

REPORTS TO CONVENTION

DIOCESAN COUNCIL

2023 Highlighted Actions of Council

February 6, 2023

- Joint Retreat with Standing Committee at St Francis Springs Retreat Center, Stoneville, NC.
- We began the process to designate Bishop Jennifer as Assistant Bishop so that she could vote in March's House of Bishops meeting.
- We began to examine churches in crisis to assess how we can help.
- Bishop Sam's sabbatical was announced in February.
- Bishop Jennifer became more involved with the Costa Rica relationship, helped interview for a new executive director at the Galilee Center, and became more involved in our Latino ministries.
- Canon Sally French became Bishop-Elect of the Diocese of New Jersey.
- We began to look at diocesan hiring practices and develop strategies to make them more equitable.
- The Department of State of the Church was transitioned to the Department of Planning.
- We engaged with several consultants on how we may work with vulnerable congregations and church buildings that needed deferred maintenance and professional evaluations.

February 16, 2023

- A Genesis II Consortium began to form to help parishes discern how to navigate their future community roles.
- Visitations to Latino churches showed that they are strong and vibrant and continue to grow.
- Another cycle of training for the diaconate began.
- The roles of convocations in our diocese were examined by the deans and Bishop Jennifer.
- Maria Gillespie and Gil Small reported the operating budget finished the year with sufficient excess revenue to create reserves for a future episcopal election and upfit for the next site of diocesan offices.
- Discussion began about the location of diocesan offices after the sale of Diocesan House.
- A proposal from Building for Mission to study hiring practices of the Diocese was discussed.
- Discussions moved forward about community meetings to discern the future of the St. Raleigh campus.

- The Rev Cathy Deats became an interim, part-time Canon for the East Region to replace Bishop-Elect Sally French.
- Bishop Rodman met with campus ministers. Cohorts of campus ministers and school chaplains are arranging meetings throughout the year.
- Teams were formed to help churches with their audits called “Churches Helping Churches.”

March 16, 2023

- Council met at Episcopal Farmworkers Ministries and toured the program.
- Bishop Sam began his sabbatical, and Bishop Jennifer was approved as Assistant Bishop.
- Ms. Joy Shillingsburg has been hired as Mission Strategy Coordinator and will begin work on June 21.
- An offer has been extended to fill the position of Canon Missioner for Diocesan Reparations and Restitution Ministry. If and when the offer is accepted, a public announcement will be made.
- A consultant agency has been retained to study diocesan hiring practices in response to an act of the 207th Annual Convention. Work has begun and Al Ragland will be actively involved. A workshop may be held on or about September 14 jointly with the Standing Committee.
- Both bishops and others from the Diocese participated in a successful Advocacy Day at the State Capital.
- Monthly meetings with the Deans of the Conventions began.

April 20, 2023

- Bishop Jennifer ran the diocese during Bishop Sam’s sabbatical.
- Clergy Day was successful. The keynote speaker was the Rt. Rev. Porter Taylor.
- Canon Earnest Graham developed a webinar on stewardship.
- Attendance on Easter Sunday was strong in our churches.
- Many churches are still in clergy transition.
- MapDash, the statistical reporting and information platform, was updated with our data.

May 18, 2023

- Bishop Brooke-Davidson reported much of her time has been devoted to Latino ministry. Efforts are underway to revitalize the Episcopal Farmworkers Ministry, the final candidates for the Latino Missioner position are being considered, work with ELCA North Carolina Synod related to Christ’s Beloved Community in Winston-Salem, issues related to the sanctuary of St. Mark’s Wilson which also affects the ability of La Guadalupana to worship.
- The Genesis II project attained the appropriate number of participants to move forward.
- A Global Mission Day is scheduled for September 16 at St. Mary’s in High Point.

- The Planning Department continues work with six churches dealing with various building issues as well as engagement in the discernment conversation about the future use of St. Mark's Raleigh.
- Progress continues the sale of 200 West Morgan Street. Work to establish an ad hoc committee to recommend use of the net proceeds is underway.
- The grants recommended by the Mission Endowment Board were approved. There was discussion about the need to coordinate across the various bodies that make grants in our Diocese.
- The dates to schedule the webinars on the 2024 proposed budget and the dates for pre-convention Convocation meetings were established.

June 22, 2023

- Council met at El Buen Pastor in Durham and was warmly greeted by the Rev. Ricardo Medina, Vicar.
- Council welcomed the Rev. Lindsey Ardrey, Canon Missioner for Restitution and Reparations, and the Rev. Franklin Morales, Canon Missioner for Latino/Hispanic Ministries.
- Bishop Rodman was back from sabbatical and offered brief comments on his time away.
- The sale of 200 West Morgan Street has been completed. Many thanks to Maria Gillespie, and Steve Mason for their tireless work on this matter.
- Work continues to complete the ad hoc committee to recommend the use of the proceeds with every effort to include broad diocesan representation.
- Joy Schillingsburg has begun work as the Mission Strategy Coordinator.
- The Mission and Ministry budget process was reviewed.
- The Rev. Kathy Walker, Canon Missioner for Black Ministries, gave an update on the developments around All Saints Warrenton.
- Holy Spirit Greensboro had a groundbreaking for Yanceyville Place, an affordable housing development adjacent to Holy Spirit.
- Fundraising for St. Michael and All Angels Charlotte is slightly below target related to the offer of a matching grant. An extension has been requested; no response has been received to date.
- The audit team (churches helping churches) is working with five churches and has a received a request from a sixth.
- Council was encouraged to begin recruiting lay and clergy nominees to fill open seats for 2024. We were reminded that the study on hiring practices is also looking at how recruitment for 'volunteer' service is done.
- Bishop Rodman reminded Council of the Resolution that passed at the 204th Convention in 2019 regarding opportunities for clergy and lay delegate spouses and partners to engage in at least one community-building activity, and that childcare be provided for children of clergy, staff, and delegates during Convention. Council decided to ask the Committee on Dispatch of Business to work with Paul Braughton on this matter.

August 10, 2023

- Building for Mission continues their review of diocesan hiring practices.
- The Ad Hoc committee on the use of funds from the sale of 200 W. Morgan Street had their first meeting.
- Formation will be the focus of the 208th Annual Convention.
- Our diocese and the Diocese of East Carolina continue joint efforts to assist the EFWM.
- The draft Mission and Ministry budget for 2024 was presented.
- Council affirmed the proposed MRST grants for 2024 including a \$660,000 draw on the Sustainability Fund.
- The window for the matching grant for St. Michael and All Angels Charlotte has been extended to June 2024.
- The only open position on the diocesan staff is the Transition Coordinator. A search committee has been appointed and a public posting for the position with the job description will be available in September.

September 14, 2023

- Bishop Rodman filed a report and commented on his sabbatical.
- Council was reminded that Presiding Bishop Michael Curry would be having surgery on September 20th.
- A comprehensive analysis of several congregations has been undertaken to examine their needs and/or their long-term sustainability. The Mission Strategy Coordinator and the Canon / Missioner for Latino / Hispanic ministry were very helpful.
- The Rev. Dr. Rich Melheim will be the keynote speaker for the upcoming diocesan convention.
- After discussion, Council adopted the Fair Share percentage for 2025 to remain at 10.65%.
- Council adopted the Policy on the Safety of Church Buildings. It will be placed on the website, shared on the Tuesday morning leadership call, and included in the diocesan Handbook.
- Clergy minimum salary ranges and entry points for 2024 will be increased by a minimum of 3%.
- There was a zoom presentation by the Building for Mission consultants on their observations and recommendations related to the diocesan hiring practices. Diocesan Council, Standing Committee, and the Trustees participated in this presentation. A report will be given to the 208th Annual Convention by Bishop Rodman.
- Council voted to submit a resolution to convention to amend Canon D-III,3 as prepared by the Commission on Constitution and Canons.
- Rule III status was presented. Churches in arrears on the fair share payments will be notified. Final accounting will be made in November prior to Convention.

October 19, 2023

- There is continued focus on the circumstances of our Latino churches. All our Latino churches and some others are struggling with lack of space to accommodate their members for worship, fellowship, and / or their ministry outreach.
- 320 people attended a fiesta at Christ's Beloved Community in observation of National Hispanic Heritage Month – it was a wonderful opportunity for our Latino congregations to meet one another. El Buen Pastor also had a celebration.
- Discernment about the use of St. Mark's Raleigh campus to support underserved communities continues.
- The theme for convention will be "Throughout All Generations".
- The Communications Department gave a presentation on the work of the 'rebranding' initiative which is underway. The target for completing this work is June 2024 and will result in a new diocesan seal.
- The final 2024 Mission and Ministry Budget was approved to present at the 208th Annual Convention for adoption. The budget webinars have taken place, and the recording is available on the website. The final two convocation meetings prior to convention are scheduled in the next week.
- Concern was expressed about how we communicate to the larger diocesan community. This will be added to the agenda for discussion during the 2024 Council retreat.
- An update on the progress around All Saints Warrenton was presented by the Rev. Kathy Walker..
- All lay members of Council were reminded their presence at the Annual Convention is expected even if they are not voting delegates,

Council Departments and Assignments

- Christian Formation: Abby Van Noppen, The Rev. Ginny Wilder
- Congregational Support & Development: The Rev. Jim Bernacki, The Rev. Jamie Pahl, The Rev. Miriam Saxon
- Finance & Administration: Jerry Price, Al Ragland
- Outreach & Justice: David Bland, The Rev. Valerie Colbert, Pam Harvey
- Youth & Young Adults: The Rev. Linda Nye, David Tamer, The Rev. Ginny Wilder
- Planning Department: Chipper Long, Rae Mitchell, Sherry Owens plus non-Council members Hortense Francis, Bob Rinaldi, Claude Snow, Gilbert Small, Chuck Till

2022 Parochial Reports filed in 2023 reported the following to the Diocese:

- 27,282 Adult Communicants in Good Standing. This is a decrease of 2,464 from 2021 reported numbers.
- Average 2022 pledge was \$3,865 (total pledged \$\$ divided by the # of pledge cards received). This is an average increase of \$267 per pledge. There is no information on what % of total households pledged.

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

- Sacred Ground programs, including facilitator training.
- Support Dismantling Racism workshop and facilitators
- A book studies including on Racial Bias and Sacred Soul, Sacred Earth
- Planned and implemented Racial Justice pilgrimages.
- Help with filming stories of historically black congregations.
- Collection and analysis of parochial report data on racial justice work around the Diocese.
- A Diocesan Confirmation Class offered online.
- Sponsorship of lay participation in Education For Ministry training, Kanuga's Christian Formation Conference, the FORMA Conference, and the Lay Preaching Training Initiative.
- Support Formation area of the Deaconate
- Bishops' representation on Galilee of East Charlotte Board

Children, Youth, Family

Ministry Staff

- Amy Campbell left her position as Children & Families Missioner on 12/31/22. The diocese is in a discernment period to decide what, if any changes, we want to make in that position. Therefore, Lisa Aycock, Lead Youth Missioner and Leah Dail, Assistant Youth Missioner have taken on additional roles of serving the children and families and their volunteers and staff.
- Lisa Aycock took a 3-month sabbatical 8/15/23-11/15/23. Leah has covered all ministries areas in her absence.

Parish Support and Visitations

- This past year the Diocesan Youth Missioners have been assisting several churches through transitional periods in their childrens and youth ministries, with staff leaving or moving into different parish roles. The worshipping congregations are not assigned to a particular missioner; instead, we collaborate and work with all of them together.
- The monthly meetings with children and youth staff and volunteers changed their focus in August. We are now collaborating with Jenny Beaumont, the Diocesan Director of Adult and Lifelong Formation, to have a monthly formation personal development session for all adults who work in the area of formation, either as staff or volunteers. The response to this new format has been very positive. Missioners continue to meet with parish youth and children ministers throughout the diocese, providing space for

networking, support, and fellowship. We have assisted churches in the areas of Godly Play, formation, working with children and youth with disabilities and racial justice and reconciliation.

Formation

- We work with youth in the diocese in Confirmation preparation, an online offering started during Covid. It's the only confirmation prep experience where the confirmands get a lesson from each of the bishops! We also had offerings on racial justice, LGBTQ+ inclusion, and current events. For children, we continued the monthly formation mailings, now called the Growing in Grace Club with an offering for families to do together. We offered programs for adults, both those working with young people and parents, on LGBTQ+ inclusion, Wholehearted Parenting, and several mental health webinars. We also hosted a Mental Health Awareness Day in August for adults interested in working on mental health offerings in their worshiping communities (some new, some ongoing) for all ages. That was very well attended, and we plan to offer another one in the spring.

Safe Church

- Safe Church is undergoing a seismic shift and change. The Episcopal Church introduced a new curriculum on the Praesidium platform in 2021/2022. The training now takes place online, with different levels of church workers and volunteers expected to complete prescribed sets of modules aligned with their church work. There is still a module on Sexual Harassment that is not out yet. The transition to this format has been challenging. Many people miss the conversation and collaboration found in live training. To that point, Amy Campbell, the Diocesan Safe Church Coordinator, and Leah Dail are working on an in-person version of the online training that we hope to have ready by 1/1/24 after the Bishops and Catherine Massey approve this new training.

Youth at Convention

- We had 11 youth delegates and alternates attend Convention in 2022. We hope to have all 7 convocations represented next year.

Bishops' Ball

- We held our first in-person, overnight Bishops' Ball since the pandemic at Haw River State Park in February 2023. It was very successful with over 90 youth and adults attending. Our theme was "The Limitless Light of God." Bishop Jennifer was able to attend her first Bishops' Ball ever!

Genesis and Happening

- Genesis, for middle school youth, and Happening, for high school youth were held for the first time since the pandemic. They were held simultaneously at Holy Comforter Episcopal Church, Burlington but in different areas of the church and run as separate programs. The theme of Genesis was Creation Care with lots of hands-on activities, games and music. Happening was staffed with young adults because no high schoolers have “Happened” in the last 4 years. We also opened registration for college-age participants since many of them missed Happening due to Covid. The staff did an amazing job and it was good to be back in the very special Happening world.

EYE (Episcopal Youth Event)

- EYE is usually held every 3 years for high school aged youth in The Episcopal Church. It is the largest gathering of these youth in the world. Due to Covid, this is the first EYE held in 6 years. The Diocese took 7 youth and 2 adults for a transformative week of singing, worship, workshops, new friendships and great experiences in College Park, Maryland in July.

HUGS Camp

- We had another incredible week of HUGS Camp. We were blessed with a strong team, many of whom were new and younger staff who had been helpers when they were in high school. During the week, we had 50 HUGS campers experience camp through the Disney movie “Enanto” with its theme of differences and coming together. It is truly transformative not only for the campers but also the high school buddy campers who are paired with them for the week.

Campus and Young Adult Ministry

Refer to the report filed by the Chartered Committee on Campus and Young Adult Ministries.

Congregational Support and Development

- The Congregational Support and Development Department supports the development of resources to encourage the vitality of congregations of all sizes by working with the Canons & Missioners to address the goals and concerns of the local missions and parishes they support.
- We were delighted to welcome Joy Schillingsburg in July to the new position of Mission Strategy Coordinator and look forward to the vision she brings to congregational support within our Diocese.
- 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.

Finance and Administration

The finance and administration team, outside of ensuring all fair share, parochial reports, and audits are up to date, has established an Audit and Financial Guidance team – “churches helping churches”. This team includes lay leader volunteers with vestry and audit experience around the diocese. These volunteers assisted smaller congregations with short and long audit forms, parochial reports, grant questions, and establishing bookkeeping procedures. This group exemplifies how sharing talents across churches can make a difference. This group hopes to expand how it can assist churches in the future.

Outreach and Justice

The Outreach and Justice Committee is comprised of an array of subcommittees which as our name suggests cover the waterfront: Racial Justice and Reconciliation (RJRC), Episcopal Relief and Development, Environmental Ministry, Chartered Committee on Global Mission including Botswana and Costa Rica Companion Link Committees, Augustine Project, Prison and Jail Ministry, Episcopal Farmworkers Ministry, and Refugee Services. RJRC exemplifies the efforts of several of our other committees with its focus on raising the visibility of their efforts for racial justice and equity, providing 25 seats for a prepaid 2 day, racial equity training workshop, focusing on the First Mission Strategy, thus coordinating with other Diocesan efforts. Maintaining our laser focus on racial justice, equity, and restoration of human rights for all. Our environmental group awarded All Saints Re-visioning Committee in Warrenton a Green Giant Grant in the amount of \$1000 for their outstanding efforts addressing our environmental challenges. The Diocesan efforts with Botswana, one of our companion links, are focused primarily on building strong, lasting relationships between the clergy and congregations. Due to legal constraints and Visa processes the Costa Rica Committee has shifted their emphasis from bringing a delegation from there to the Diocese of North Carolina to persons of color pilgrimage focusing on celebrating Afro-Caribbean culture and having conversations around racism within each diocesan context to deepen our companionship. Due to COVID and increased security across North Carolina’s Prison System, the Prison and Jail committee has maintained selective on-site jail ministries while assessing how best to achieve a greater impact on those housed in our local jails and prisons. This assessment will include the fact that over 70% of those individuals jailed pretrial are classified nonviolent minimum-security offenders who can be better served through non-incarceratory measures. The Episcopal Farmworkers Ministry continues to provide a wide variety of support services for these men, women and children who make the feeding of our nation a reality. We would encourage anyone to arrange through this committee a visit to Dunn, North Carolina. The Augustine Project, Global Missions, and Refugee Services are continuing to identify and expand our outreach mission.

