

**STANDING COMMITTEE OF THE
EPISCOPAL DIOCESE OF NORTH CAROLINA**

REPORT TO CONVENTION

October 1, 2019 – September 30, 2020

This report consists of two parts. Part 1 presents the actions of the Standing Committee. Part 2 presents responses to questions that are being asked of everyone submitting reports. These responses were submitted via a web-based form.

PART 1: ACTIONS OF THE STANDING COMMITTEE

MEETING SCHEDULE

The Standing Committee met monthly from October 2019 through September 2020. The August meeting, which occurred during Bishop Rodman's vacation, was used to focus on the Standing Committee's response to White Supremacy in the Church and community. Due to the novel Coronavirus pandemic, the Standing Committee met via Zoom from March through September.

COUNCIL OF ADVICE

The Standing Committee served as Council of Advice to the Rt. Rev. Sam Rodman at each meeting this year except in August.

PERSONS IN THE ORDINATION PROCESS

Consent for Candidacy (Priesthood)

November 18, 2019

Paul Daniels

March 16, 2020

Marisa Sifontes
Lizzie McManus-Dail
Matt Addington

Consent for Candidacy (Vocational Diaconate)

June 15, 2020

Joe Dzugan
Kristin Edrington
Maureen Flak
Pamela Haynes

Consent for Candidacy (Transitional Deacon)

April 20, 2020

Laura Rezac
Matt Addington
Rebecca Ogus
Andrew Ancona
Paul Daniels
Lizzie McManus-Dail

Consent for Ordination to the Vocational Diaconate

November 18, 2019

Wendy Merrill
Emily Parker

Consent for Ordination to the Transitional Diaconate

November 18, 2019

Joe Sroka

December 16, 2019

Caitlyn Darnell

Consent for Ordination to the Priesthood

October 21, 2019

Margie Baker
Will Berry

Eric Grubb
Jonathan McManus-Dail
Marion Sprott-Goldson
Nick Van Horn

EPISCOPAL CONSENTS

October 21, 2019

Consented to the election of the Rev. Dr. Lennon Yuan-Rung Chang as Bishop of the Diocese of Taiwan.

November 18, 2019

Consented to the election of the Rev. Susan B Haynes as Bishop Diocesan of the Diocese of Southern Virginia.

December 16, 2019

Consented to the election of the Rt. Rev. Mark Allan Van Koevering as Bishop Diocesan of the Diocese of Lexington.

January 27, 2020

Consented to the election of the Rev. Canon Frank S. Logue as Bishop Diocesan of the Diocese of Georgia.

Consented to the election of the Rev. Deon Kevin Johnson as Bishop Diocesan of the Diocese of Missouri.

Consented to the election of the Rev. Poulsen C. Reed as Bishop Coadjutor of the Diocese of Oklahoma.

February 17, 2020

Consented to the election of the Very Rev. Craig Loya as Bishop Diocesan of the Diocese of Minnesota.

March 16, 2020

Consented to the election of the Rev. Dr. Glenda S. Curry as Bishop Coadjutor of the Episcopal Diocese of Alabama.

CONSENTS TO REAL ESTATE TRANSACTIONS

October 21, 2019

Penick Village – A loan to repay existing indebtedness

RESOLVED, regarding the loan evidenced by (i) \$42,000,000 to be made pursuant to the terms of the Master Trust Indenture wherein US Bank National Association serves as Trustee in the amount of \$42,000,000, the proceeds of which will be used to repay the existing indebtedness of Penick Village secured by the Penick Village campus (the “Collateral”), including the cost to complete the ongoing construction of The Wharton residential apartment building on the Penick Village campus; and a (ii) a line of credit in the amount of \$750,000 also secured by the Collateral (collectively, the “Loan”), 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 Penick Village, Inc. to enter the loan agreement on the terms and conditions of such loan documents as provided by US Bank National Association, as Trustee for the certificate holders of the Public Financing Authority Retirement Facilities Revenue Bonds (Penick Village), Series 2019, with net loan proceeds to refinance the existing debt encumbering the property and complete the ongoing construction of The Wharton residential apartment building on the Penick Village campus.

