication & Language Assistance

- Our community-based services and child development center intake packets and assessments are available in Spanish.
- Our agency's website content can be translated into multiple languages.
- Interpreters are available as needed for meetings with parents or communicating with clients who speak other languages.
- Our signage and marketing materials include alternative language versions.

#### Engagement, Continuous Improvement & Accountability

- Our DEI policy and practices are discussed at new employee orientation.
- We maintain a calendar of events aligned with celebratory national days, weeks, and/or months of recognition for ethnic, gender, religious, and other groups.
- We distribute a report on our agency's demographic information quarterly to all staff.

- We conduct an annual staff survey to gather feedback on staff awareness, understanding and support and ideas around diversity issues and initiatives.
- We complete an annual review of our Cultural & Linguistic Appropriate Services policy and CLAS standards.
- At present, 72% of our leaders are minority and 79% are female. Compared with the minority EEOC Benchmark of 50.5%, we are 21.5% above the target. Compared to our minority leadership percentage in October 2021 (69.3%) we have increased by 2.7%.
- Seventeen percent (17%) of our board members are Black/African American, 83% are White. Fifty-six percent (56%) are male and 44% are female. Our current Board Chair is Black/African American male.

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

Thompson aligns with the diocesan mission strategy of recognizing the impact of the pandemic on congregations for external collaboration and community-building. We seek to engage parishioners in our mission and work by serving on our Board and/or committees and volunteering in various capacities that utilize their talents to strengthen the communities we serve.

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

Thompson aligns with the diocesan mission strategy priority of offering lifelong and multigenerational formation to support discipleship throughout the diocese by offering health and wholeness programs that build resilience and address trauma. We also support and strengthen the faith journeys of the youth in our residential mental health programs as they engage with our Spiritual Life and Arts Facilitator.

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

Thompson is flexible and adaptable to the needs we see in the communities we serve. As a needs-based organization, we evaluate the most pressing concerns facing children and families, and respond with appropriate evidence-based services while taking care not to duplicate the efforts of other organizations. Especially considering the COVID-19 pandemic and economic downturn, we are acutely aware of the social-emotional and financial needs of children, youth and their parents/caregivers, and are positioned to meet those needs by delivering high-quality services. We also know the changing demographics of our communities, and implement the Diversity, Equity and Inclusion strategies detailed above to be sure that our clients are represented and served well.

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

In 2023, we continue to work toward our strategic goals, including but not limited to:

- preparing infrastructure for growth
- implementing current/new programs
- acquiring & retaining funding partners, and high-quality, top tier talent
- increasing brand awareness

Submitted by Andrea Smith

## TRINITY CENTER

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

For many reasons this has been a great year for Trinity Center. Although we still have some hurdles to climb as a result of COVID, we have experienced some major milestones. After a lengthy search process, we were able to hire an outstanding new Executive Director for the Center. John Koch, a native North Carolinian, but coming to us from the Bishop's Ranch in California, accepted the job as the new Executive Director of Trinity Center. He brings a wealth of experience and knowledge of conference center and camping program management. We are extremely excited and pleased to have him on board.

We sold approximately 3.5 acres of undeveloped oceanfront property that was not developed and we had no plans to develop. This enabled us to repay the debt we had incurred to the diocese for helping us survive the closure due to COVID. It also is allowing us to set up a sizeable endowment to insure the future of Trinity Center. This has been something the Center has needed since its inception.

Our summer camping program operated at 80% capacity this summer, based on CDC and ACA recommendations. Our summer Sound to Sea program was also very successful. We had to deal with one short COVID outbreak in summer camp. Now that the school year has begun, our residential Sound to Sea program is up and running and accepting school groups for the year.

If you have a programming need or a retreat location need, please contact Trinity Center and let us help provide that for you.

Submitted by Ed Hodges