Planning Department

- The Planning Department has worked with 14 missions and parishes dealing with varying issues related to property condition and possible repairs as well as space issues impacting the ability to provide adequate worship space and / or space for ministry outreach efforts. These are challenging issues. The information coming from our Canons and Missioners about various concerns added to the information gleaned from the 2022 Parochial

Reports, make it clear that the number of concerns will continue to grow in the year ahead.

- The group spends time looking at the demographic information available through MapDash and the Episcopal Asset map. This information reveals that we have areas of significant growth within the boundaries of our diocese where there is little or no Episcopal presence. It also reveals areas that are declining in growth where we do have Episcopal presence. Many of these missions and/or parishes are struggling with issues related to minimal membership / participation, building issues, and little or no financial resources to address their problems. One of our charges is to think strategically about how the diocese can move forward in addressing these concerns.
- The Planning Department is beginning to move from reactive to proactive as we look for areas of growth, both in numbers and in impact, while recognizing from the experiences of the past year that we will continue to be presented with situations that need immediate action.

STANDING COMMITTEE
October 1, 2022 – September 30, 2023

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 in the diocese, and act as a Council of Advice to the Bishop Diocesan. This Standing Committee also supported the sabbatical of the Bishop Diocesan and spent significant time in prayer, spiritual formation, continued work on racial reckoning to address structures and power dynamics that reinforce and impede this work, and supporting mental health for clergy and laity of the diocese.

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

The Standing Committee met regularly on the third Monday of each month via Zoom in October and December 2022 and in 2023 in January, March, April, May, and June.

In November 2022, the Standing Committee met in person on Thursday, November 17 (before the Diocesan Convention) and again in person on February 20, 2023. A joint meeting with the Trustees of the Diocese followed this meeting.

The Standing Committee met on September 14, 2023, via Zoom and in lieu of the regular meeting on September 20, 2023, at the request of the Bishop Diocesan to coordinate a joint meeting with the Diocesan Council later that morning. We met jointly and in person with the Diocesan Council on retreat on February 6-7, 2023, and via Zoom on September 14, 2023.

There was no meeting in July or August 2023.

The Standing Committee has one representative on the diocesan committee to make recommendations for the proceeds from the sale of diocesan house and one representative on the diocesan committee to make recommendations to improve diversity, equity and inclusion.

PERSONS IN THE ORDINATION PROCESS

Consent of Ordination (Priesthood) *October 17, 2022*

Phillip Bass
Josiah Daniels
Keith Esposito
Sarah Diener-Schlitt
Sadie Koppelberger

Consent of Candidacy (Priesthood) *October 17, 2022*

Taylor Vines

Consent of Ordination (Vocational Diaconate) *December 19, 2022*

Kate Wisz
Sherry Storrs

Consent of Candidacy (Priesthood) *March 20, 2023*

Daisy Colon
Liam Barr
Emily Badgett
Weston Morris

Consent of Candidacy (Priesthood) *April 17, 2023*

Kimberly Dunn

Consent of Ordination (Transitional Diaconate) *April 17, 2023*

Karen McGugan
Andrew Phillips
Ryan Parker
Taylor Vines

Consent of Candidacy (Transitional Diaconate) *May 15, 2023*

William (Cuyler) O'Connor
Kelly Ryan

Consent of Ordination (Transitional Diaconate) *May 15, 2023*

Kimberly Dunn
Sadie Koppelberger

Consent of Candidacy (Priesthood)

Kimberly Dunn
Taylor Vines

EPISCOPAL CONSENTS

November 17, 2022

The Reverend Elias Garcia Cardenas, as Bishop of Columbia, consented

December 20, 2022

The Reverend Anne Jolly, as Bishop of the Ohio, consented

The Reverend Matthew Heyd, as Bishop of New York, consented

January 23, 2023

February 20, 2023

March 20, 2022

The Reverend David G. Reed, Bishop of West Texas, consented

The Reverend Justin S. Holcomb, Bishop of Central Florida, consented

The Reverend Sally French, Bishop of New Jersey, consented

The Right Reverend Melissa Skelton, Bishop Provisional Diocese of Olympia, consented

April 17, 2023

The Reverend Charles Holt, Bishop Coadjutor Diocese of Florida, did not consent.

The Reverend Ann Ritonia, Bishop Suffragan of the Armed Forces, consent

APPROVAL OF CONTRACT FOR THE ASSISTANT BISHOP OF NORTH CAROLINA

February 8, 2023

CONSENTS TO REAL ESTATE TRANSACTIONS

October 17, 2022- All Saints' Concord-Easement proposal

Proposal Request:

The Vestry of All Saints' Episcopal Church, Concord has authorized me as Senior Warden to request approval to sell the City of Concord two easements:

1. Temporary Construction Easement
2. Permanent Utility Easement

Both easements are for the same project located on Country Club Drive NE, Concord, North Carolina on the southernmost part of the church property. The purpose of this project is to relocate utility poles and second to reconstruct culverts under the road and change the height of the road to get above the 100 year flood plain.

This project has been undertaken in stages. First several months ago, the vestry was requested to provide a temporary easement to relocate a utility pole that carries significant load from an electric substation. This was done in the late spring to get ahead of the summer electric use (waiting would have made the relocation difficult/incurred significant disruption to electric service). No payment was requested for this easement because the property remains under the church's ownership with no incumbrances. We did inform the diocese of this project and, in my conversations with you, I learned no approval was needed.

In early summer, the city requested new easements for a drainage project. The temporary construction easement is for 0.223 acres and the permanent easement is for 0.114 acres. The initial offer was for temporary easement and land purchase at \$16,400.57. After discussion, the city returned with an offer of \$27,342.70 for both easements. Under this new offer, the property will remain under the ownership of the church. This is significant for the church. While the property under consideration is in the 100 year floodplain (and therefore difficult to develop), if the church were to undertake construction in another part of our property (we have close to 10 acres), this property can be used in calculations (for example, for meeting green space requirements).

All Saints' Vestry is requesting approval to proceed with this project and submitting the following documents for your consideration:

1. Proposed Permanent Public Utility Easement and Temporary Construction Easement
2. Offer to Purchase and Contract -- Easement Acquisition Only
3. Easement Plat
4. Location Map

RESOLVED, that the Parish of All Saints' Episcopal Church, Diocese of North Carolina, acting through its duly elected vestry, does hereby determine that it is in its best interests to grant to City of Concord NC an easement encumbering the Real Property known and described a permanent utility easement of 4979 square feet (.114 acres) abutting property line and Country Club Road shown on Easement Plat attached for a consideration of \$27,342.70 in perpetuity, and, in connection with such determination, does find that the grant of such easement will not injure the Property. The Grantee has the power of eminent domain. FURTHER RESOLVED, that the net proceeds from the grant of the easement shall be used to make wider the entrance to the church and parking lot on Lake Concord Road. 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 affect the foregoing transactions.

Approved by Vestry : September 20, 2022

November 11, 2022- St Mary Magdalene, Seven Lakes

Request:

With the advice and consent of the Standing Committee of the Episcopal Diocese of North Carolina via a called electronic vote on Monday, November 14, 2022, I hereby give my written consent to the Trustees of the Diocese of North Carolina, acting for the benefit of the Mission of St. Mary Magdalene, Seven Lakes, North Carolina, to authorize the sale of a portion of the parking lot via condemnation by the State of North Carolina which contains 0.290 acres of which 0.024 acres is to be acquired as a right of way, in Seven Lakes, Moore County, North Carolina (the "Property"), pursuant to a Special Warranty Deed; and to grant a Temporary Construction Easement containing approximately 0.032 acres which shall temporarily encumber the Property (the "Construction Easement"), as described in the attached resolution:

RESOLVED, upon resolution of the Trustees of the Episcopal Diocese of North Carolina, acting for the benefit of the Mission of St. Mary Magdalene, Seven Lakes, North Carolina (the "Mission"), which authorized the sale of a portion of the parking lot via condemnation by the State of North Carolina which contains 0.290 acres of which 0.024 acres is to be acquired as a right of way, in Seven Lakes, Moore County, North Carolina (the "Property"), for a price of

\$120,775.00, less customary costs of sale together with a Temporary Construction Easement containing approximately 0.032 acres which shall temporarily encumber the Property (the "Construction Easement"), the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Trustees of the Episcopal Diocese of North Carolina to grant the Construction Easement and to sell the Property, pursuant to a Special Warranty Deed for a price of \$120,775.00, less customary costs of sale, via Special Warranty Deed, executed as provided in Canon 10, Section 2, with net sales proceeds to be applied to any necessary subsequent repairs to the Property and/or to be used to the benefit of the Mission.

December 20, 2022-Christ Church, Charlotte

REQUEST: The standing committee approved a request for another equity line of credit, Christ Church Charlotte's request for approval of a revolving line of credit for their capital campaign, which was completed in 2020. The Standing Committee approved their previous line of credit (8/2020, documents added to current folder from Archive), and they are requesting a renewal in the amount of \$1.5M. Chip Howes has indicated this is a reasonable request; their previous line of credit was not used because they had enough funds for their capital improvements from the campaign, and this request is for a renewal of the line of credit.

Christ Episcopal Church, Charlotte Loan in the amount of \$1,500,000.00 ("Loan") to Christ Episcopal Church, Charlotte, a parish in union with the Convention of the Diocese of North Carolina (the "Parish") from South State Bank ("Lender") Loan Details: Revolving line of credit in the maximum amount of \$1,500,000.00 with an interest rate equal to Lender's Prime Rate (currently 3.25% per annum) and payable in monthly installments of interest only, with the full principal balance and all accrued interest due on August 28, 2021, the maturity date. The Loan shall be secured by a first deed of trust security interest in two residential properties owned by the Parish, being the land and buildings located at 1300 Providence Road and 2728 Portland Avenue, Charlotte, North Carolina 28207 (the "Property") and an assignment of leases and rents. Loan Use: The proceeds of the Loan shall be used for working capital needs of the Parish should the economic impact of COVID-19 result in a shortfall in operating receipts necessary to fund the Parish's ongoing operation and ministries. Vestry resolutions provided. Financial reports provided. Appraisal not required by Lender and accordingly a waiver of appraisal is requested. Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Parish, which authorized a revolving credit loan in the maximum amount of \$1,500,000.00 from South State Bank, with an interest rate equal to Lender's Prime Rate (currently 3.25% per annum) and payable in monthly installments of interest only, with the full principal balance and all accrued interest due on August 28, 2021, the maturity date, with waiver of the requirement of an appraisal, 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 Christ Episcopal Church, Charlotte, a parish in union with the Convention of the Diocese of North Carolina to accept the loan on the terms and conditions of such loan documents as provided by the South State Bank, to be executed as provided in Canon 23, Section 2

The final vote was received on December 29, 2022; the Request for a motion to approve was received via email on December 27, reflected in the minutes dated 12/27. SC had a unanimous approval vote via email of the Diocesan resolution for the sale of the property of Diocesan House-Diocesan resolution property sale 12.22.2022.

December 27, 2022, Diocesan House

RESOLVED, that Standing Committee of the Diocese of North Carolina (“Council”) does hereby determine that it is in the best interests of the Diocese to sell the Real Property known and described as Diocesan House, 200 West Morgan Street, Raleigh 27601, Wake County, North Carolina (the "Premises") under terms and conditions acceptable to the Bishop Diocesan and the Trustees pursuant to any Letter of Intent or Purchase Agreement in effect between the Diocese and the purchaser; and, in connection with such determination, does find that the property is not in use by the Diocese or any entity thereof and is not needed for the Diocese’s contemplated operations in the future; FURTHER RESOLVED, that net proceeds from sale of the Premises will be held in an account pending a future determination by Diocesan Council about the use of such proceeds; FURTHER RESOLVED, that Council hereby requests the Standing Committee of the Diocese to advise and consent to the Ecclesiastical Authority of the Diocese as to this proposed transaction; and FURTHER RESOLVED, that the Trustees of the Diocese be, and each of them hereby is, authorized and directed to seek, as provided by the Canons of the Diocese: (i) the consent of the Ecclesiastical Authority of the Diocese by submitting a certified copy of these resolutions and the additional materials required by the Standing Committee of the Diocese for its advice and consent, and (ii) the Trustees of the Diocese

February 20, 2023-St. Luke’s, Durham

Condemnation for land taking and easements as described in that certain Deed (the “Deed”) by and between St. Luke’s Episcopal Church of Durham, NC, NC, a Protestant Episcopal Church in the Diocese of North Carolina and the City of Durham, a North Carolina municipal corporation

Grantor: St. Luke’s Episcopal Church of Durham, NC (the “Parish”)

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

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

Condemnation: Generally, a fee simple deed and easement for right of way encumbering the real property known and described as 0.041 acres as set forth in the Deed, along with 0.081 ac St. Luke’s, Durham res for a Temporary Construction Easement, and 0.008 acres for a Permanent Drainage Easement, all consisting of a north-south-running strip between the St. Luke’s property and Hillandale Road, as more fully described in the Deed.

Cash consideration: \$13,500.00

Net proceeds to be added to the permanent funds of the Parish.

Resolution of Standing Committee:

RESOLVED, upon resolution of the Vestry of the Parish, which authorized a certain condemnation deed with easement on certain property of the Parish, for a cash consideration of \$13,500.00, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of St. Luke's Episcopal Church of Durham, a Protestant Episcopal Church in the Diocese of North Carolina to grant a deed and easement for said property of the Parish for a price of \$13,500.00, via the Deed, executed as provided in Canon 23, Section 2, with net proceeds to be added to the permanent funds of the Parish.

RESOLVED, that the Parish of St. Luke's, Diocese of North Carolina (the "Parish"), acting through its duly elected vestry, does hereby determine that it is in its best interests to grant to the City of Durham, North Carolina (the "Grantee") an easement and right of way encumbering the Real Property known and described as 0.041 acres for a Right of Way, along with 0.081 acres for a Temporary Construction Easement (TCE), and 0.008 acres for a Permanent Drainage Easement (DUE), all consisting of a north-south-running strip between the St. Luke's property and Hillandale Road (the "Property"), for a consideration of \$13,500.00 in perpetuity, and, in connection with such determination, does find that the grant of such easement and right of way will not injure the Property. The Grantee has the power of eminent domain.

FURTHER RESOLVED, that the net proceeds from the grant of the easement and right of way shall be added to the permanent funds of the Parish.

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

SPIRITUAL FORMATION

Each meeting of the Standing Committee includes a time of Spiritual Formation. Members lead this in turn, often taking the form of a question put to the group. This activity focuses on deepening our relationship with God and also involves listening to the journey of growing deeper in our relationship with God. The members share different questions, reflect on scripture passages, and answer questions such as "How do you 'walk in faith?'" and "What has been an outcome of that 'walk?'"

BECOMING BELOVED COMMUNITY/RACIAL RECONCILIATION

The Standing Committee has continued its commitment to address systemic racism within the committee and the diocese during 2023. Racial Reckoning was the particular focus of the meeting between the Standing Committee and the Trustees of the Diocese. The committee continued the work in its regular meetings by developing definitions of restitutions and reparations to be shared with other bodies so that consistency of language might facilitate coordination of action across diocesan governing bodies. We continue to employ 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 that reinforced white supremacy. 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 17, 2023

The Standing Committee made recommendations to the Communications Team regarding issues with the diocesan website, particularly when accessed from a mobile device.

February 6-7, 2022

The Standing Committee participated in a joint retreat with the Diocesan Council. The Reverend Nancy Cox facilitated a discussion on the structure and purpose of the Diocesan Convention with special attention to broadening representation from under-represented groups within the diocese and expanding mission and ministry.

March 15, 2023

Diocesan-wide Mental Health Training for clergy and lay leaders was held under the coordination of The Rev. Pamela Haynes.

Submitted by
The Rev'd Nancy L. J. Cox, president
Ms. Septina Florimonte, secretary

STATE OF THE CHURCH

In 2023 the Diocese continued to emerge from the COVID-19 pandemic which caused severe disruption to most aspects of diocesan and local church operations in 2020-2022. Significantly, only three churches in the Diocese closed during 2022 – for reasons that went beyond the pandemic – and no churches closed in 2023. Many churches and the Diocese itself made extensive use of teleconferencing services such as Zoom and streaming services to broadcast live worship. These technologies have become a permanent aspect of how we do church. Although the Diocese offered assistance in these technologies to the smaller churches, some of them were unable to utilize the technologies and this remains the case.

Pre-pandemic, the general trends for the Diocese as a whole were slowly but steadily increasing income (“pledge and plate”) and slowly but steadily decreasing membership. Data in the 2022 parochial reports are fragile but the general belief is that the trends have resumed post-pandemic. To be sure, there are encouraging anecdotes that some churches maintained their financial health throughout the pandemic and are already near or above pre-pandemic attendance levels. On the other hand, there are anecdotes of churches that have not recovered. Data in 2023 parochial reports will tell us more about finances, attendance, membership, baptisms, etc.

Qualitatively, however, it is clear that the pandemic caused widespread fatigue among both the clergy and the laity in the Diocese as well as employees of the Diocese, its churches, and its ministries. 2023 was a rebound year, in that sense. It is also clear that the pandemic imposed acute stress on children, teenagers, and college students. Our ministries in these areas spent most of 2023 reorganizing, restoring presence, and resuming activity. During 2023, reports came from some churches that their buildings suffered accelerated deterioration during the pandemic. The full extent of this problem will not be known until 2024.