November 18, 2019

Christ Church, Raleigh – Sale of donated residential property

RESOLVED, upon resolution of the Vestry of Christ Church, Raleigh, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of residential property located at 3301 Tryon Road, Raleigh, North Carolina, for a price of an \$80,000 credit toward the purchase of two properties on Method Road, Raleigh, North Carolina (the “Method Road Properties”), 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 Christ Church, Raleigh to sell the real property located at 3301 Tryon Road, Raleigh, North Carolina for a price of an \$80,000 credit toward the purchase of the Method Road Properties, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2, with net sales proceeds to be applied as a payment to toward the purchase of the Method Road Properties, in order to provide suitable and safe transitional housing for families in Wake County who are experiencing homelessness, and with waiver by the Standing Committee of the requirement of a recent independent appraisal.

December 16, 2019

St. Christopher's, Garner – Lease agreement

RESOLVED, upon resolution of the Trustees of the Episcopal Diocese of North Carolina, which authorized the lease of approximately 1,500 square feet of the interior space of St. Christopher's, Garner, pursuant to a Lease Agreement, on the terms and conditions as set forth in the Lease Agreement, 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 enter the Lease for the approximately 1,500 square feet of the interior space of St. Christopher's, Garner, as set forth in the Lease on the terms and condition of the Lease, executed as provided in Canon 10, Section 2.

Epiphany, Rocky Mount – Lease extension

RESOLVED, upon resolution of the Trustees of the Episcopal Diocese of North Carolina, which authorized the amendment to the lease of certain property located at 500 Fairview Road, Rocky Mount, NC, pursuant to an Amendment to Lease, which thereby extends the current term of the existing lease by one year, 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 amend the Lease for the certain property located at 500 Fairview Road, Rocky Mount, NC, as set forth in the Amendment to Lease on the terms and conditions of the Amendment to Lease, executed as provided in Canon 10, Section 2.

January 27, 2020

Christ Church, Charlotte – Grant permanent utility easement

RESOLVED, upon resolution of the Vestry of the Parish, which authorized certain easements on certain property of the Parish, for a cash consideration of \$3,000, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of Christ Church, a Protestant Episcopal Church in the Diocese of North Carolina to grant an easement for said property of the Parish for a price of \$3,000, via the Easement Agreements, executed as provided in Canon 23, Section 2, with net proceeds to be added to the permanent funds of the Parish.

St. Paul's, Cary – Sale of a donated condominium

RESOLVED, upon resolution of the Vestry of St. Paul's Episcopal Church, Cary, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of residential property located at 635 Daniels St., Unit D, Raleigh, North Carolina, 27605 Cameron Village Condominiums II UN26, for a price of \$172,000, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of St.

Paul's Episcopal Church, Cary to sell the real property located at 635 Daniels St Unit D Raleigh, North Carolina, 27605 Cameron Village Condominiums II UN26 for a price of \$172,000, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2, with net sales proceeds to be applied to support the parish's Welcoming in Christ Capital Campaign as well as the parish operating budget, recent independent appraisal provided.

February 17, 2020

Christ Church, Raleigh – Two loan assumptions

RESOLVED, upon resolution of the Wardens and Vestry of the Parish, which authorized the assumption of loans in the amount of \$441,100.00 from the City and \$441,100.00 from the County, with an interest rate of 0% per annum and payment deferred until April 1, 2041, with waiver of the requirement of an appraisal, real estate tax value provided, 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 Cornerstone Fund Two LLC, a limited liability company organized and wholly owned by Christ Church, Raleigh, a parish in union with the Convention of the Diocese of North Carolina to assume the loans on the terms and conditions of such loan documents as provided by the City and the County, to be executed as provided in Canon 23, Section 2.

Christ Church, Raleigh – Property lease

RESOLVED, upon resolution of the Wardens and Vestry of Christ Church, Raleigh, a parish in union with the Convention of the Diocese of North Carolina, which authorized the lease of certain property generally located at 907 Method Road in Raleigh, NC, for \$1.00 per year and a term of fifteen (15) years, in order for Family Promise to operate the Property solely for the purpose of providing affordable rental housing for homeless families in accordance with the terms of the Lease, 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 Cornerstone Fund Two LLC, a limited liability company organized and wholly owned by Christ Church, Raleigh, a parish in union with the Convention of the Diocese of North Carolina to lease the certain property located at 907 Method Road in Raleigh, NC, as set forth in the lease agreement, executed as provided in Canon 23, Section 2.

March 5, 2020

St. Patrick's, Mooresville – Mortgage refinance

RESOLVED, upon resolution of the Vestry of St. Patrick's Episcopal Church, Mooresville, a parish of the Protestant Episcopal Church in the Diocese of North Carolina, which authorized a loan in the amount of \$566,586.84 from Thrivent Financial for Lutherans, a Wisconsin corporation, at a 4.2% rate of interest for a 265 month (22 year) term, 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 the Vestry of St. Patrick's Episcopal Church, Mooresville to enter the loan agreement on the terms and conditions of such loan documents as provided by the Thrivent Financial for Lutherans, a Wisconsin corporation, to be executed as provided in Canon 23, Section 2, with net loan proceeds to refinance the existing debt encumbering the parish property. The President of the Standing Committee may execute a Consent of Standing Committee provided by the lender to evidence the consent provided herein.

April 13, 2020 (electronic vote)

Christ Church, Cleveland – Sale of property

RESOLVED, upon resolution of the Trustees of the Episcopal Diocese of North Carolina, acting for the benefit of the Mission of Christ Episcopal Church, Cleveland, North Carolina (the "Mission"), which authorized the sale of a lot and single-family dwelling located at 400 W. Main Street in Cleveland, Rowan County, North Carolina (the "Property"), for a price of \$160,000, less customary costs of sale and payment of \$2,600 of purchasers' closing costs and an easement for a shared driveway easement which shall both encumber and benefit the Property (the "Shared Driveway 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 Shared Driveway Easement pursuant to a Shared Driveway Easement Agreement and to sell the Property, pursuant to a Special Warranty Deed for a price of \$160,000, less customary costs of sale and payment of \$2,600 of purchasers' closing costs, via Special Warranty Deed, executed as provided in Canon 10, Section 2, with net sales proceeds to be applied to address current financial needs of the Mission.

April 20, 2020

Chapel of the Cross, Chapel Hill – Debt refinance

RESOLVED, upon resolution of the Vestry of Chapel of the Cross, Chapel Hill a parish of the Protestant Episcopal Church in the Diocese of North Carolina, which authorized a loan in the amount of \$1,100,000.00 from Southern Bank and Trust Company, at a 2.9% per annum, such Loan to be repaid in 48 monthly interest-only installments with \$100,000.00 principal installments due semi-annually until the note is paid in full, 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 the Vestry of Chapel of the Cross, Chapel Hill to enter the loan agreement on the terms and conditions of such loan documents as provided by Southern Bank and Trust Company, to be executed as provided in Canon 23, Section 2, with net loan proceeds to refinance the existing debt encumbering the parish property.