Aside from the pandemic, the Diocese continues to see rapid population increases in metro Charlotte and the Triangle but population stagnation or decreases in other areas. The Diocese is challenged to respond to both the growth and the declines. Meanwhile, the Diocese is so successful in its Latino ministries that inadequate facilities are creating a crisis.

The staff of the Diocese has been augmented with a Canon Missioner for Diocesan Restitution and Reparations Ministry, a Canon Missioner for Latino/Hispanic Ministry, and a Mission Strategy Coordinator. Along with the Canon Missioner for Black Ministries, the staff is well positioned to innovate and to deepen its commitments to our historically Black churches and our Latino churches. We expect to see much fruit from our investments in these positions in 2024.

CHANCELLOR

I am happy to say that the issues I have dealt with this past year have been relatively straightforward.

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 has 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 colleagues 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 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 real estate attorney and chairs 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. A problem of growing importance, with no obvious or easy solution, is how to deal with cemeteries associated with closing churches. 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. In the interests of confidentiality and preservation of the attorney-client privilege for the benefit of the Diocese, it would be inappropriate for me to publish the details of these matters.

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 and preservation of the attorney-client privilege, it would be inappropriate for me to publish the details of these matters. Bishop Rodman is usually involved in the ongoing aspects of them as well as their conclusion.

I continue to service to the Diocese as Chancellor. It has been a privilege to work with Bishops Sam and Jennifer and to witness the extraordinary dedication of the Diocesan House staff, as well as the exemplary voluntary service of Chuck Till and Martha Alexander.

With warm good wishes,

Submitted by Martin H. Brinkley
Chancellor
Dean and William Rand Kenan, Jr. Distinguished Professor
University of North Carolina School of Law

TRUSTEES

The Trustees of the Diocese, comprised of the Bishop and six additional persons elected by the Convention upon nomination of the Bishop, carried out their duties as set forth in Canon D-III.2.

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

At its December, 2022, meeting, which was attended by representatives of the Investment Committee and Sterling Capital, the investment manager of the Common Trust Fund, the Trustees reviewed the investment performance of the Fund and approved distributions from the Common Trust Fund to be made at a 4% rate for 2023.

In 2023, the Trustees received reports and acted on various real estate related matters, including, including the sale of the Diocesan House property in downtown Raleigh.

Respectfully submitted,
Steve Mason
Secretary of the Trustees

SECRETARY OF CONVENTION

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

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

Actions of the 207th Annual Convention

I compiled the Acts of the 207th Annual Convention of the Diocese, communicated actions of the Convention to the necessary parties, and with the assistance of the Communications staff of the Diocese I published the Journal of the 207th Annual Convention. I published the Constitution and Canons of the Diocese and the Rules of Order of Convention as amended by the 207th Annual Convention and as certified by the Commission on Constitution and Canons; see Exhibit A hereto.

Diocesan Council

As secretary of Diocesan Council, I scheduled, prepared the agenda, arranged logistics, and wrote minutes for ten meetings since the 207th Annual Convention. I notified various persons and Diocesan entities of the actions of Council and wrote summaries of actions for the website of the Diocese. I maintained consolidated electronic minutes of Council from 2011 onward and answered occasional inquiries pertaining thereto.

Ex-officio Meetings

Being an ex-officio member of the Commission on Constitution and Canons and the Chartered Committee on History and Archives, I participated in their meetings during 2023.

The Episcopal Church

I forwarded the Journal of the 207th Annual Convention to the Archives of The Episcopal Church and the Secretary of the General Convention. I notified the Office of the General Convention of the deputation from the Diocese to the 81st General Convention and of actions taken by the Diocese in response to 91 resolutions of the 80th General Convention.

Organizing of the 208th Annual Convention

I gave formal notices of the 208th Annual Convention, recalculated the allocation of lay delegates, published various forms, prepared the rolls of voting clergy and lay delegates,

configured election ballots in Election Runner and assigned voter IDs to voting clergy and lay delegates, served as Secretary for the Committee on Dispatch of Business which met seven times in 2023, solicited and received proposed resolutions, solicited and received nominations, and tracked compliance of parishes and missions with the Constitution, Canons, and Rules of Order of the Diocese with respect to parochial reports, audits, and payment of Fair Share. I also responded to numerous inquiries from parishes and missions, members of the clergy, senior wardens, lay delegates, and Deans of Convocations on matters related to Convention.

Canon D-IV.4 and Rule III Reports

I communicated with 25 churches about incomplete, late, or missing parochial reports, audits, and payments of Fair Share. For the outcomes of these communications, see Exhibit B hereto. The details of non-compliance are included in my annual letter to the Bishop Diocesan and the Standing Committee for their further deliberation with respect to Canon D-V.13.

Changes in Status of Churches

I received an application from Advocate, Chapel Hill to enter into union with Convention as a parish. Having verified that all canonical requirements have been met, I will offer a motion to that effect at Convention.

Statistical Analysis

In my annual letter to the Bishop Diocesan and the President of the Standing Committee, I commented upon churches that have consistently struggled to comply with requirements of the Constitution and Canons of The Episcopal Church and of the Diocese. I noted that the size of the Convention in the lay order has been slowly but steadily shrinking; that some positions for youth delegates and campus ministry delegates are not being filled; that adoption of electronic balloting would make it possible to hold elections prior to Convention; and that attendance at Convocation meetings has fallen sharply over the last several decades.

Reports to Convention

I solicited reports from 53 officers, commissions, committees, appointees, and entities of or related to the Diocese for inclusion in the Journal of the 208th Annual Convention. 48 reports were received.

In Closing

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

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

Charles L. Till
Secretary of Convention

Exhibit A to the Report of the Secretary of Convention

Canon D-III.7, Section 3(c) states:

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

On February 1, 2023 the Commission certified changes to the Constitution and Canons made by the 207th Annual Convention:

- Act 2022-3 amended Canon D-I.9. To maintain a logical sequence in the Canons, this language was transferred from Canon D-III.1, Section 5.
- Act 2022-1 added Canon D-III.2, Section 8; amended Canon D-III.2, Sections 2 and 4; and deleted Canon D-III.2, Sections 6 and 7.

Exhibit B to the Report of the Secretary of Convention

Canon D-IV.4 Report

Article IX.7 of the Constitution of the Diocese and Canon D-IV.4, Section 4 require the Secretary to strike from the voting rolls of Convention the lay delegates of and members of the clergy assigned to any church that failed to pay its Fair Share in full and on time. For the avoidance of doubt, this requirement does apply to churches with interim clergy or no clergy.

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

St James, Mooresville
Weldon, Grace.

Accordingly, their lay delegates and clergy cannot vote at the 208th Annual Convention. This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

Missions and parishes should note that Canons D-V.2, Section 4(h) and D-V.1, Section 6(g), respectively, require payment of Fair Share to maintain union with Convention. Parishes should also note that Canon D-IV.4, Section 4 establishes other consequences for non-compliance specifically by a parish. As long as a parish remains in arrears on Fair Share, its vestry shall not elect a rector, nor shall the rector call an assistant minister or other member of the clergy. If the parish fails for two consecutive years to contribute the amount required of it, the parish is automatically changed in status to a mission. These consequences are not subject to the discretion of the Ecclesiastical Authority or the Convention.

Pursuant to Canon D-IV.4, Section 4, I recorded a change in status of Weldon, Grace from a parish to a mission effective November 9, 2023. I notified the Bishop, Standing Committee, and Trustees accordingly.

Rule III Report

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

Rule of Order III of Convention, as rewritten by Act 2019-6, applies to a church that “fails to comply with Canon D-V.2, Section 4(g) or Canon D-V.1, Section 6(a), as the case may be, concerning the timely filing of an audit or with Canon D-V.8, Section 5 concerning the timely filing of a parochial report”.

Pursuant to the process defined by Rule III, the Secretary notified 12 churches that both their clergy and lay delegates would be deprived of vote at the 208th Annual Convention unless the

churches were to apply to Diocesan Council for waivers of Rule III and Diocesan Council were to grant such waivers. On October 19, 2023, Diocesan Council granted 8 waivers:

Charlotte, Christ the King – non-timely parochial report.
Durham, El Buen Pastor – no audit.
Erwin, St Stephen – non-timely parochial report.
Kernersville, St Matthew – no audit.
Lexington, Grace – no audit.
Monroe, St Paul – no audit.
Raleigh, St Ambrose – non-timely parochial report.
Tarboro, St Luke – non-timely parochial report.

Diocesan Council did not decline any application for a waiver.

The following churches did not apply for a waiver. Accordingly, their lay delegates and clergy cannot vote at the 208th Annual Convention:

Halifax, St Mark – no audit and no parochial report.
Mooresville, St James – no parochial report and no audit.
Rockingham, Messiah – no audit.
Weldon, Grace – no audit.

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

Holy Trinity, Greensboro received a waiver of Rule III from Diocesan Council for the 206th and the 207th Annual Conventions. The church did not submit an audit for 2022. As specified by Rule III, a church may not receive a waiver for a third consecutive year. Therefore, the clergy and lay delegates of Holy Trinity, Greensboro cannot vote at the 208th Annual Convention. This consequence is not subject to the discretion of the Ecclesiastical Authority or the Convention.

BISHOP'S COMMITTEE ON AFFORDABLE HOUSING

Statement of Purpose

The purpose of the Bishop's Committee on Affordable Housing is to support missions and parishes in following the Biblical call to become Beloved Community, which includes taking action to ensure that all of God's children have good, safe, and dignified places to live and thrive (Lev. 25: 35-36); and take actions to serve God's children through partnerships with organizations in each community to promote housing that is fair, safe, and affordable. We are to connect congregations with resources and share stories that inspire housing ministries.

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

Racism and poverty drastically restrict opportunities for safe housing, with neighborhood opposition to building affordable housing for "those people". We know that, without affordable housing, Black and brown children and adults are much more likely to experience housing insecurity, eviction, and homelessness. We are raising church awareness of the housing crisis and of God's call to justice and to welcome for all God's children, preparing prayers for the Day of Prayer to End Homelessness on November 19. We participated in Advocacy Day with the NC General Assembly on March 15, advocating for public investment and policies that expand the supply of housing affordable for extremely low-income families and individuals.

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

Congregations are energized when engaged in the challenges and grace they experience in discerning God's call to housing ministry and in taking action. We are connecting them with models of ministry, with consultants, and with developers. Chapel of Christ the King (Charlotte) and Church of the Holy Spirit (Greensboro) are small congregations with big heart who are developing affordable housing on church property. We are helping the Interfaith Affordable Housing Initiative in Greensboro to bring together congregations to find new vitality in sharing their resources (volunteers, expertise, money, land) to address homelessness, focusing first on children and their families who are unhoused or in temporary housing.

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

We are preparing educational materials about housing to distribute with prayers for the Day of Prayer to End Homelessness.

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

Effective work for affordable housing—whether public policy advocacy, housing development, or assistance for people experiencing homelessness—needs partners on the local and often the state level. All of the housing ministries are done in collaboration with other organizations and faith communities. Our committee members collaborate with Lotus Campaign, Habitat for Humanity, Catholic Charities family support circles, affordable housing developers, NC Housing Coalition, and many other organizations in local communities and statewide.

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

It is a delicate balance between preserving green space/creating gardens and building housing, so we are helping congregations discern how to work towards that balance.

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

Our committee members are active in Diocesan ministries and governance, providing housing expertise to Diocesan Council, Standing Committee, planning committee for properties, Council on Advice on Public Policy, and General Convention. We advocated for 10% of the proceeds from the sale of 200 Morgan Street to be dedicated to housing development by church partnerships. We are preparing a resolution for the Diocesan Convention to present to General Convention calling for the establishment of committees at Diocesan and National Church levels with responsibility for engaging congregations in housing ministries and connecting them with resources.

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

Our work with congregations takes people outside the church walls and into the mission field where increasing numbers of children, seniors, people with disabilities, and low wage workers are priced out of housing. We help parishes and missions discern how to address their needs in the always-changing housing market and demographic shifts, such as areas of gentrification and declining population.

What are your plans for the coming year?

We will continue to raise awareness of housing needs and connect congregations with partners for addressing those needs. We will assist congregations to educate renters and homebuyers. We will help parishes and missions to plan housing development and to prepare proposals for the Diocesan funds dedicated to housing so that the funds achieve the greatest impact. Chipper Long and Rebecca Yarbrough, as delegates to General Convention, will communicate the example our Diocese models for raising up housing ministries and will inform others of our resolution at General Convention.

Submitted by
The Rev. Beth McKee-Huger

BISHOP'S COMMITTEE ON THE DIACONATE

Statement of Purpose

The Bishop's Committee on the Diaconate is charged with the responsibility to provide information to those interested in potentially becoming a Deacon and providing opportunities for communication between those interested and the Bishop(s).

This is accomplished by having scheduled informational meetings whereby the committee members, the Bishop(s), and those seeking discernment can meet together and ask and answer questions.

In 2023 we held 2 Zoom sessions. Both had current deacons to speak to their time in ministry – one of our longest serving and one of our newest ordained. We also had a Priest/Deacon pair from a parish speak as to their relationship and that of each to the parish. The Bishop (Bishop Jennifer) also spoke to those seeking discernment. They were also introduced to Jenny Beaumont, so that they would be informed as to what to do going forward and to communicate with her.

After Deacons have been ordained, the committee also serves as the conduit for communication between the Bishops and the Deacons.

What are your plans for the coming year?

In 2024 the Bishop's Committee on the Diaconate will continue to fulfill our charge to provide information to those interested in potentially becoming a Deacon and providing opportunities for communication between those interested and the Bishop(s).

The committee will also continue to be the conduit for information between those in the diaconate and the Bishops.

Submitted by
Chip Carter

BISHOP'S COMMITTEE ON LITURGY AND LITURGICAL OFFICER

Statement of Purpose

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

What work has your committee, commission or board done 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, as well as mandates and suggestions from General Convention pertaining to racial reconciliation. 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 Collaboration & New Communities?

We are not yet participating in this mission strategy priority.

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

We are committed to fully eliminating the use of paper worship leaflets at Convention. Convention attendees are now well-versed in the use of the Yapp app, 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?

Please include any work your group is required canonically or by charter to complete. In 2023, we have planned and celebrated the ordination of 2 candidates to the diaconate, 5 candidates to the transitional diaconate, and we are in the planning stages for 5 ordinations to the priesthood in December. We also planned the Chrism Eucharist and Renewal of Ordination Vows for the Clergy Quiet Day in March. We work closely with Bishop Rodman to receive and review liturgies for diocesan use. 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 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 PRT has been available in the past year for conversations with leadership, lay and ordained, across the diocese in responding to stressful situations in parishes and among the leadership of parishes. 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 Formation?

The PRT engages in spiritual formation among its members which has an indirect effect on their home communities. A program that started in the PRT to support the spiritual formation of lay and ordained leadership has spun off into its own program, SoulWise, led by the Chair of the PRT and supported by conversation from the PRT.

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 PRT met four times in 2022 and twice in 2023. One of these meetings was in conversation with the Bishops, Intake Officers, and members of the Disciplinary Board to review prior cases and current processes.

Once members of the PRT have been asked to provide support and consultation with the Standing Committee of another Diocese.

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?

The PRT will continue to meet quarterly in 2024. We will assist in parish situations as requested by the Bishop and engage in consultation with diocesan staff. We will continue to reflect on and refine our offering of spiritual formation and support for leadership in our parishes.

Submitted by
The Rev. Robert Fruehwirth

BISHOP'S COMMITTEE ON PRISON MINISTRY

Statement of Purpose

The Bishop's Committee on Prison Ministry is supporting men and women reentering society from the prison system. We, as individuals, are providing support in hands on ways through visitation, mentoring and walking with others as we can, ever mindful own personal safety and those with whom we walk.

Through our various local involvements, we remain active in food drives, and collections of health and hygiene items for those incarcerated in NC. We continue to support Chaplains and others providing pastoral care and a more healing environment in our jails and prisons. We support programs like the Durham Jail Ministry (St. Phillips's Episcopal), Reentry House Plus, Inc. in Hillsborough, Vivian Rogers and St. Albans Episcopal Church working with the youth facility, Interfaith Women's Prison Ministry (Jenny Clarke-Brown),and others.

The committee provides networking and sharing of information, and looks for ways to recruit others into the this most valuable and rewarding ministry.

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

All of the Prison Ministries seek to restore dignity and wholeness to individuals returning to our communities from prison. We take seriously Christ's invitation from Matthew 25 to visit those in prison, as a part of our reconciling work in the world.

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

Wherever Prison Ministry is going on, parishes and missions get involved with men and women (and youth) to be a support and mentor as they reenter society from prison.

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

We invite our congregations to become more involved in Prison Ministry as a part of "who we are" as God's disciples in the church.

Jenny Brown at the Women's Prison in Raleigh is particularly looking for clergy who have "Blue Cards" (e.g., certified to enter state facilities) who could help monthly with an Episcopal service at the Women's Prison. Contact Jenny (jennyclark-brown21@gmail.com) if you are interested and available.

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

By inviting the Bishops and liaison staff, we encourage them to tell of the work that we are doing. We are also considering working with Christine McTaggart and the Communication

Committee to find ways to tell the stories of hope and redemption that are such a vital part of prison ministry.

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

By encouraging gardening programs in our various ministry sites, as well as encouraging programs like the Food Distribution at El Buen Pastor on the first Saturday of each month.

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

Our work with the various organizations in our areas establishes the presence of the Diocese of NC for and with the various prison ministries.

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

El Buen Pastor feeding ministry is an excellent example of teaming up with the needs of the Spanish speaking community.

What are your plans for the coming year?

To meet quarterly, share information and resources, encourage one another in our various prison ministries, and seek to expand the work with incarcerated individuals, and to assist them as they return to our communities.

Submitted by
David Stanford

BOARD OF EXAMINING CHAPLAINS

Statement of Purpose

The work of the Board of Examining Chaplains is 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, and (4) Undertaking other tasks related to its core responsibilities when requested by the Bishop of the Diocese.

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

We have sought to play our role in the ordination process followed by the Diocese of North Carolina, with the goal of ensuring that everyone ordained in this Diocese is proficient in the six areas of academic preparation for ordination.

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

We have sought to ensure that candidates in the ordination process in the Diocese of North Carolina are proficient in the six canonical areas of preparation for ordained ministry, as defined by the Canons of the Episcopal Church.

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

We have advised Bp Rodman and members of the Commission on Ministry with the goal of ensuring that candidates in the ordination process in the Diocese of North Carolina are proficient in the six canonical areas of preparation for ordained ministry, as defined by the Canons of the Episcopal Church.

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

We are responding -- we hope appropriately -- to the developing shift in the process of academic preparation of candidates for ordination from reliance on the traditional model of completion of a seminary degree in a residential Episcopal seminary to reliance on academic work in non-Episcopal seminaries, on-line coursework, locally-administered education, and other alternatives to the traditional model.

What are your plans for the coming year?

Our plans are to continue to function in our canonically-defined role and to advise Bp Rodman and the Commission on Ministry on matters concerning academic preparation for ordination as they choose to seek our advice

Submitted by
The Rev. John Wall

BOTSWANA COMPANION LINK COMMITTEE

Statement of Purpose

To advise the Bishop on our Diocese's companion partnership with our Anglican sisters and brothers in Botswana; to work to strengthen the relationship between the people and parishes of the Diocese of North Carolina and the people and parishes of the Anglican Diocese of Botswana; and to support the ministries of the Diocese of Botswana, such as St. Augustine Theological School and Holy Cross Hospice.

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

When Botswana became an independent country in 1965, they intentionally founded their new government on principles of racial equality and racial justice. Thus, as part of our companion relationship and our contacts via visits to Botswana and their visits to NC, we continue to learn from their focus on racial equality and equity and their work for racial justice and of honoring diversity. We continue to learn from their example of freely offering hospitality to all of God's children.

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

Through online conversations, such as Bible study, and in-person visits to Botswana, we continue extended exploration on how to provide greater encouragement for parishioners to return to worship services in our post-COVID world. Like our parishes, those in Botswana have seen significant declines in attendance since 2020, especially amongst the youth. Thus, this past year we have financially supported workshops in Botswana to develop plans for strengthening the vitality of their parishes. And this summer our committee's chair visited Botswana and had lengthy discussions with their church leaders about rebuilding and strengthening congregational vitality in both of our dioceses. as we recover from the pandemic.

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

We have had many on-line and in-person theological discussions with students being trained for ordination at the St. Augustine Theological School in Gaborone and with lay ministers as well, including discussions of Christian formation of children and young adults. We have assisted, both financially and via the provision of teachers, in the strengthening of lay ministry training in Botswana.

Also, at the request of Bishop Beleme and Father James Amanze, principal of the theological school, our committee chair, during her visit to Botswana this summer, led two workshops on Women in Leadership, with the goal of uplifting and strengthening women in lay leadership positions. She also provided additional professional and spiritual guidance to the women who have been trained but are not yet permitted to be ordained by the provincial synod.

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

All of our relationship building efforts with the Diocese of Botswana are focused on collaboration and learning from each other as well as trying to envision "doing church" in new ways after the pandemic.

Additionally, during her recent trip to Botswana, the committee chair also brainstormed with Bishop Beleme about how their seminary students might provide pastoral care to hospice patients as part of their field education experiences/training since Holy Cross Hospice does not yet have funds to pay for a chaplain.

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

Climate change is having devastating effects in Africa, especially as water resources diminish. Thus, we are sharing information about our work in creation care here in NC, just as we learn from our Botswana siblings about climate change policies in Botswana and other parts of Africa.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.

We have continued to provide significant financial support to the work of the St. Augustine Theological School. This year we have provided support for their improvements to the technology that enables more hybrid learning so that students can participate in training without traveling long distances to attend classes at the school. This will enable more students to be trained in remote areas where there is a untenable lack of ordained leaders. We have also provided essential financial support for the part-time librarian at the school. Recently the school has received many generous gifts of theological books and this year, Martha Alexander, a member of our committee, spent two months in Gaborone cataloguing hundreds of books so that the school's library is better organized and helpful to students, which will also be greatly beneficial if their formal lay ministry program is approved this year by the government's certification office.

We have also provided financial support to Holy Cross Hospice, a ministry of the Diocese of Botswana, as they begin to rebuild after the restrictions of in-person care imposed during the pandemic.

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

We are trying to develop new ways of engagement between our dioceses because we are separated by so many miles and the travel between our two countries is very expensive. We are trying to make financial aid possible so that young people and those less financially well of can make the trip to Botswana to expand our relationships there. In addition, we are providing housing, meals, and local transportation for a group of pilgrims coming to NC in November to learn about our ministries, to deepen our bonds of affection between our dioceses, and to participate in our 2023 Diocesan Convention.

What are your plans for the coming year?

To continue to provide financial support for the revitalization of Holy Cross Hospice and St. Augustine Theological School and to provide scholarship support to 2-3 newly ordained priests whom the bishop wishes to send to a residential seminary for further training in hopes that these men will be full-time priests and will not need to rely upon secular employment to support their families. We are also providing some assistance for a sabbatical by Bishop Beleme, who has promised, while he is here in NC, to provide some educational opportunities to students Duke Divinity School's Anglican Episcopal House of Studies.

Submitted by the Rev. Miriam Saxon

CAMPUS AND YOUNG ADULT MINISTRIES

The Diocese of North Carolina's robust investment in Campus and Young Adult Ministries continues to pay dividends as lives are impacted and faith is kindled in these vital and vibrant communities.

Davidson Episcopal Student Fellowship has had a very good start to the academic year, providing opportunities for prayer, worship, community building, and home-cooked meals for a group of 15-20 students. A fall retreat is scheduled for the second weekend of November.

The Episcopal Center at Duke continues to hold a Eucharist weekly, with dinner provided by our sponsoring parishes. We also gather for Compline each Tuesday night in Duke Chapel. The group plans a retreat in the Spring, and is exploring ways of creatively expressing our faith together, setting one Sunday a month aside as a blank slate on which to create a program. The group recently joined the Duke community in celebrating National Coming Out Day, which was a beautiful and joyous celebration.

LEAF (Lutherans, Episcopalians, and friends) at Elon University has continued to gather around the table in worship to celebrate the Eucharist, for fellowship dinners lovingly prepared by our sponsor parishes, and in coffee shops for conversation. A highlight for LEAF this past year was its first Spring Break service trip to St. Joseph's Mission School in San Fidel, New Mexico; an ecumenical collaboration with Catholic Campus Ministry at Elon.

ECM at UNC-Chapel Hill faithfully gathers students for community that explores the sacred, learns alongside one another, cares for neighbors through loving service, enjoys each others' good company and of course home cooked meals. This summer three students spent 10 weeks as team members in Quito Ecuador following a spring break mission experience in 2022. Our work is creative, restorative, imperative and ongoing as we continue to be a resource for our student, faculty staff and university alumni.

Raleigh ECM has continued holding Sunday services, having a mid-week small group, and our LGBTQ+ spiritual reflection group Brave Space (in partnership with Pullen Baptist). All of these programs have seen new, regular attendees at the start of 2023/24 academic year. In response to the continual stories of anxiety and self-harm at NCSU, we have begun a new initiative alongside Methodist, Lutheran, and Presbyterian campus ministries to set up hospitality tables on campus, giving free snacks away to students with words or encouragement and spiritual affirmations attached to them (this is going exceptionally well). We continue to pursue better connections with Meredith, Peace, Shaw, and Wake Tech.

Episcopal Student Fellowship at Wake Forest University continues to be a space of belonging for all students. The Fall semester's rhythm is marked by weekly fellowship dinners and worship services on campus. This year, student leaders self-organized and are leading ESF book club, studying Nadia Bolz-Webber's "Shameless". Other new programs and opportunities this year are combined worship services with Lutherans; a pilot program called "Men of the Forest" aimed at

cultivating responsible and healthy masculinity; and regular visits and support for UNCSA's Listening Post.

CHARTERED COMMITTEE ON ENVIRONMENTAL MINISTRY

Statement of Purpose

The purpose of our Creation Care ministry, as originally proposed, is to “educate and encourage new actions and thought processes so that Creation Care- namely, those thought processes and actions that benefit the earth and its inhabitants rather than harm them- become a way of life, embodying our Christian call to love God and neighbor.”

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

In 2023, we have supported through our Green Grants program the collaboration of two Durham inner city churches, St Titus and St Philip’s, in the expansion of their public school garden installations, partnering with school staff and student/parent participation. These gardens help children learn through multiple disciplines (science, literature, and art for example) how to grow food that is shared and plants which build bird and wildlife habitats. This collaboration also builds a bond between congregation members. Deacon Sarah Woodard has been instrumental in this work.

Another 2023 grant has supported the All Saints Warrenton Revisioning Committee which is both a unique project and a special Mission. We have celebrated with them as they dedicated the All Saints Garden- A Place of Peace and Hope, which provides an ecumenical community a place for enrichment, education, rejuvenation and peace. The Green Grant provides much needed seating and pavers for the Garden to be enjoyed by this small diverse community.

Both of these grants address racial reckoning, justice and healing, if only in small ways. We know that small ways matter.

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

We have celebrated the work of multiple congregations who have embraced creation care in their communal life. We have prayed for them and have stood ready to help when needed. ZeroWaste Church and Green Tips have been made available to all through Christine McTaggart’s commitment to our work.

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

Our own Mission Priority page features a video of a Creation Care and Formation conversation with Stephen Jurovics , author of Hospital Planet: Faith, Action and Climate Change. We have helped spread the word on the Lambeth Conference Communion Forest Initiative and plan to add study opportunities around it for congregations to access.

We have spent time with NC Legislators at the Episcopal Diocese of NC’s first Advocacy Day explaining our concerns on pending legislation, on tabled legislation that we want revitalized, and working to build bonds of understanding between our disparate views.

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

With the guidance of the new Diocese of NC Advocacy Group, we participated in the first Diocesan Advocacy Day with other Mission Priority committees at the NC General Assembly and we have funded through the Green Grants process collaboration between congregations and supported emerging communities.

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

This is our work. Like many groups coming out post-pandemic, we have moved to hybrid in-person/Zoom meetings. That has given us a chance to get to know each other, ask questions, review what we need to accomplish and determine what we want to accomplish.

Thus far, in 2023, we have initiated the Earth Day Award. This award is to celebrate good positive ways that Creation Care is being implemented across the Diocese. It can go to a person, group, project, event, or collaboration which contributes to and brings hope all of us who love this fragile earth, our island home. Nominations will be accepted through December 31st each year, with the Award announcement made on Earth Day of the following year. (The first Earth Day Awards were presented to David McDuffie and Carl Sigel which was featured in the Spring 2023 issue of The Disciple).

That article also invited congregations to go deeper with us, sharing stories and joining in this work. With that in mind, we are working on being in touch with more and more congregations and celebrating the work being done throughout the Diocese.

As stated before, we participated in the Diocese's first Advocacy Day at the NC General Assembly, calling on legislators to discuss environmental legislation, requesting that important tabled legislation be resubmitted and creating awareness of what we value.

We whole-heartedly advocated for the endorsement of the Season of Creation Liturgies which were endorsed and submitted by our Bishops and the Liturgical Committee. We look forward to encouraging the usage of these beautiful liturgies across the Diocese in 2024.

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

Please include any work your group is required canonically or by charter to complete.

We are working on goals that can be accomplished, particularly on creating relationships between environmental ministry groups in congregations across the Diocese and ideas around the Communion Forest Initiatives.

With Christine McTaggart's help, we have created a form that will give us additional resources and more minds & hands to do this important work.

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

As we all seek to live faithfully as good stewards of the garden, we know that reaching out is as important as reaching in. We can learn best from each other and help each other. Communication is the key.

What are your plans for the coming year?

We have 4 specific goals for 2023/2024:

1. Capture as many congregational contacts as possible, working toward sharing info such as how to do an energy audit, where to go for help with solar panels, how to build church gardens, what native trees seedlings are best suited for differing areas, etc.
Communication between congregations is the key. We plan to provide the compendium.
2. Review our Diocesan Priorities Creation Care web page and revise as needed.
3. Review all of our existing goals from the 2021 initiatives, measure our success toward implementation, reframe as needed, and add new ones as appropriate.
4. Initiate a Communion Forest mindset across the Diocese “as a way to tangibly improve the environment, impact climate change, and live into our call to care for God’s creation” with other members of the Anglican Communion.

Submitted by
The Rev. Jill Staton-Bullard

CHARTERED COMMITTEE ON GLOBAL MISSION

Statement of Purpose

The Chartered Committee on Global Mission's (CCGM) is to promote the development and deepening of relational ministry between the Diocese of North Carolina and its congregations, and other dioceses and congregations globally. Believing that, as Max Warren said, "It takes the whole world to know the whole Gospel," the CCGM is committed to facilitating mutual ministry across boundaries and borders, through a number of programs described below. In doing so, the CCGM's work addresses several of 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?

The membership and leadership of the CCGM is diverse, and we continue to seek members that are representative of the diversity of the Diocese, not only geographically but also in terms of race/ethnicity. Our work is fully and intentionally cross-cultural; we believe that the formation of relationships cross-culturally facilitates the ability of everyone to better understand and deeply internalize the concept AND practices of Beloved Community. This work is accomplished in part through an annual workshop open to the entire diocese, as well as Global Bible Studies.

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

While Congregational Vitality is not the CCGM's primary focus, our work to encourage and educate congregations regarding different ways they can engage in global mission work can contribute to congregational vitality. Missional experiences are very engaging and energizing for participants and congregations if done well, and the CCGM is committed to educating congregations on how they can be done well.

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

As noted, our annual workshop and Global Bible Studies not only support the underpinnings of racial reckoning, they also provide formation in sound missional practices.

This year's workshop, held September 16 and hosted by St. Mary's, High Point, was attended by both our Bishops and 40 participants. It focused on the many different ways of entering into global, cross-cultural relationships, regardless of a congregation's size or financial situation.

Our 3 Global Bible Studies this year also serve as a form of Formation. These Zoom calls now include anywhere from 20-30 participants from our diocese, from Africa, Europe, and Central America. Using a modified lectio divina format, participants share their insights on a selected passage from the Gospels over the course of an hour--and these discussions greatly enhance our cross-cultural work. Our final call of the year will be December 20.

We also strongly encourage participation in the Global Episcopal Mission Network, and their training, which emphasizes the mutuality of global mission and ministry.

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

We strive to make all our work collaborative.

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

At our September gathering, we discussed the Lambeth Conference's Communion Forest Initiative (begun in Africa) and distributed short-leaf pine seedlings to every participant. We may repeat this at Diocesan Convention, funds permitting.

Our grant to the Diocese of Mumias, Kenya, also funded a pilot solar installation on a Diocesan building. The Diocese hopes that this will be a model for others, as they work to combat climate change and the damage it is wreaking, in the form of severe droughts, on parts of Kenya.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.

We also provide grants to congregations in the Diocese, and global entities, that are actively engaged in global relationships or are seeking to become engaged in such relationships with the Diocese of NC. In our April 2023 grant cycle, the CCGM funded the Dioceses of Kitale and Mumias in Kenya, both of which are developing bonds with our Diocese, and we are seeking partner congregations for them. The Diocese of Mumias is particularly interested in such a relationship. We also funded the Diocese of Buhiga in Burundi for an innovative project to advance women's empowerment--a piggery--in this extremely distressed part of the country.

We also funded the Holy Cross Educational Foundation in Belize for work on their parish hall; a number of NC congregations have long-standing and very life-giving relationships with Belize. We also provided emergency assistance to Bishop Allison Theological College in the Yei Diocese of South Sudan, who were hosting a Duke Divinity School student for field placement.

During our fall cycle of applications, we are considering six additional applications, the majority from Africa and one from Honduras.

We have also provided a \$10,000 grant to the Episcopal Diocese of Jerusalem, using funds from the St. Luke's Foundation, to assist Archbishop Hosam Naoum with the critical needs brought about by the conflict in Gaza and the West Bank. A number of our congregations and members have made pilgrimages to Israel, and we believe this donation is a confirmation of the vitality of these relationships.

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

Over the past few years, the CCGM has increasingly focused on the process of shifting mindsets related to global mission and "mission trips." In the past, these were often taken with a very well-meaning but still more "colonial" mindset, of "going to help the people of X country." We have been working to change that mindset to one of mutual ministry, doing with rather than doing for, and engaging in activities that build relationships as well as structures.