St. Timothy's, Winston-Salem – Renovation loan

RESOLVED, upon resolution of the Vestry of St. Timothy's Episcopal Church, Winston-Salem, a parish of the Protestant Episcopal Church in the Diocese of North Carolina, which authorized a loan in the amount of \$1,300,000.00 from First Citizens Bank, at an interest rate of approximately 3.5% per annum, such Loan to be repaid in 72 monthly principal and interest installments until the note is paid in full, 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 the Vestry of St. Timothy's Episcopal Church, Winston-Salem to enter the loan agreement on the terms and conditions of such loan documents as provided by First Citizens Bank, to be executed as provided in Canon 23, Section 2, with net loan proceeds to ensure cash on hand for the construction project to update and renovate the nave and sacristy, as well as construct a new sacristy and a crypt chapel.

June 4, 2020 (electronic vote)

St. Paul's, Cary – Easement grant

RESOLVED, upon resolution of the Vestry of the Parish, which authorized a certain easement on certain property of the Parish, for a cash consideration of \$158,700, 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. Paul's Episcopal Church of Cary, a Protestant Episcopal Church in the Diocese of North Carolina, to grant an easement for said property of the Parish for a price of \$158,700, via the Easement Agreement, executed as provided in Canon 23, Section 2, with net proceeds to be added to the permanent funds of the Parish.

July 30, 2020 (electronic vote)

Emmanuel Church, Southern Pines – Lease renewal

RESOLVED, upon resolution of the Vestry of Emmanuel Episcopal Church, Southern Pines, which authorized the lease of certain property generally located at 340 East Massachusetts Avenue, Southern Pines, North Carolina 28387, pursuant to a School Lease Agreement, for forty-six thousand three hundred fifty dollars (\$46,350.00) per year, in order to provide a location for an Episcopal Church School, a local non-profit corporation, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of Emmanuel Episcopal Church, Southern Pines to lease the certain property located at 340 East Massachusetts Avenue, Southern Pines, North Carolina 28387, as set forth in the School Lease Agreement on the terms and conditions of the School Lease Agreement, executed as provided in Canon 23, Section 2.

August 3, 2020 (electronic vote)

Christ Church, Charlotte – One-year line of credit

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.

September 21, 2020

Holy Trinity, Greensboro – Sale of unneeded property

RESOLVED, upon resolution of the Vestry of Holy Trinity Episcopal Church, Greensboro, a parish in union with the Convention of the Diocese of North Carolina, which authorized the sale of the land consisting of 0.32 acres, more or less, generally located at 507 Simpson Street, Greensboro, North Carolina, Guilford County Parcel No. 684, Pin No. 7864587542, for a price of \$210,000.00, the Standing Committee does hereby give its consent and advises the Bishop Diocesan, the Ecclesiastical Authority of the Diocese, to give his written consent for the Vestry of Holy Trinity Episcopal Church, Greensboro to sell the land consisting of 0.32 acres, more or less, generally located at 507 Simpson Street, Greensboro, North Carolina, Guilford County Parcel No. 684, Pin No. 7864587542 for a price of \$210,000.00, to be conveyed via Special Warranty Deed, executed as provided in Canon 23, Section 2.

St. Stephen's, Oxford – Sale of a portion of church property

Subject to a review and favorable opinion from Chip Howes, Vice Chancellor of the diocese, regarding a survey of the transaction, the Committee approved the resolution, as follows:

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

BECOMING BELOVED COMMUNITY/ANTI-WHITE SUPREMACY

November 12-13, 2019

Committee members participated in an Anti-White Supremacy workshop led by the Rev. Jabriel Ballentine. The foundation for the Rev. Ballentine's work is that racism is based in theology and so the response must come through that lens. Three themes were identified to direct the Standing Committee's Anti-White Supremacy efforts:

1. Opening Access to Power Structures, specifically, the Standing Committee (SC) and Diocesan Council (DC)
 - a. Consider different meeting days and times.
 - b. Identify funding and procedures for obtaining funds for travel expenses to SC and DC meetings including mileage and overnight accommodations reimbursements.
 - c. Consider how residency locations (distance from Raleigh) create barriers to SC and DC participation,
 - d. Consider coordinating some SC meetings with Bishop Sam's visits.
 - e. Consider having Bishop Sam participate via Zoom.