This is more life-giving, and life-changing, for all involved, and it fosters in our congregations a much better understanding of the gifts that everyone brings to the table, regardless of their racial/ethnic or socioeconomic status.

And we are also working more with Zoom, to reduce meeting costs, and to enable anyone in our diocese who can't travel, for whatever reason, to engage in global mission work, through our meetings and through our Global Bible Studies.

What are your plans for the coming year?

The CCGM will continue its grant program, and we hope to raise its profile with congregations within the Diocese. The CCGM will not underwrite missions or pilgrimages. However, we can provide project funding for congregations and their global partners so long as there are specific plans and identified needs with hard costs, and if the local bishop approves.

We also hope to increase the number of Global Bible Studies from 3-4 to at least 5, and better promote them. We've learned to use breakout rooms to facilitate small-group conversations, so we can manage a larger number of participants and still have good sharing.

We also have discussed changing the format of CCGM's educational programming. We hope to be able to offer "repeat half-day workshops" at several locations throughout the diocese to make it easier for more people to participate, and to focus increasingly on both "how to's" and story-telling.

As noted above, we also hope to continue to engage more and more people in this work, and will continue to try to identify congregations with global relationships so that we can encourage more collaboration among those working in a given area.

Submitted by the Rev. Rebecca Yarbrough

CHARTERED COMMITTEE ON GRANTS

Statement of Purpose

The committee administers grants to clergy and laity for theological education in many forms and grants to parishes for seed money for new programs.

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

The committee provided two grants that would support this strategy.

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

There were four grants that should support this strategy.

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

Two grants provided by the committee should support this strategy.

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

None of the grants in 2023 appear to directly support this strategy.

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

Two grants should support this strategy.

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

The committee carefully considers applications submitted by clergy, laity, and parishes in the Diocese. These grants have been awarded this year in compliance with the established policy. Clergy and laity grants are limited to \$1,000, and there are limits on repetitive grants. Parish grants are limited to \$3,000. The committee approved, within policy, all applications received during 2023, with one exception. During the year the committee has approved seven clergy grants totaling \$6,545, two laity grants totaling \$1,295, and one parish grant of \$3,000.

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

This is guided by the applications received.

What are your plans for the coming year?

To continue to apply the diocesan policy in support of theological education for members and parishes.

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

Please include any work your group is required canonically or by charter to complete.

Committee was idle in 2023

Submitted by the Rev. Greg Brown

CHARTERED COMMITTEE ON INSURANCE AND RENUMERATION

**What other work has your committee, commission or board done on behalf of the Diocese?
Please include any work your group is required canonically or by charter to complete.**

This committee is responsible for the following areas of study which are presented to Council.

These are:

- An annual review of the health insurance costs for the diocese, working with Church Pension Group to review the available plans and premiums.
- Recommendations for basic standards and requirements for the property and liability insurance maintained by each Parish.
- Maintenance of the Clergy Compensation Report comparing Diocesan remuneration averages and results to the national averages.

The Committee reviewed the current COMPASS report (a summary of enrollment, utilization, distribution of claims and claims cost, inpatient and outpatient visits, preventative visits, and pharmacy costs), which includes data produced by CPG, to monitor the overall use of benefits within the Diocese. We continue to set staff cost sharing standards and are recognized as a leader in adopting this policy across the footprint of CPG. Our hope is to continue the education within the Diocese for use of high deductible plans and cost savings opportunities. The committee will review salary guidelines for clergy again to include data for the year 2023 and make recommendations to Council.

CHARTERED COMMITTEE FOR LIFELONG CHRISTIAN FORMATION

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.
- Collaborated with the Racial Justice and Reconciliation Committee to support their initiatives
- Offered book studies on racial bias and racial justice.
- Planned and implemented Racial Justice pilgrimages.
- Help with filming stories of historically black congregations.
- Collection and analysis of parochial report data on racial justice work around the Diocese.
- Planning a book study on Wilmington's Lie.
- Planning a pilgrimage to Wilmington in April 2024

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

- Partnered with Canon Earnest Graham to offer programs around stewardship and stewardship in preaching.
- Sponsoring monthly gatherings for all formation leaders for professional development, spiritual reflection, and sharing ideas and resources.

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

- Support of mission priority areas with programs and classes about creation care and social justice and dismantling racism.
- Graduated the first class of 6 participants in the two-year Lay Preaching Training Initiative
- Starting a second cohort for the Lay Preaching Training Initiative
- Participated in the pilot program for Preaching Congregations from the Episcopal Preaching Foundation

- A Diocesan Confirmation Class offered online.
- Sponsorship of lay participation in Education For Ministry training, Kanuga's Christian Formation Conference, the FORMA Conference, and the Lay Preaching Training Initiative

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?

Offered programs and classes on Creation Care

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?

- Starting a second cohort for the Lay Preaching Training Initiative
- Planning a book study on Wilmington's Lie.
- Planning a pilgrimage to Wilmington in April 2024
- 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 YOUTH

Statement of Purpose

The Chartered Committee on Youth is a selected group of adults and youth (grades 8-12) who volunteer their time and energy in service to diocesan youth programs. This committee, with the guidance and inspiration from the Holy Spirit, strives to provide opportunities for transformation and education of the youth in the diocese through various youth programs, including Convention, Youth Weekend Events, and Diocesan Summer Experiences. Members of the CCY must be active members of their congregation and must commit to at least one year of service on the CCY. After the first year of service, the CCY member may request extended membership for three more years.

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

The CCY has helped us with planning two anti-racism trainings and completed portions of the anti-racism training called "The Race to Be Human."

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

They have worked diligently to include more youth from around the diocese in diocesan youth programming. They have made videos, visited congregations, and reached out to individual youth to get more representation at youth events from all of our worshipping communities.

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

The CCY has helped plan formation programs for youth and parents around inclusion (four different webinars), mental health, and LGBTQ youth in the diocese.

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

Again, their work towards welcoming and inclusion of youth from around the diocese is helping to collaborate with new worshipping communities (new to diocesan youth programs at least) and inviting them into our programming and events.

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

Creation Care matters very much to our youth community and is at the forefront of all that we do. The CCY helped plan and run our middle school program, Genesis, around the theme of Creation Care this year. They had activities like conservation and advocacy for creation care issues, understanding our spiritual connection to water and what to do to protect it, and understanding water pollution and waste with hands on activities and games. The CCY also created and ran a Creation Care workshop at Bishops' Ball around Climate Change that was very well attended for two sessions.

**What other work has your committee, commission or board done on behalf of the Diocese?
Please include any work your group is required canonically or by charter to complete.**

The CCY continues to meet virtually monthly for spiritual formation and diocesan youth programming planning. We also met in June for an in-person planning retreat for all of the 2023-2024 programs. They developed the theme, chose scripture and came up with a draft workshop list for Bishops' Ball, picked a theme and scripture for Genesis, and decided on the team for Happening (our first high school youth team in four years!). They also worked on planning for Zoom workshops and classes, leadership skills, and fellowship. The CCY is back to virtual monthly meetings until our first event team meeting in January.

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

The CCY recognizes that marginalized youth are not well represented in diocesan programs, so they are being very creative in their messaging and welcoming for those youth. The 4 CCY members who attended the Episcopal Youth Event (EYE) in Maryland this past June, saw how diverse the Episcopal church can be and are striving to work towards inclusion that looks like that - people of many colors, ethnic backgrounds, gender and sexual orientations, abilities, and economic/class backgrounds. They understand deeply how vital it is to the growth and strength of the church to look more like God's Kingdom here on earth.

What are your plans for the coming year?

We have a big slate of youth events that can be found here: <https://tinyurl.com/yc7tzcbk>. The CCY will primarily be responsible for being the core team for Genesis (middle schoolers), Happening (high schoolers) and Bishops' Ball (both). They will also be on the team for our diocesan offering of The Race to Be Human anti-racism training.

Submitted by Leah Dail

COMMISSION ON CONSTITUTION AND CANONS

Statement of Purpose

The Commission on Constitution and Canons assists Convention in creating a framework in which our Diocese can do its work. We also give advice on how to use the Constitution and Canons to more equitably and fully communicate God's Love to each other and the wider world.

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

The Commission on Constitution and Canons is primarily a ministerial commission in that we help others find ways of crafting life giving and loving behaviors within the context of the shared values and expectations that the Convention has expressed through the Constitutions and Canons that it has given us. This year we have not directly confronted any issues regarding Racial Reckoning, Justice & Healing, Formation, or Creation Care, however, we are putting forward a proposed resolution that will help those parts of the diocese that do work in these fields do so more economically. In addition, we have advised Council on how to create tools that will help them address these issues more fully.

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

The Commission on Constitution and Canons is primarily a ministerial commission in that we help others find ways of crafting life giving and loving behaviors within the context of the shared values and expectations that the Convention has expressed through the Constitutions and Canons that it has given us. This year we are putting forward a resolution that would change the canons to give congregations more flexibility in their decision making processes.

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

Please see the question related to Racial Reckoning, Justice & Healing above.

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

The Commission on Constitution and Canons is primarily a ministerial commission in that we help others find ways of crafting life giving and loving behaviors within the context of the shared values and expectations that the Convention has expressed through the Constitutions and Canons that it has given us. This year we are putting forward a resolution that would change the canons to give all Diocesan entities more flexibility in the "how" of their collaborative structures.

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

Please see the question related to Racial Reckoning, Justice & Healing above.

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

The Commission on Constitution and Canons had a quieter year than some in the past. While we

did meet three times via Zoom to discuss potential canonical changes, this year most of our energy went into giving advice to various diocesan actors on how best to use the canons to meet their unique and varied needs. This is an aspect of our role as a commission that often goes unutilized. Please know that while we certainly are not a replacement for the wisdom, advice and counsel of our Chancellor, diocesan actors are welcome to ask for our input into how we understand our constitution and canons.

We too ask for advice. A big thank you to Bishop Rodman, Canon Massey, Canon Deats, the Diocesan Council and so many others for your wisdom and guidance as we did our common work together.

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

The Commission on Constitution and Canons plays an important role in helping the Convention set a common set of expectations for shared behavior in the Diocese. We have tried to be proactive in seeking input from a variety of sources as we have worked this task this year.

We have come to understand that our historic reliance on the legal community in our Diocese for membership on the Commission might be a stumbling block. The narrowness of our educational and professional backgrounds might create a Commission that fails to proactively seek problems and opportunities in the Diocese around our Mission Strategy that we could help fashion solutions for.

What are your plans for the coming year?

This coming year we intend to review the actions of Convention to see how those actions can be best expressed in the Constitution and Canons. We intend to continue to be a resource for those who

Submitted by
The Rev. John Talk

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 for the vocational diaconate. 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?

We have paid special attention to the intellectual and spiritual formation of those in discernment. We have been working with the recently ordained deacons, the Assistant Bishop's office, the Archdeacon, the Missioner for Adult and Life-long Formation, and the President of the Standing Committee to further evaluate the ordination process and make constructive changes to create a final order that reflects the spiritual and intellectual needs articulated by people who have gone through discernment and the canonical requirements

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 to the Vocational Diaconate.

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 to the Vocational Diaconate.

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

Two Vocational Deacons were ordained in January 2023, and there are currently seven people in various stages of the process toward ordination to the Vocational Diaconate.

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

We have been working with the recently ordained deacons, the Assistant Bishop's office, the Archdeacon, the Missioner for Adult and Life-long Formation, and the President of the Standing Committee to further evaluate the ordination process and make constructive changes to create a final order that reflects the spiritual and intellectual needs articulated by people who have gone through discernment and the canonical requirements. We believe these changes reflect the evolution of a process that takes seriously the changing mission field and demographics of our diocese.

What are your plans for the coming year?

Our plans for the coming year include finalizing changes to the process for ordination to the vocational diaconate as well as adding more lay members to the COM-D, and continuing to support and engage with those in various stages of the process. We have now included Rev. Nancy Titus as chaplain to those who entered into the process in 2023, and she will continue in that role, hosting retreats and providing support, in 2024.

Submitted by
The Rev. Nancy Vader

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 and Anglican tradition.

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 generally and through our work to raise up candidates of color in particular. Each member of the Commission and everyone who enters the ordination process must complete Anti-Racism training. We advance this diocese strategy by working to create opportunities not only for persons of color to succeed in formation and ministry, but for non-minority candidates to explore their own stories of racism and bias while learning 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 North Carolina that can serve all of our parishes - those that are thriving and those that are in a more vulnerable season. The Commission seeks ordained leaders who are able to adjust to the changing needs of the church and has made raising up bi-vocational leaders a priority as more parishes seek part-time leadership.

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

Our Commission is primarily focused on formation. We attend to the formation of those seeking ordination through individual mentorship, spiritual direction, parish internships, Episcopal seminaries and Anglican studies programs, and other formation requirements such as Clinical Pastoral Education, Anti-racism training, Title IV training, Safe Church training, General Ordination Exams, and Mental Health First Aid Training.

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 is constantly focused on the present and future needs of the Episcopal Church with an emphasis on growth and response to the call of God who makes all things new.

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 for the Priesthood. We have worked to transition to virtual meetings whenever possible to limit driving across the Diocese. Our resources and files are kept digitally to reduce the paper needed in our

processes. Creation Care is an increasingly common component of an individual's call to ministry and their formation at Episcopal seminaries.

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, applications, and assessments to increase accessibility for leaders of all backgrounds and future paths of ministry.

What are your plans for the coming year?

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

Submitted by
The Rev. Connor Gwin

COSTA RICA COMPANION LINK COMMITTEE

Statement of Purpose

The mission and purpose of our committee is to create and further relationships between the Diocese of Costa Rica and the Diocese of North Carolina. Through mission experiences, pilgrimages, and online events we continue to cast a broad net and do deep dives into relationship building.

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

We are the process of planning a Sacred Story Pilgrimage for lay and clergy in both dioceses to explore the histories and realities of racism and responses in each of our countries and dioceses. This will take place in July of 2024.

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

We continue to further relationships between congregations between our dioceses through mission experiences and online bible studies.

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

This year, the committee began having zoom bible studies online. Our next one will be during Advent this year.

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

One instance of this is helping a very old church that had been closed to reopen following COVID by helping to get bats out of there meeting space by building bat boxes. This makes their gathering space more safe and ready to worship in.

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

Learning from our Costa Rican friends about to better understand what it means to care for our creation through their innovative ways of teaching about recycling, and caring for God's creation.

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

Please include any work your group is required canonically or by charter to complete.

There have been several mission experiences in Costa Rica this year. We had our first youth and adult experiences since COVID, this year and many churches are trying re-establish their relationships in different ways.

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

We are adapting to new ways of interacting with each other. The biggest way is by hosting zoom bible studies once a quarter. This has been a great success having 30-40 folks online.

What are your plans for the coming year?

This coming year, we will host a Diocesan Pilgrimage, Sacred Stories, where lay and clergy from our diocese will travel down to Costa Rica with the purpose of sharing their own stories and our collective story with the diocese of Costa Rica and visa versa. To our knowledge, this is the first time anything like this has been planned. We will converse with each other, with historians, and with local people from all over the diocese of Costa Rica while doing our own research before going down so that each of us will be able to share in this story telling and reconciliation pilgrimage.

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.

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 Formation?

All of us who serve as members of the Disciplinary Board continue to be formed as we engage and learn from each Title IV case.

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

Our meetings continue to be on zoom which decreases the need to drive to meetings thus saving the use of fossil fuel.

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 always seek to review 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

ECUMENICAL AND INTERFAITH RELATIONS OFFICER

Statement of Purpose

I represent the Diocese in the group of Episcopal Diocesan Ecumenical and Interreligious Officers. We seek to find ways to join with other faith leaders, to learn more about each other, to explore how we might strengthen our relationships, encouraging the work of church unity among Christian partners and collaboration and peacebuilding with interfaith partners and interfaith organizations.

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

Interreligious ministry includes the agreements and conversations between the Episcopal Church and other Christian denominations as we explore what it might be for "all to be one," as Jesus implored in his final discourse (John 17). This year there has been ongoing conversation with the Evangelical Lutheran Church in America regarding the exchangeability of deacons, an issue that was not agreed upon in the 2000 Called to Common Mission, which provided for ELCA bishops and pastors and Episcopal bishops and priests to be fully recognized by the other denomination (that is, one can serve in the other denomination). There is a tentative agreement on deacons that I expect will be taken up by the 2024 General Convention.

As more faith communities are facing declining memberships and resources, exchangeability of clergy may become an attractive option. There are many joint Lutheran/Episcopal communities (including the campus fellowship at East Carolina University in Greenville) and small congregations around the country are finding new energy by joining with a neighboring ELCA congregation.

The Episcopal Church is in full communion relationships with the ELCA, the Moravian Church in America, the Church of Sweden, and several other denominations around the world. There are ongoing ecumenical dialogues with the Presbyterian Church USA and the Roman Catholic Church, and ongoing work towards full communion with the United Methodist Church.

What are your plans for the coming year?

The group of diocesan ecumenical/interreligious officers has new leadership, and we are now regularly meeting on Zoom to share ideas and questions. I am hoping to bring to our diocese some ideas tested elsewhere (the Diocese of New York, for example, has had a very active ecumenical/interreligious ministry for years). I am also slowly building interfaith relationships in the Triangle through the Triangle Interfaith Alliance and Triangle Women Interfaith Group, and I hope to build connections with other interfaith groups in Charlotte and the Triad.