2. Unequal Distribution of Funds
 - a. Modify the finances of the diocese to redistribute resources.
 - b. Provide funding for reparations for the diocese's history of racial inequality.
 - c. Investigate the existence of a clergy pay gap by race and explore solutions.
 - d. When the properties of historically black churches are sold, invest those funds in black or minority communities.

3. Worship
 - a. Encourage parishes to include (more) diversity in, for example, Sunday School curricula, displayed photos and icons, faith forum subjects and programming.
 - b. Encourage parishes to conduct inventories of their spaces based on race, e.g., stained glass windows, nurseries, classrooms, pictures, etc.
 - c. Consider choir and pulpit exchanges among diverse churches.
 - d. Include more diversity in diocesan events.
 - e. Encourage the Bishop's Committee on Liturgy to implement more diversity in our liturgical practices.

December 16, 2019

Voted to recommend to the diocese that revenue from closed properties that were once home to historically black congregations be set aside for the support of black ministries and congregations in the diocese.

July 20, 2020

To demonstrate leadership in recognizing and overcoming White Supremacy, the Standing Committee crafted, adopted and shared across the diocese this statement on systemic White Supremacy:

Standing Committee Statement on the Legacy of Systemic White Supremacy

Romans 8:38, 39 “For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord.”

The legacy of systemic White Supremacy divides the Church, the Body of Christ. The Standing Committee of the Diocese of North Carolina adds our voice of protest for the unfair treatment of African Americans. The murder of George Floyd at the hands of law enforcement Memorial Day 2020 was another tragic event unveiling the legacy of white supremacy. The Standing Committee supports the statements regarding George Floyd issued by the Bishops of North Carolina, the Rt. Rev. Samuel Rodman and the Rt. Rev. Anne Hodges-Copple.

The Standing Committee has been examining ways in which the Episcopal Diocese of North Carolina has been supporting systemic racism. We acknowledge that racism continues to plague our diocesan systems. The Winter 2020 North Carolina Disciple magazine highlighted the work we have been doing to extricate white supremacy from the Standing Committee. We critically examined the effects on our canonical responsibilities: interviewing postulants and candidates for Holy Orders and approving or denying the real estate transactions of our congregations. The Standing Committee is taking action to repent and make amends for the three main manifestations of White Supremacy that we had identified: by opening access to the power structures at the center of our Diocese; by deliberating possible corrections to the unequal distribution of money and human resources in the Diocese (reparations); and by tackling the legacy of White Supremacy in our worship, including images, Christian formation resources, and language.

The Standing Committee continues to devote time during our monthly meetings to examining ways we as part of the Body of Christ are maintaining the status quo. The Standing Committee commits itself to help bring about the “Beloved Community” which Jesus demands us to become. The Standing Committee affirms that nothing will separate us from the love of God in Christ Jesus.

September 20, 2020

Addressing the three Anti-White Supremacy themes the Committee has adopted, these actions were considered:

1. Opening Access to Power Structures

Carolyn Beranek prepared a budget proposal, for Diocesan Council consideration, to support previously identified efforts to improve the availability of technology and provide funds for travel expense refunds so that participating in diocesan activities can be available to more parishioners in the diocese. It was acknowledged that several budget iterations might be necessary before our request becomes part of the diocese’s annual operating budget.

2. Unequal distribution of Funds/Resources

The Rev. Cathy Deats shared a reparations document she has prepared that includes specific potential action items.

The Rev. Sallie Simpson shared a document prepared by diocesan archivist Lynn Hoke that speaks to the closure and distribution of sale proceeds from eleven historically black churches in our diocese between 1913 and 2016. It was suggested information be added on the still-open historically black churches in the diocese.