If your parish is involved in or particularly interested in ecumenical/interfaith efforts, I would love to connect with you. My email is jbeimdiek@gmail.com

Submitted by
The Rev. Jill Beimdiek

EPISCOPAL CHURCH WOMEN

Statement of Purpose

The mission of the Episcopal Church Women (ECW) is to empower women to do Christ's ministry in the world.

The ECW's vision is to become a vibrant blend of all ages, coming together as a peacemaking, healing part of the Church.

The ECW's mission includes:

- Empowering women to do Christ's ministry in the world
- Providing an environment of support and encouragement, education, and opportunity for ministry
- Providing a safe place where every woman is free to become the person Christ called her to be
- Sharing Christ's love in communities and around the world

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

Racial Reconciliation and Social Justice- The Charlotte ECW Convocation hosted a session on April 2, 2023, opened to and attended by persons in the diocese and the community, featuring the authors of From Here to Equality Reparations for Black Americans in The Twenty-First Century.

ECW Board Members Attended the ECW Province IV Annual Meeting Retreat at Kanuga on June 6-8, 2022.

Information was shared on 'The Journey After Sacred Ground,' a program dealing with understanding race, socialization, and racism. All under the umbrella of 'Becoming Beloved Community Where You Are: An Episcopal Resource for Individuals, Congregations & Communities Seeking Racial Justice, Healing and Reconciliation.

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

As a Board, our members do not have direct authority over a congregation. However, as members of congregations, they can advocate for those goals and strategies outlined by the Diocese. Additionally, Board members may be informed about resources available for implementation

Establishing an atmosphere of gratitude in our parishes creates vitality and bonds parishioners together, as they contribute to a common purpose. This is the goal of the United Thank Offering.

Founded by the Episcopal Church Women, the United Thank Offering fosters the habit of expressing gratitude. It encourages congregations to participate in bi-annual UTO Ingatherings through which parishioners demonstrate their gratitude to God for their daily blessings. The formula is simple:

- NOTICE the good things that happen each day
- GIVE THANKS to God for your blessings
- MAKE an offering for each blessing
- BLESS Your blessings become blessings for others

For 2023, The ECW of NC has sent \$7414.66 to the United UTO Offering. We will send a second check by December 31.

Our Diocesan UTO Coordinator was the featured speaker at the 2022 Annual Meeting. Responses to our planning survey for the 2023 Annual Meeting expressed a desire to hear her again.

Remember that 100% of the donated UTO monies are awarded in ministry grants; it is our hope that every parish/mission in the Diocese will express their gratitude through UTO.

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

The purpose of Formation is to make disciples of Jesus. The Episcopal Church Women is an organization that, through its programs, supports and strengthens men and women on their spiritual journey. Outreach programs help community causes in various ways.

ECW has a Coordinator to oversee The Church Periodical Club in the Diocese. It is an independent, affiliated organization of the Executive Council of the Episcopal Church, dedicated to the worldwide Ministry of the Written Word and to the Promotion of Christian Mission. It is the only organization in the Episcopal Church dedicated solely to providing free literature and related materials, both religious and secular, through grants to people all over the world who need and request them and who have no other source for obtaining them. Prayer books, books for seminarians, educational materials, medical textbooks, agricultural manuals, and books for those in local and global missions are some of the publications The Church Periodical Club supplies.

This year, our ECW sent \$1145.00 for the Miles of Pennies program which provides grants to provide for the needs of children through high school. Three enrolled NC Seminarians have received \$900.00 for Book Grants. Recently, ECW donated \$2000.00 to the National Book Fund of the Church Periodical Club. It should be noted that the ECW Board acts as a conduit for gathering donations from the parishes and submitting the same to the Church Periodical Club. It is our goal to have an active and enthusiastic CPC representative in every parish in the diocese.

Board Meetings are opened and closed with prayer and devotion. Additionally, by "Sharing Your Story" during Convocation Meetings, branches share their community outreach programs.

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

The Episcopal Church Women in the Diocese of North Carolina are organized according to the seven geographical Convocations with each having a Convocation Chair on the Board.

ECW branches report and share with each other their community projects, for example: Serving meals to the homeless through The City with Dwellings Outreach Project, Sock Drive, Center of Hope, and Medical loan equipment closet. ECW Convocations readily share their activities with each other.

The ECW Board is contemplating producing an online compilation of Collaborations.

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

We have revised our meetings by conducting our business and special programs virtually. More reports are completed via email; less paper is used for printing, reducing postage costs. We can reach a wider audience; a special advantage is the ability to store information online and enhance the archiving of our reports.

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

The Diocesan ECW administers and helps fund the Lex Mathews Scholarship program, named for the Rev. Lex Mathews. He advocated for women's issues and headed Christian Social Ministries for the Episcopal Diocese of North Carolina before his death in 1985. The Lex Mathews Scholarship is geared to women of the diocese, age 23 and older, who are seeking either:

- Specialized training in vocational or technical skills
- A degree or certification below the master's or doctorate level
- Continuing education courses for upgrading job skills

While preference is given to Episcopalians, non-Episcopalians may apply so long as they are sponsored by a member of an Episcopal church. The amount awarded each year depends upon how the selection committee evaluates each application as well as the financial interest generated by the scholarship fund.

Generally, scholarship amounts run between \$500 and \$2,000 for one academic year and are renewable.

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

Last year, we granted our Missions ministry donations to micro-enterprises serving women in refugee camps who have ideas for businesses, but no access to capital and are unable to participate in the micro-enterprise programs.

Additionally, the Epiphany Ministry grant was awarded to The Boys and Girls Club of North Carolina to support programs that benefit their development.

The theme of the 2023 Annual Meeting will include a focus on "Adapting to a Changing Landscape: How Do We Grow Membership and Keep Members Engaged?"

What are your plans for the coming year?

The goal is to focus on Reimagining ECW - Joys & Challenges and Focusing on our mission.

We plan to use a data-driven approach to guide and inform our proposals for continuing our mission.

Develop programs and responses to help us survive in a violent culture

We need to revise our By-Laws to accommodate the pervasive use of technology since the Pandemic

Provide opportunities to improve computer literacy

Seek ways to become more relevant to all women- keeping in mind their preferences and planning ways to reach and engage them.

The 7 generations

- Greatest Generation: Born 1901-1924
- Silent Generation: Born 1925-1945
- Baby Boomers: Born 1946-1964
- Generation X: Born 1965-1980
- Millennials: Born 1981-1996
- Generation Z: Born 1997-2012
- Generation Alpha: Born 2013-2025

Submitted by
Mary Hawkins

EPISCOPAL FARMWORKER MINISTRY

A guiding principle for the Episcopal Farmworker Ministry (EFWM) is the portion of our Baptismal covenant that says, “Will you strive for justice and peace among all people, and respect the dignity of every human being?”

The Episcopal Farmworker Ministry responds to the physical, emotional, and spiritual needs of farmworkers and their families and actively supports opportunities for them to become self-directive. We seek to minister to farmworkers in three primary ways: through direct services, through the development and support of programs that work toward the empowerment of farmworkers, and by encouraging leadership development, advocacy, and education aimed toward a systemic change of agricultural policy.

In 2023, the Episcopal Farmworker Ministry has continued its outreach to the primarily Latino community of farmworkers, processing plant workers and other immigrant families in eastern North Carolina, providing both emotional and physical support. During a period of leadership transition, which included two interim directors and several staff changes, EFWM provided direct services in the form of twice monthly food distributions, backpacks with school supplies, Christmas gifts, emergency food and clothing, hygiene kits, access to mental health services, immigration assistance, outreach to H2A workers, and repairs to homes damaged by natural disasters. EFWM worked to empower community members through the work of the Promotores, a group of local women who provided information to the community about immunizations and prevention during Covid as well as serving as a vital link between the Ministry and the local community. They received training through Durham Tech and will resume their work in 2024. EFWM sponsored several Covid vaccine sessions and distributed PPE and information. In addition, the Women’s Group’s herb garden and hand-made cosmetics cooperative was incorporated into Rooted Traditions. Through a grant from Welcoming America, EFWM sponsored sewing classes and youth activities that brought members of the community together. EFWM continued to partner with Episcopal Relief and Development to assist with post-hurricane home repairs. The Ministry also provided immigration information, advice and assistance. Adult English classes began in October. The deepening relationship with the congregation and leadership of Iglesia de la Sagrada Familia has resulted in a stronger shared ministry. Volunteers from the church are key to many of the community outreach programs.

With restructuring and policy revisions in coming months, EFWM expects to emerge stronger and even more committed to empowering farmworkers and their families to access resources that will allow them to live safely and comfortably in the best way possible.

Respectfully submitted by
The Ven. Jan Lamb, bishops’ representative to the Episcopal Farmworker Ministry Board

FAIR SHARE APPEALS BOARD

Statement of Purpose

In accordance with Canon D-IV.4, the vestry of any parish or mission that finds that it will be unable to give the required amount to the Mission and Ministry Budget in the upcoming or current year due to financial exigencies arising after July 15 may apply for relief by stating its case in writing to the Fair Share Appeals Board. The Board shall consider the case and report its recommendation promptly in writing to the rector, vestry, and Diocesan Council. The Council may then grant such relief as it deems appropriate under the circumstances.

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

The Fair Share Appeals Board received one application from a parish seeking a reduction in its fair share asking for 2023. After prayerful review, deliberation and consideration of the facts and circumstances of the request based on the information provided to the Fair Share Appeals Board, the Fair Share Appeals Board determined that there were not extenuating circumstances to grant the parish's request for a reduction in its fair share asking for 2023. The Fair Share Appeals Board recommended to Diocesan Council that it not grant the parish's request for a reduction in its fair share asking for 2023, and Diocesan Council accepted the Fair Share Appeals Board's recommendation and denied the parish's request.

What are your plans for the coming year?

To continue the prayerful review, deliberation, and consideration of any appeal the Fair Share Appeals Board receives.

Submitted by
David Broughton

FRANCIS J. MURDOCH MEMORIAL SOCIETY

Statement of Purpose

The Francis J. Murdoch 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 other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.

In 2023 the Murdoch Society distributed awards totaling 12,000 to 8 qualifying seminarians from the Diocese of NC. We have furthered a conversation with Maria Gillespie regarding moving the Murdoch Society’s support to newly ordained in first calls in the diocese.

What are your plans for the coming year?

To finish the change in who we support.

Submitted by the Rev. Marion Spratt

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 buildings and grounds with other nonprofits that provide direct services and programs to those in need in East Charlotte. GMEC is a special mission of the Episcopal Diocese of North Carolina, as defined by Title D-V. Congregations/D-V.1 Missions (formerly Canon 20, Section 2). Our purpose is to provide radical Christian hospitality and welcome to our nonprofit partners, their clients, and our neighbors in East Charlotte and beyond, feeding body, mind, and spirit. Galilee relies on the generosity and kindness of contributors such as the Episcopal Diocese of North Carolina, churches in the Charlotte convocation, other faith communities and congregations, individual donors, and grants to sustain our mission and share these gifts with the community we serve.

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.

East Charlotte has traditionally been home to working-class families with pockets of lower-income individuals however, gentrification on the east side is changing the affordability and demographic composition of this part of Charlotte. Refugees who visit Galilee for services are from all over the world (e.g., Afghanistan, Ukraine, Sudan, Ethiopia, 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 located behind Galilee.

We are advancing the diocesan mission strategy priority of Racial Reckoning, Justice and Healing through collaboration and contributing 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. Our partnerships, programs, and services are targeted to achieve our goals, create community, and connect people to opportunities and resources.

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

- A safe and welcoming space for organizations and individuals to meet and make connections and form new friendships.
- We share our buildings for worship services for various faiths, multi-national, and multi-racial congregations.

During 2023, some of the activities we have undertaken to advance this diocesan priority included:

- Hosted a welcome reception on August 25 for The Reverend Lindsey Ardrey, Canon Missioner for Diocesan Restitution and Reparations Ministry. This gathering was well attended by a diverse group of people from around the Charlotte convocation and beyond.
- Galilee is hosting Sacred Ground for Clergy (11 sessions from September 2023 – February 2024) which is facilitated by Galilee leadership and participated in by Galilee Board members and staff.
- Organized a back-to-school supplies drive for Merry Oaks International Academy (neighborhood elementary school) in conjunction with local parishes and the Greater Enrichment Program. The supplies drive benefitted students of color, for many of whom English is a second language.
- Received archival documents from the Diocese on the history of St. Andrew's Episcopal Church (now Galilee). At its closing in 2013, St. Andrew's had been in Charlotte for 130 years in three different locations.
- Organizations such as the Reimagining America Project and the Poor People's Campaign 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 is a special mission of the Episcopal Diocese of North Carolina. While Galilee does not currently have a congregation of our own, we partner closely with churches across the Charlotte convocation who send volunteers to Galilee to serve in numerous ways (e.g., as front desk volunteers, to help tend and tidy our green spaces, to help with indoor and outdoor repair projects, to serve on our Board and Committees, and to help feed our neighbors at St. Andrew's Homes, etc.). We are fortunate to have many generous offers of time and talent. We also receive donations and grants from churches and individuals – including both new and longtime friends of Galilee.

Galilee is a sacred place where the convocation and community come together. It is a place of peace, transformation, and belonging. This year, we hosted several cross-convocational gatherings:

- On April 26, we hosted a Galilee Committee Members and Partners appreciation breakfast attended by a group of dedicated volunteers, including clergy and lay people from many of the Episcopal churches in Charlotte and the surrounding area.
- On August 25, we were the host location for a welcome reception for The Reverend Lindsey Ardrey, Canon Missioner for Diocesan Restitution and Reparations Ministry. This gathering was well attended by a diverse group of people from around the Charlotte convocation and beyond, including local elected officials and other community leaders. The Charlotte convocation Episcopal Church Women hosted the event.
- Becoming Beloved Community – This Becoming Beloved Community group started at Christ Episcopal Church during the 2021 Lenten season and includes members from

churches across the convocation. Galilee hosted this group twice this year and will have them again in December for their Christmas potluck.

During the summer of 2023, Galilee hosted service projects for a number of youth groups including the Christ Episcopal Church Vacation Bible School 4th and 5th graders, middle schoolers from Palisades Episcopal School, and middle and high schoolers from different faith traditions with the MeckMIN (Mecklenburg Metropolitan Interfaith Network) Youth Summit. These groups learned about Galilee and participated in a variety of indoor and outdoor projects.

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. In 2022, all Board members participated in 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 year, the Board will continue their formation and engage with the DiSC assessment which is about communication and leadership style. This ongoing formation is essential to our success as Galilee finds itself in a period of re-imagining around how we serve our community. 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.

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

Galilee was born out of collaboration and partnerships, and this continues to be our main strength. In partnering with other nonprofits to provide direct services, workforce development, and programming we advance the diocesan mission strategy of Collaboration and New Communities. People from all walks of life come to Galilee and build community and meaningful connections. Galilee provides welcome and hospitality to a wide variety of people – from the homeless and hungry to neighborhood residents including the seniors and differently abled adults at St. Andrew’s Homes to civic leaders to clergy and lay leaders from the Charlotte convocation and beyond. Galilee is a place of building belonging and beloved community. God’s love is reflected everyday through the work we do at Galilee.

Galilee serves as the host and space provider for a variety of local non-profits and other organizations – our in-house community partners – that provide services to those in need in the community. The groups and people they serve include:

- Action NC offers support and community organizing training to marginalized groups on a variety of topics including affordable housing, voting rights, and matters pertaining to seniors.
- Catholic Charities provides after-school and summer enrichment programs for children of refugees.
- Community Kitchen Program offers ServSafe Manager Certificate Training in culinary skills, food handling, preparation, and catering for students from Central Piedmont Community College’s English as a Second Language program. This is a language immersive workforce development program.

- Loaves & Fishes provides groceries to people from all over Charlotte and all over the world. The pantry at Galilee is one of just a few locations that is designed to let clients shop for their own groceries.
- Galilee provides worship and rehearsal space for three worshipping congregations – the Ethiopian Evangelical Church of Charlotte, Matters to Mission Charlotte, and The Desiring God Community Church.
- In the summer of 2023, the Gay Men’s Chorus of Charlotte and Women’s Chorus of Charlotte started holding their weekly rehearsals in Galilee’s gorgeous Nave space. The Nave is so well suited to their space and sound needs that the choirs will start holding performances at Galilee in November 2023. These performances will bring people from the community into Galilee that have never been to our campus.

Each month, Galilee staff holds a meeting for our in-house community partners. In those meetings, relationships are strengthened between our partners and new opportunities for service and collaboration arise.

In 2023, Galilee leadership has focused on, and will continue to focus on, raising awareness about Galilee with other nonprofit and civic organizations in the community. We want the community to know that Galilee is a welcoming, accessible, and affordable place to gather on Charlotte’s East Side. Galilee connected with and/or hosted the following groups in 2023 (not an exhaustive list and in no particular order): International House, CharlotteEAST/CharlotteEast Education Committee, MeckMIN, Mecklenburg County Food Insecurities Group, Merry Oaks International Academy, Greater Enrichment Program, St. Andrew’s Homes residents, Charlotte-Mecklenburg Police Department – Eastway Division, United Way, Poor People’s Campaign, Alliance Health, Latin American Coalition, UNC Charlotte Campus Ministry, Braver Angels, Reimaging America Project, Equity in Practice Learning Community, Independence Fund, and Common Cause NC.

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

Galilee is fortunate to be situated on over 2.6 acres of land with two buildings and beautiful green spaces in the heart of East Charlotte. Our onsite Community Garden contains 43 plots that are tended by families from around the world. Our front lawn, called the Galilee Green, includes a pollinator garden and an edible garden (plums, figs, blueberries) which is open for everyone to enjoy. Our indoor Universal Sacred Harvest Hydroponic Tower Garden provides fresh greens year-round. Galilee leadership recognizes the need to upfit our facilities as requests for space usage increase. 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?

In 2022, the Board and Interim Executive Director did the following:

- Focused on Board development, evaluated committee structure, and planned for a Board orientation session in early 2023

- Launched a Development Committee to address fundraising and organizational sustainability for the first time since opening in 2015
- Compiled a compliance manual for Galilee including bylaws, fiscal policies and procedures, facilities policies, etc.
- Worked on vision and mission with The Reverend Tom Brackett, Missioner for New Church Starts & Missional Initiatives, The Episcopal Church
- Analyzed programming based on the current needs of the community
- The Finance Committee engaged volunteers to perform the Diocesan Committee Audit in an effort to implement best financial practices at Galilee
- Launched a search for a full time Executive Director

In late December 2022, Galilee hired The Reverend Deacon Emily Parker to serve as Executive Director. Deacon Parker started at Galilee on March 1, 2023. In addition to getting up to speed on the day-to-day operations at Galilee, since March 2023 Executive Director Parker has been focused on:

- Building relationships with Board and committee members, in-house and other community partners, volunteers, those served at Galilee, and Galilee's neighbors
- Meeting potential new community partners with kindred organizations that serve the East Side and beyond
- Internal organization and setting up processes where needed

In early 2023, our Communications Committee was formed to address all aspects of internal and external communications for Galilee. The Board also procured the assistance of a local social media expert to coordinate and expand Galilee's website and social media presence (facebook and Instagram).

In 2023 and into 2024, Galilee will work with nonprofit consultant Andi Stevenson (with Stevenson Wallace) to continue the journey of discernment around vision, mission, values, and goals, as we listen 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?

Galilee is located in the middle of a diverse, dynamic, and gentrifying part of Charlotte. As the social, economic, and cultural landscape shifts in East Charlotte, Galilee is in a unique position to be agile and able to respond to the needs of the community. With a new full time Executive Director and dedicated Deacon (The Reverend Robin Sands), Galilee is exploring new ways to collaborate and engage with new communities, with congregants, clergy and lay leaders. Internally, we continue to be intentional about who is invited to serve on Committees and the Board, seeking to have a diverse slate including people with the required knowledge and expertise, as well as a mix of those experienced in listening and discerning God's voice.

What are your plans for the coming year?

For the remainder of 2023 and into 2024, Galilee's Board, staff, and host of supporters and

partners will consider the gifts Galilee currently offers the community – showing radical hospitality, welcome, providing gathering space, and facilitating opportunities for cross-cultural community and spiritual connections – and explore new avenues for engaging the community, creating a sense of belonging, and meeting the needs of the community in East Charlotte and beyond.

In the coming year, Galilee’s Board and staff would like to focus on:

- Revisiting and refining our vision, mission, values, and goals
- Connecting with parishes in the convocation to raise awareness about Galilee
- Continuing to form strong, intergenerational community partnerships to address the needs of vulnerable populations
- Making infrastructure improvements to our buildings and grounds
- Increasing our efforts around creation care
- Growing the spiritual side Galilee and how this sacred space can best serve the needs of the community

Submitted by
The Rev. Emily Parker

THE GOOD SAMARITAN FUND COMMITTEE

Statement of Purpose

The Good Samaritan Fund Board Statement of Purpose: To support programs operated by nonprofit 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 towards empowerment; and
- 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, 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 fully aligned with Diocesan Mission Strategy of Racial Reckoning, Justice, and Healing. All of the grant monies awarded by the board have been given to support or impact initiatives in the African American community, in Charlotte, NC. As supporting such initiatives in Charlotte was the original intent of the good Samaritan Fund, plans and goals of the Fund Board remain aligned to continue this focus in the 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 two African American Episcopal congregations in Charlotte. The goal of such being that the grants will allow for growth and revitalization of these congregations.

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. The awarded grants will assist these congregations in funding the most emergent needs and programs of their parishes, including 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, including The Academy of Goal Achievers, A Better World, and Charlotte Choir School.

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 for 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 has acknowledged the overall decrease in funding sources for community based programs. With this in mind, the Board has been intentional about allocating funds where it can have the greatest impact on the African American community, with the resources that the Board has available. After prayerful consideration, the Fund Board has made a commitment to focus our funding on supporting two congregations within the Charlotte Convocation, which are likely to be greatly impacted by these grants in meeting their various needs.

What are your plans for the coming year?

The Good Samaritan Fund Board will continue to prioritize funding projects which impact the African American community in the Charlotte, NC area.

Submitted by
Tony Craghead

HISTORIC PROPERTIES COMMISSION

Statement of Purpose

Promote and encourage historic preservation. Review and recommend churches for Preserved History Church status. Establish and maintain the records and condition of historic cemeteries owned by the Diocese. Currently, there are 10 Preserved Historic Churches and 20 named historic cemeteries.

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

Focus on support of historic preservation for African-American churches/congregations and cemeteries in the Diocese.

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

Worked with various historic, rural churches to help them understand their options for continued operations and provide ongoing support for historic preservation.

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

We attempt to help historic churches and parishes cope with shrinkage and an aging population. We work with them on a case-by-case base to explore options for continued operations including "yoking" to a larger Episcopal congregation, sale or donation, and/or conversion to a Preserved Historic Church status.

What are your plans for the coming year?

Spend more time on the Diocese's African-American heritage, especially with cemetery discovery, documentation, and maintenance.

Submitted by
Claude H. Snow

HISTORIOGRAPHER AND CHARTERED COMMITTEE FOR HISTORY AND ARCHIVES

Statement of Purpose

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

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

In April, the Committee hosted a diocesan History Day at St. Luke's in Salisbury, highlighting the election of Henry Beard Delany as Bishop Suffragan. The Historiographer and Archivist were also actively engaged in providing documentation to diocesan staff and committees with respect to racial subjects.

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.

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 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 neighborhood outreach of St. Augustine's Chapel in the late 19th and early 20th centuries.

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?

The Archivist and Historiographer have been actively engaged in assisting the Bishops and Diocesan staff to locate adequate space for archival storage and processing, now that our current

Diocesan House property has been sold. The Archivist has also been active in helping to secure the records of recently-closed churches and transfer them to diocesan custody and in helping to facilitate the disposition of non-archival materials from closed churches.

Staff and external research requests and on-site church consultations remain vital aspects of the Archivist's work. For 2023, such requests increased to more than 105 documented responses. The Archivist also attended nine outside events, including the funeral for a local church history colleague. Consultations included visits to two churches that are in the active phase of planning landmark anniversaries. In preparation for the upcoming relocation of Diocesan House, the continuing work of processing records and organizing collections have occupied more than half of the Archivist's time. There was one onsite visit to Diocesan House by the Archives Team from St. Paul's Church, Winston-Salem. As a staff member, the Archivist has served on the Diocesan House Relocation Committee and also completed the four training sessions designed to increase diversity, equity and inclusion awareness and practice.

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.

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 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

As of 9/30/23, the Common Trust Fund of the EDNC stands at a Market Value of \$43,288,973.00. In addition, the EDNC owns an asset from a previous relationship with Mangham Associates of Charlottesville, Va. This asset is held in custody by Piedmont Fund Services and is reported as a MV of \$ 823,857.89, consisting of the MA Real Assets Fund 2, LP. This would be in addition to the reported total above.

The primary investment account is managed by Sterling Capital Management, a subsidiary organization owned by Truist. As per our approved Investment Policy Statement, we have a target allocation of up to 70% equity securities, up to 23% fixed income securities, up to 5% real assets, and up to 2% cash. We are in compliance with these stated targets.

For the 3 months ended 9/30/23, the fund returned (3.51%), net of fees, which was slightly behind the customized benchmark, which returned (3.33%).

For the 1 year period ended 9/30/23, the Fund returned 15.18%, for 3 years ended 9/30/23 the Fund returned 3.375%, for 5 years, 4.54% and since inception of 12/31/16, the fund returned 6.39%, all net of fees. The returns are annualized returns, in all cases. All of these returns are ahead of the custom benchmark, except the aforementioned QTD and the 3 year period, which was behind by 6 bps points, a de minimis amount.

Submitted this the 17th day of October, 2023.

Submitted by William Robert Newell, chair

KANUGA

Statement of Purpose

Kanuga's mission is to serve as 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? Please include any work your group is required canonically or by charter to complete.

The essence of Kanuga is found in its people, who keep the very heart of Kanuga alive and beating strongly. This year, Kanuga felt more alive than ever, with a full schedule of parish and diocesan retreats, events and conferences, camp experiences, outdoor experiential learning, and summer guest period, each brimming with the Kanuga spirit.

We have been pleased to welcome in 2023:

- 700+ campers
- 30 wedding groups
- 54 school groups to Mountain Trail Outdoor School
- 10 Kanuga-sponsored conferences
- 37 groups to Bob Campbell Youth Campus
- 200+ people for Music in the Pines performances
- 70+ youth program staff members

Kanuga's financial health continues to make gains, and we once again experienced historic fundraising results. We undertook a campus-wide property assessment of all guest quarters this year, to help guide us in the prioritization of capital projects. Throughout the year, our safety and security team worked with a professional consultant in reviewing and revising our emergency preparedness procedures.

A number of campus improvements have been made this year including the renovation of Colhoun into a new children's space, re-roofing the Main Lodge, adding speed bumps to the entrance road, repairs to Lakeside Chapel, updates to flooring, roofing, and furnishings in various cottages and guest houses, refinishing of the tennis courts (and addition of pickleball), replacement of Lakeview House decking, and construction of a new boardwalk at Lowry's Crossing as part of our wetlands conservation efforts. We were also pleased to complete restoration efforts on our outdoor labyrinth, adding a more accessible approach path as well as low-level lighting.

Foster Educational Garden welcomed a special Good News Gardens group from St. John in the Wilderness Flat Rock. Together, they nurtured and harvested organic spices, flowers, and vegetables, giving nearly 300 pounds of fresh produce to community members in need. We

reestablished our honeybee colonies and added more native, edible plants such as blueberry bushes and elderberry trees. The garden is used as a teaching area for students enrolled in Mountain Trail Outdoor School.

We have embraced a “new way” of conferencing. Kanuga’s mission is to serve as a gathering place for all people to connect with each other, nature, and the Creator. Our conferences are now providing more opportunities for these connections to happen. Long days of sitting and taking notes have given over to inspiring presentations, creative expression, forest bathing, and time to simply “Be.” Our presenters have done an amazing job in leading us in the “new” way. We’ve been fortunate to welcome Cole Arthur Riley, David Whyte, Dr. Catherine Meeks, The Rev. Winnie Varghese, The Rev. Dr. Jacqui Lewis, Padraig Ó Tuama, Joy Harjo, The Rev. Dr. Hillary Raining, Ana Hernandez, Roger Hutchison, Dr. Westina Matthews, Robbin Brent, The Rev. Zack Nyein, The Rev. Ryan Hawthorne, and Diana McKendree, among others. And, by the thousands, Kanuga’s prayer ribbon ministry in the Chapel of The Transfiguration has grown. The ribbons flutter above, filling the chapel with all the colors of God’s magnificent rainbow. This is our community. These are our prayers. This is Kanuga.

My gratitude knows no end.

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? Please include any work your group is required canonically or by charter to complete.

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. Should there be enough funds for a spring cycle, we will also make further grants available.

Submitted by the Rev. Robert Black

MISSIONARY RESOURCE SUPPORT TEAM (MRST)

Statement of Purpose

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

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 missionaries to make 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 in its scope and mission. We have been able to identify ways to improve our process moving forward for all who wish to apply for this grant.

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. We are also able to help ask questions of applicants to help them explore their current and future missions in their communities.

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

MRST believes that formation happens in many and various ways beyond the classroom. The process of applying for a grant and having conversations about how the grant would positively impact the community, we hear and call attention to the areas that formation is already being displayed in the church and their response. In addition to hearing how grants will financially impact the church, we also hear how the community of faith will be formed as well.

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

Having the benefit of talking with congregations that are actively dreaming of ways to live more fully in their call to be the hands and feet of Christ in our world, we hear about the wonderful ministries that are already taking place. Having this knowledge our committee can share with the council as well as other neighboring communities of faith about the work particular applicants are already doing and will do in the future as a result of the funds provided through the grant. This helps us make connections beyond the grant process to affect real and lasting collaboration between communities already in place.

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

The MRST Grants are available to any congregation that would like to use the funds for mission and ministry, including ministries that focus on Creation Care.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.

We have contacted each applicant and notified them of the award given to them through the approval of the Diocesan Council.

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

MRST has continued to meet with churches via Zoom rather than requiring people to travel to a specific location to interview. We also have on our board a person who is able to speak Spanish. We have a small but diverse board that represents a wide spectrum of our diocesan demographics.

What are your plans for the coming year?

To continue to discern how these funds can be best used in support of congregations and our diocesan mission strategies.

Submitted by the Rev. Ginny Wilder

NORTH CAROLINA COUNCIL OF CHURCHES

Statement of Purpose

The North Carolina Council of Churches, founded in 1935, represents an estimated 1.5 million Christians across the state. The vision of the Council is “People of faith leading the social justice movement to create equitable, compassionate, and thriving communities for all.”

Primary initiatives currently include environmental justice and health and welfare (including mental health, gun violence prevention, healthcare justice, HIV advocacy, and overdose awareness). Additionally, the Council focuses on the abolition of the death penalty, cash bail reform, public education, raising wages, racial equity, voting access, and immigrants’ rights.

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

The Council has a long history of working for racial justice. Current initiatives include cash bail reform, racial equity, and public education equity.

At its biennial Legislative Day in May, the Council awarded its Faith Active in Public Life award to Governor Roy Cooper, in recognition of his faith-filled leadership to create a more just and equitable North Carolina for every North Carolinian.

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

A primary initiative of the Council is its Eco-Justice Connection (EJC). Its mission is to address the causes and consequences of climate change as a moral imperative. EJC priorities include creation care, environmental justice, and civic engagement leading to transformative action for the Earth.

North Carolina Interfaith Power and Light is also a program of the Council, providing energy savings analyses to faith communities.

What are your plans for the coming year?

Continuing Council initiatives and responding to emerging issues that lead to more equitable opportunities for every North Carolinian.

Submitted by
The Rev. Jill Beimdiek

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?

The NCECF has responded to requests from several historically African-American and Latino congregations with grants and loans to repair failing buildings and upgrade technology. We encourage visits to each congregation that applies for a grant so that we can observe the ministry occurring in these sites and hear their hopes and dreams and frustrations and successes.

Too often our poorer and historically minority congregations have been left out of the granting process by applications that were inaccessible or unnecessarily challenging. With Maria Gillespie's help the NCECF has over the past few years worked to see that these congregations have been able to submit compelling applications and thereby receive grant and loan assistance.

Our support of the Sustainability Fund continues to assist several historically Black congregations and offer 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?

NCECF continues 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. NCECF has opened the eligibility for Mission Grants to parishes in financial difficulty as well.

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

NCECF made grants totaling \$18,000 to two of our campus ministries to repair their facilities and grounds so that they may continue their Christian Formation work among college students.

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

One of our Mission Grants helped fund kitchen upgrades and repairs for a collaborative ministry of St. Mark's, Huntersville -- the Flyin Lion Kitchen Ministry -- which provides help to women living in poverty and to developmentally challenged young adults.

We awarded a green grant of \$4,500.00 to Galilee Ministries of East Charlotte to replace the double- door commercial freezer at the Galilee Center. The freezer is essential to the continuation of the Community Kitchen Program, community meals, and other community projects.

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

Since the 207th Convention, the NCECF has offered Green Grants totaling \$48,867 to churches to reduce their energy consumption and their carbon footprint. We also received updates from churches which received grants in 2022 showing their progress in installing solar panels. We hope that Green Grants provide incentive for churches to undertake Creation Care upgrades they may not consider otherwise.

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

As we continue enthusiastically to support 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. Fortunately were still able to comply with nearly all grant requests made in the past year.

What are your plans for the coming year?

In addition to its ordinary granting mission, through remaining Innovation Grant money the NCECF will consider grant requests from vulnerable congregations to assist with technology upgrades related to campus security enhancements such as doorbell cameras and alarm systems.

Submitted by
The Rev. Brad Mullis

PENICK VILLAGE

Statement of Purpose

As a faith-based non profit organization, Penick Villages mission is to cultivate a friendly and safe community where residents have the freedom to focus on their wellness and relationships while living to life's fullest potential.

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

The Spiritual Life Committee at Penick Village has been in discussions around a Spring 2024 racial reconciliation trip to Charleston, SC.

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

After this summer's demolition of the original Penick Village building, the organization is engaged in a multi-year expansion and renovation project that will see the addition of up to 44 Independent Living residences, a new Wellness Center and Welcome House, and a comprehensive modernization of the existing healthcare building for residents in Assisted Living and Skilled Nursing. The project will also include updates to the Village House, Penick Village's central gathering venue, as well as the Garden Cottage which focuses on memory support.

Penick Village continues to grow its Benevolent Assistance Program. This program ensures that any resident who has outlived their finances, would not be asked to leave and would always have a home. Last year, the fund assisted 12 residents at a cost of just over \$800,000 provided by the BA program.