3. Worship

The Rev. Jemonde Taylor suggested that the video of his presentation in Atlanta might be a vehicle for instructing parishes on the “whiteness” of our worship. The suggestion was made that Bishop Sam use the diocese’s Commission on Liturgy to educate about the whiteness of our worship and ways to make our liturgy less so.

Asked Standing Committee president Dick Taylor and the Rev. Jemonde Taylor to schedule the Rev. Jabriel Ballentine to meet with Committee members for a two-to three-hour virtual session at the October 19 meeting to continue Anti-White Supremacy studies. Bishop Rodman and other diocesan leaders will be invited to participate. Three session objectives were identified:

1. Addressing how to continue focusing efforts on Anti-White Supremacy within the areas of the Standing Committee’s purview.
2. Considering how to partner with other leadership groups in the diocese in order to accomplish systemic work.
3. Discussing how to stay focused so Committee efforts will endure.

ORDINATION PROCESS

November 18, 2019

The Committee adopted the following details for meetings with people in the ordination process:

- The Committee will meet in person with all people seeking candidacy.
- The second interview with persons in the ordination process for the priesthood will normally take place electronically, unless the Standing Committee, the Commission on Ministry, or the Bishop requests an in-person interview.
- The second interview with persons in the ordination process for the diaconate will normally take place in person.
- The third (ordination) interview with persons in the ordination process for the priesthood will occur only at the request of the Standing Committee, the Commission on Ministry, or the Bishop. This can be either in-person or via electronic means.

OTHER ACTIONS

POLICY ON STANDING COMMITTEE ACCESS

October 21, 2019

Adopted the following policy on Standing Committee access:

Meetings of the Standing Committee are closed, except by invitation from the President of the Standing Committee. Interviews and discussions related to the ordination process remain confidential, as is Council of Advice. The Bishop may, with the knowledge and consent of the President of the Standing Committee, or a majority of the members of the Standing Committee, ask others to be present for all or a portion of the meeting at his/her discretion.

BYLAWS REVISION

January 27, 2020

Amended Standing Committee bylaws by adding section V.(e) as follows:

Meetings of the Standing Committee are closed, except by invitation from the President of the Standing Committee. Interviews and discussions related to the ordination process remain confidential, as is Council of Advice. The Bishop may, with the knowledge and consent of the President of the Standing Committee, or a majority of the members of the Standing Committee, ask others to be present for all or a portion of the meeting at his/her discretion.

STANDING COMMITTEE VACANCY FILLED

December xx, 2019 (electronic vote)

Filled the Standing Committee clergy vacancy by adding the Rev. Habacuc Ramos-Huerta.

COMMUNICATIONS

July 20, 2020

At the initiation of the Rev. Cathy Deats, the Committee adopted a Communications Template that will be completed quarterly and shared with the diocese's Communications team for inclusion in *The Disciple* to educate congregants on the activities accomplished by the Standing Committee.

PART 2: ANSWERS TO QUESTIONS ON FORM

Statement of Purpose (Please describe in a few sentences the mission of your committee):

The Standing Committee acts as Council of Advice to the Bishop and, when there is no Bishop, the Standing Committee is the Ecclesiastical Authority of the diocese. The Committee has three specific responsibilities: advising the Bishop regarding consent for transactions involving real property, advising the Bishop regarding decisions related to persons in the ordination process, and consenting to episcopal elections in other dioceses.

Current membership:

Through the end of 2019

The Rev. Sally French (*President in 2019*)
The Rev. David Frazelle
Margaret (Meg) McCann (*Secretary in 2019*)

Through the end of 2020

The Rev. Hector Sintim
Richard Taylor (*President in 2020*)
Reid Joyner (*Secretary in 2020*)

Through the end of 2021

The Rev. Sallie Simpson
The Rev. Jemonde Taylor
Kim Dockery

Through the end of 2022

The Rev. Dr. Cathy Deats
The Rev. Habacuc Ramos-Huerta
Carolyn Beranek

We are interested in capturing the work happening across the Diocese in the five priority areas identified by our bishops. Please describe the ways in which your committee has addressed the following priority areas.