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

Penick Village offers two Sunday services on campus, two weekly services in healthcare, and encourages residents from all faith traditions to participate. Penick Village has weekly Bible studies in all areas of care; classes for wellness include weekly meditation, coloring, painting classes, writer's group and an extensive calendar of activity and events including participation in programs at Weymouth Woods art center.

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

Each spring, parishes from throughout the Diocese contribute to Penick Village's annual "Mother's Day Campaign," funds that are used for the Benevolent Assistance Program.

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

We hold a Creation Care Sunday during October with special prayers, readings and homily to reflect Creation Care.

**What other work has your committee, commission or board done on behalf of the Diocese?
Please include any work your group is required canonically or by charter to complete.**

Penick Village recently hosted the bi-annual Diocesan retired clergy gathering with the Bishops; the Penick chaplain serves as the Diocesan Chaplain to the Daughter's of the King, and also serves as a Chaplain to retire clergy living in the Sandhills.

What are your plans for the coming year?

Penick Village building, the organization is engaged in a multi-year expansion and renovation project that will see the addition of up to 44 Independent Living residences, a new Wellness Center and Welcome House, and a comprehensive modernization of the existing healthcare building for residents in Assisted Living and Skilled Nursing. The project will also include updates to the Village House, Penick Village's central gathering venue, as well as the Garden Cottage which focuses on memory support.

Submitted by the Rev. Colette Bachand

BISHOP'S COMMITTEE FOR RACIAL JUSTICE AND RECONCILIATION

Statement of Purpose

Our ministry's primary purpose is to recreate, re-envision, and revitalize the RJRC Committee which had become dormant during the COVID-19 epidemic.

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

OBJECTIVES THIS YEAR (2023):

1. Partnering with the Mission Strategy Oversight Group and the new Diocesan Coordinator to drive implementation of the first Mission Strategy - "Racial Reckoning, Justice & Healing."
2. Partnering with the Missioner for Adult and Lifelong Formation and the Race and Social Justice Sub-Committee of the Chartered Committee for Lifelong Learning Formation (CCLLF) to raise awareness to support and encourage broad participation in Dismantling Racism workshops, Sacred Ground circles, and Diocesan-sponsored book studies, Pilgrimages, and educational events. Provide funding for diocesan staff, RJRC committee members, and leaders from across the diocese to attend in-depth Racial Equity Training workshops.
3. Partnering with the Restitution Committee and the new Canon Missioner for Diocesan Restitution and Reparations Ministry to promote and implement racial justice, reckoning, and healing initiatives.
4. Developing New Models for Community Outreach Ministries to disseminate Best Practices for Community Outreach Ministries grounded in principles of antiracism.
5. Fostering Community Partnerships by identifying, supporting, and promoting parish and convocation-level projects, partnerships, and other initiatives having the potential for broader impact through the diocese.
6. Bringing together and fostering connections with leaders and stakeholders from across the diocese who are actively engaged in racial reckoning, justice, and reconciliation initiatives to Building Beloved Community.
7. Measuring Progress by developing a Racial Equity Toolkit designed to inventory and measure progress toward diocesan and parish-level racial equity goals and objectives.

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

Our focus is on the first mission strategy.

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

As a follow up to the Fall 2022/Winter 2023 diocesan book study of Jemar Tisby's book "How to Fight Racism: Courageous Christianity and the Journey Toward Racial Justice" sponsored by the Race and Social Justice Sub-Committee of the CCLCF, we purchased 20 copies of the book, study guide, and DVD. We then disseminated all 20 copies of the book study "kits" to

individuals and parishes around the diocese who were interested in hosting a local discussion of Tisby's book.

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

Our focus is on the first mission strategy.

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

Our focus is on the first mission strategy.

What other work has your committee, commission or board done on behalf of the Diocese? Please include any work your group is required canonically or by charter to complete.

We participated in the working group that will implement and facilitate the process of equitable racial recruiting, hiring, and nomination practices of persons to be appointed, hired, or elected to diocesan positions, including but not limited to, all Diocesan staff, including bishops, members of the Diocesan Council, Foundation and Trustees, and the Standing Committee.

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

We will partner closely with the Missioners for Black and Latino Ministries, the Missioner for Adult and Lifelong Formation, the new Mission Strategy Coordinator, and the new Canon Missioner for Diocesan Restitution and Reparations Ministry to ensure that our work closely aligns with diocesan priorities.

What are your plans for the coming year?

In addition to continuing with the Objectives for 2023 listed above, we plan use the information collected in the Parochial Report Section 3 to identify those parishes that are actively initiating and/or participating in activities that will meet the diocesan objectives of Racial Reckoning, Justice & Healing. We will develop relationships with those parishes to learn and understand what they do and how they do it. Then we will solicit individuals from those parishes to serve as mentors for parishes that express an interest in increasing their activities. We believe that not knowing how to proceed is a barrier to congregants not taking action.

Submitted by Lew Myers and the Rev. Cathy Rimer-Surles, co-chairs

SAINT MARY'S SCHOOL

Statement of Purpose

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

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

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

As an Episcopal school, our primary focus is on education and formation. Our faculty strive to include curriculum resources that reflect the full diversity of God's people, and we recognize and celebrate different cultural backgrounds and narratives in our Chapel services, assemblies, and other activities.

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

This priority is less applicable to us as a school, but we do provide information about local parishes to our students and offer "Church Shuttles" on Sunday mornings so they can worship at the congregation of their choice.

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

Our twice weekly all school Chapel services, combined with a Sunday evening "Vespers" activity or meditation, are the primary avenues for Christian formation at Saint Mary's. This year we have 8 students participating in Confirmation Class, and we also have weekly prayer groups and Bible study opportunities.

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

This priority is less applicable in our setting.

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

We pray for the care and dignity of Creation during our Chapel services, and we explore Creation Care as a theological concept and moral imperative during certain worship services and formation activities.

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

The changing cultural landscape with regards to religious affiliations and identities is certainly evident in our student body. We continually make and remake ourselves as a community that is thoroughly Christian, thoroughly Episcopalian, without being inhospitable or alienating to students, employees, and families of other faiths (or no faith). We offer space for safe, honest, and vulnerable spiritual exploration and practices for our students, empowering them to discern and grow in faith.

What are your plans for the coming year?

We will continue with our worship offerings, formation opportunities, and pastoral care activities. We anticipate 8 confirmations in April 2024, 85 graduations in May, and introducing an optional course in Reading & Interpreting the Bible in the summer or fall.

Submitted by the Rev. Maggie Stoddard

SWINDELL COMMITTEE

Statement of Purpose

The Swindell Committee is a forward-thinking committee in the Diocese that looks at the world and looks at the gospel and tries to find that space where the church might look next to continue to share the good news 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?

Several Years Ago we put together the graphic novel More & More

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

We are currently working on another graphic novel for the LGBTQ+ community.

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

We are currently working on another graphic novel for the LGBTQ+ community.

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

We are hoping to help others see themselves in the story of scripture.

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

We have had many discussions on what the next issues might be the church as a whole might face in the coming years.

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

Adapting to a changing mission field is exactly where the Swindell Committee has been called. We see one of our goals as trying to meet this world exactly where it is with our theology and enable others to find God working in their own lives.

What are your plans for the coming year?

We are working on a graphic novel for the LGBTQ+ Community that they may find themselves in the stories of scripture and also find LGBTQ+ experiences in scripture.

Submitted by
The Rev. Matt Addington

THOMPSON CHILD & FAMILY FOCUS

Statement of Purpose

Thompson's 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, accredited by both the Council on Accreditation (COA) and the Joint Commission (JC), has firmly incorporated the principles of Culturally and Linguistically Appropriate Services (CLAS) into its operations. Thompson adheres to COA's rigorous standards, encompassing organizational assessments, inclusive policies, staff training, and client-centered care, all designed to honor cultural and linguistic diversity. Simultaneously, in alignment with JC's requirements, Thompson provides standardized language services, promotes cultural competence, supports informed decision-making, and practices patient-centered care, ensuring equitable and respectful service delivery to clients with diverse cultural and linguistic backgrounds. This dual accreditation demonstrates Thompson's commitment to upholding the highest standards of care and inclusivity.

Our staff composition reflects the demographic profile of the population we serve, with 72% of our leaders being from minority backgrounds and 79% being female. In comparison to the EEOC Benchmark of 50.5% for minority representation, we surpass the target by 21.5% and have increased our minority leadership by 2.7% since the previous year.

Notably, 85% of our clients are from minority communities, and we recognize the historical and current injustices affecting these marginalized groups. We are committed to amplifying the voices of our children, families, and communities, uniting diverse experiences, skills, and backgrounds to offer opportunities for overcoming personal, systemic, and institutional barriers. Our programs are thoughtfully designed to be responsive to their unique cultural strengths and traditions. In all our endeavors, we actively strive to advance racial equity and social capital by prioritizing the perspectives and preferences of our clients as we connect them with vital community resources.

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

Over our history of serving high-needs populations involved with the child welfare system, we are familiar with the required strategies to access tangible items to meet the immediate needs of children, youth, and families, as well as linking them to community supports that will benefit them. Our approach is to assess each child and family's needs at intake using our Whole Health Assessment. We then connect them directly to any physical resources, either directly or by linking to community support. We assist clients in applying for public benefits as needed. We also maintain a wide network of community partners who address needs like food, clothing, shelter, home furnishings, and other basic needs.

We work directly with our clients to help each family build formal and informal support systems by engaging the family in the development of an Ecomap to identify the family's strengths, needs, resources, and resource deficits.

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

As a 501(c)(3) nonprofit organization, we do not provide specific religious discipleship but do intentionally interact with all those we interact with in a caring way and "Caring" is a Core Value of the agency. We model and exhibit caring behavior in all we do.

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

Formal support systems might include a network of community service providers who help families meet specific goals, such as a job placement agency, a substance abuse treatment facility, or a childcare provider. Informal support systems might include relatives and close friends of the family who can assist with other needs. Our team brings these supports to the table in regular conversations to ensure all are on the same page and working together to empower families to create a sustainable support system that will aid them in accessing resources beyond their present crisis.

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

Thompson does not have specific examples of work done to forward this priority.

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

The principles of family support and protective factors are woven into the fabric of Thompson's current programs and processes.

At Thompson, our staff and families forge relationships founded on equality and respect, uniting to provide children and families across the community with help, hope, and healing.

Everyone Desires Respect: Client-led treatment plans ensure our clients are respected while receiving services

Everyone Needs to Be Heard: Clients play vital roles on Advisory Boards, Continuous Quality Improvement committees, and Peer Review committees

Everyone Has Strengths: Encouraging clients to draw from their personal strengths to achieve goals and hiring former clients to contribute to peer support and coordination roles

Judgments Can Wait: Listening without judging when serving families in crisis to accurately assess the situation and build trust

Partners Share Power: Continuously harnessing client insights and testimonials to create community educational materials highlighting our services and their remarkable achievements

Partnership is a Process: Partnering with clients as they navigate the stages of child welfare system, evolving our approach as their readiness grows

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

Headquartered in Matthews, a suburb of Charlotte, Thompson has been serving the community since 1886. Throughout our history we have evolved services in pursuit of continued excellence for children, youth, and families. Our services expanded from a long history of residential care programs to include foster care and educational services. Since the 2000's we've also developed mental health supports for the community. Those supports have exploded into multiple intensive in-home programs, evidenced-based programs and intervention services throughout North Carolina. In FY22-23, Thompson's growth led to the impact of more than 3,000 clients with nearly 3,500 services.

What are your plans for the coming year?

At Thompson, we transform the lives of children and families in North Carolina, South Carolina, and Florida. We engage children and families with evidence-based services that empower them to escape intergenerational cycles of poverty and trauma. We develop our services in response to the needs in our community as they align with our vision and core values. We work to bridge the gap of the ever-growing mental health crisis.

Submitted by,
A. Smith

TRINITY CAMP AND CONFERENCE CENTER

Statement of Purpose

Trinity Center welcomes guests of all ages and backgrounds to experience God's creation through work, study, and play on the North Carolina Coast.

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

HEAL: Our facilities offer a non-threatening platform for divided entities to find common ground. Comfortable gathering places offer opportunity to take on difficult conversations or explore differences. Even a task as simple as sharing a meal together provides opportunity for reconciliation. Our scholarship programs help to address some of the injustice created by an uneven societal playing field. Trinity's scholarships allow for equal access to all of our programming.

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

LEAD: Our conference ministry supports diocesan and parish communities by providing a place for lay and clergy alike to conduct and participate in educational and spiritual formation activities.

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

LEAD: Our conference ministry supports diocesan and parish communities by providing a place for lay and clergy alike to conduct and participate in educational and spiritual formation activities.

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

SERVE: Partnering with churches, diocesan ministries and community nonprofits we are able to serve the most vulnerable in our midst. Gabby's Grounds (Special Abilities Community), Gratitude Weekend (Addiction Recovery), Wings Camp for Kids (Hospice Ministry) and Trinity's very own Adventurers Camp (Disabilities Camp) are just a few of our dozens of collaborative enterprises. The center provides needed support for important ministries and nonprofits that might otherwise have no place to meet or work.

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

LEARN: Trinity's Sound to Sea programming reinforces commitment of the Episcopal Church to creation care education. In 2023 over 5,000 students advanced through Trinity's Sound to Sea Program.

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

Trinity Center is strategically positioned to address all of the mission priorities of the Diocese of

North Carolina. Our summer camp programming, our Sound to Sea programming and our conference ministry provide the proverbial three legged stool of outreach.

What are your plans for the coming year?

Trinity has created a 5 year Strategic Plan that we plan to begin implementing in 2024.

Submitted by
John Koch,
Executive Director

TRUSTEES OF SEWANEE, THE UNIVERSITY OF THE SOUTH

Statement of Purpose

The Board of Trustees promotes the welfare of the University of the South.

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

The annual meeting of the Board of Trustees was held October 18-19, 2023, in conjunction with the installation of Dr. Robert Pearigen as the 18th Vice-Chancellor and President of the University. Vice-Chancellor Pearigen returns to Sewanee after a successful tenure as President of Millsaps College in Jackson, MS. He has been in the position since July 1 and has already been traveling across the country to visit with friends of Sewanee.

The new Vice-Chancellor reports that the University's core liberal arts and theological education experiences are strong. He is laying the groundwork for a strategic plan and capital campaign to help with the goals of attracting and retaining a diverse student body, addressing deferred maintenance, making faculty salaries more competitive, improving faculty housing options, and rebuilding trust.

Dr. Nancy Berner, former Provost and Professor of Biology, served as Acting Vice-Chancellor through June 30, making her the highest-ranking woman ever to work at Sewanee. Her portrait now hangs in Dupont library along other former Vice-Chancellors.

Sewanee recently responded to an employee housing shortage by building 6 new homes which have been purchased by faculty and staff. More will be built soon, including a 48-unit apartment building.

Sewanee is working toward carbon neutrality by 2030. The University is exploring a climate accountability plan and entering the carbon offset market to generate funds that will allow Sewanee to meet its environmental goals.

After a restructuring, the Dean of Admissions now reports directly to the Vice-Chancellor. 2023 saw the largest application pool ever for the College, up by 10 percent. The College welcomed 452 first-year students this fall and 21 transfer students from 31 states and 14 countries.

The former Office of Multicultural Affairs is now the Office of Inclusive Excellence, under the leadership of Sibby Anderson-Thompkins, Vice Provost for Diversity, Equity, and Inclusion. Among other projects, the office has begun a new Indigenous Engagement Initiative, a Truth, Racial Healing, and Transformation Campus Center, and an LGBTQ affinity group for faculty.

The Dean of the College is overseeing an equity audit on faculty hiring. 10 new tenure-track faculty were hired this year in a variety of fields. 13 tenure track positions have been approved for the coming year. A new Creative Writing major is being added. The Sewanee faculty collectively published 21 books, 31 chapters, 87 journal entries, and gave 161 keynotes around the world in the past year.

The University Choir recently received a transformational gift, funding scholarships and staff support. Choir alumni gatherings are being planned. The Interfaith Advisory Council has been redeveloped to be a hub for all spiritual groups and collaboration. All Saints' Chapel also sponsors the Chaplains in Residence program, a seminarians' bible study, Outreach Trip scholarships for seminarians, and the Wayfinding program for sophomores. Catechumenate doubled in size this year. The Chapel's Racial Healing Circles for undergrads have become a model for other institutions.

Sewanee athletic programs are thriving. The tennis team brought home a national championship in women's doubles. The basketball team celebrates its 100th anniversary this year.

A new student lounge, café, event space, and outdoor commons is nearly complete at Thompson Union. Next will be renovations to several dorms.

The School of Theology's renovation project at Hamilton Hall began in early 2023 with an anticipated completion date of August 2024. \$14 million has been raised, out of the total \$20 million needed. Enrollment in the School of Theology is down this year, but the completion of renovations is expected to bring numbers back up next year.

The Rev. Kevin M. Goodman is the new director of Education for Ministry. He is working to bring innovative new formats of curriculum to lay people. EfM has approximately 3,800 current participants across the Church and will celebrate its 50th anniversary in 2025.

At the annual meeting, new at-large trustees and new Regents were elected, and the trustees voted to change Regent terms from 6 years to 4 years, with the option for an additional 4 years.

Submitted by
The Rev. Carmen Germino