Engaging in deeper dialogue and multi-layered conversations around the dynamics of difference with particular attention to race, political tensions between left and right, and the economic divide.

The Standing Committee has spent time over the past year examining the role of race and systemic racism in our work, and we have become aware of the many areas in which systemic racism undermines our work.

Canonically, we are required to interview candidates in our ordination process and to respond to requests for real estate transaction approval. In both these areas, we acknowledge that we experience difficulties in truly seeing and responding to individuals and congregations of color. For the ordination process, we sometimes struggle to understand how a call to ordination can appear differently in diverse candidates. We do not always recognize how different backgrounds can lead to different opportunities and how privilege can appear in vocational discernment. In the area of real estate transactions, we encounter frustration on all sides as our process is heavily weighted towards ways of doing business that resonate best with our more privileged members. Some of the documentation we require from congregations is expensive, and legal paperwork that can be easily obtained pro bono in a congregation of privileged professionals can be prohibitive for some of our poorer historically black congregations. As a governing body of the Diocese of North Carolina, we acknowledge and repent of the systemic racism that we share.

As we struggle with these issues, we are planning for in-depth, facilitated conversations with other individuals and groups in the diocesan structure. In November, 2019, we participated in a day-long workshop led by the Rev. Jabriel Ballentine. Uncertainties about the Covid-19 pandemic have delayed follow-up with Fr. Jabriel, but a second, virtual, session is planned for October, 2020. In addition, the Committee acknowledges that our Anti-White Supremacy efforts must support all races.

Support for vulnerable congregations:

We recognize the missional mandate of being flexible regarding real estate transactions involving vulnerable congregations, with particular attention to the experience of historically black congregations. However, as noted above, we continue to struggle with how best to carry out this mandate.

Further, we are attempting to obtain budgeted funding for enhanced technology and travel expenses so members of vulnerable congregations will find it easier to engage with diocesan committees.

Missional collaboratives that will be regionally cultivated:

Not applicable.

Lifelong formation:

Not applicable

Creation care:

We consider the environmental implications of real estate transactions.

In what ways do the practices of the Way of Love (learn, pray, worship, bless, go, rest, turn) undergird your committee's work?

We begin each meeting with devotions, led by the committee members in rotation.

What other work has your committee done on behalf of the Diocese? Please be sure to include information canonically required to report if you have not done so elsewhere.

We adopted the *Standing Committee Statement on the Legacy of White Supremacy,*” as described in Part 1.

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

Our work is primarily carried out in response to what other people bring to us in terms of the ordination process, real estate transactions, and bishop elections. We seek to do this work through a new lens, with greater awareness of the systemic racism that permeates our society and our church (as described above). We are committed to increasing support for vulnerable congregations with greater awareness of cultural and economic diversity throughout the diocese.

In addition, we are working to diminish barriers to service as a member of the Standing Committee in order to create opportunities for election of a more diverse Committee, and we are seeking funding for changes that will enhance opportunities to participate on the Standing Committee.

Furthermore, acting as Council of Advice to the Bishop, we regularly participate in deep conversations about the mission and ministry of the Diocese.

We have noted an increase in the number of candidates for holy orders. We are aware that there are fewer full-time clergy positions available in the Church, and we are seeking to adapt and be open to postulants and candidates to the priesthood whose ministries may look different from a conventional full-time parish work model.

Does your committee anticipate continuing its work in 2021? If so, what are plans for the coming year? ... Do you anticipate an increase or decrease in your need for resources in the coming years?

The Standing Committee will continue to carry out our canonical responsibilities in 2021. We seek to do so with a greater awareness of systemic racism (as described above), which will require additional resources to help Committee members not only develop such awareness but also put this awareness into action and to provide for a more diverse Committee membership.

Submitted by Reid Joyner, Secretary