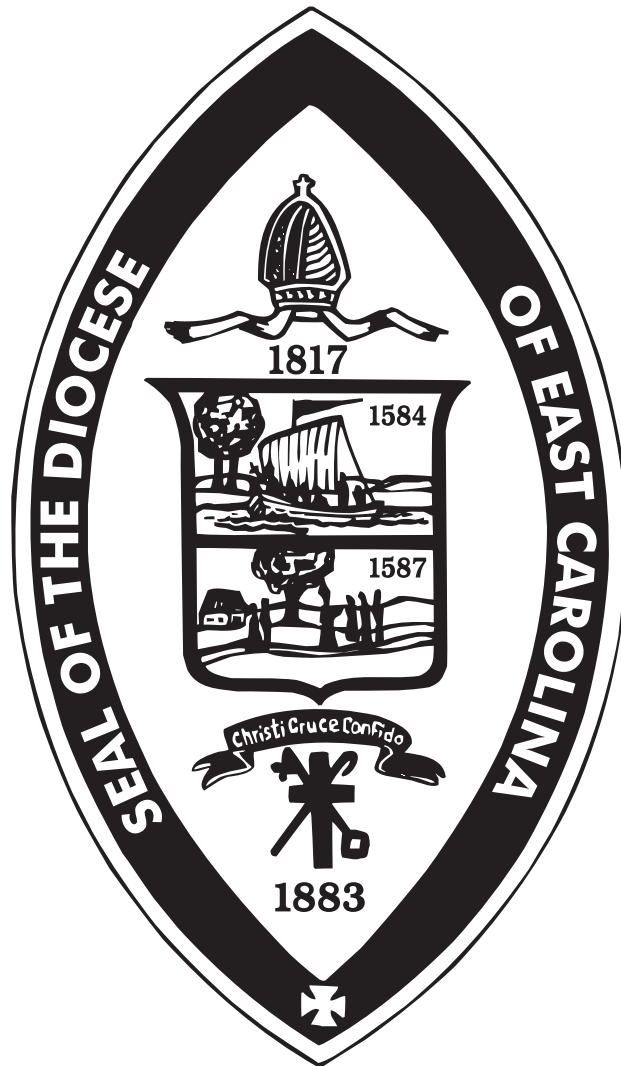


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# Journal of Convention



The Episcopal Diocese of  
East Carolina

2020

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JOURNAL OF THE  
ONE HUNDRED THIRTY-SEVENTH  
ANNUAL CONVENTION  
OF THE  
PROTESTANT EPISCOPAL CHURCH  
IN THE  
DIOCESE OF EAST CAROLINA  
IN  
WILMINGTON, NORTH CAROLINA  
FEBRUARY 7 and 8, 2020

Including the Constitution,  
Canons and Rules of Order

Charter and By-laws  
of the Episcopal Foundation

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## Mission Statement

*“The mission of the people of the Diocese of East Carolina is to restore all people to unity with God and each other in Christ. As God has taken away our guilt and forgiven our sins, we call others to experience this restorative power through relationships in the abundant life of the congregation and the large community. We are a people who continue to be restored and who are called and empowered to confess the faith of Christ crucified, proclaim his resurrection, and share in his eternal priesthood.”*

**2020 CANONICALLY REQUIRED ELECTED OFFICES  
OF THE DIOCESE OF EAST CAROLINA**

**NOMINATED AND ELECTED BY CONVENTION**

**DISCIPLINARY BOARD**

Mr. Holt Moore to 2021  
The Rev'd John Frazier to 2021  
The Rev'd Tammy Lee to 2022  
Mr. Bo Setliff to 2022  
Mr. James Gruenbaum to 2022  
The Rev'd Deacon Lisa Kirby to 2022

Ms. Nan Fiebig to 2023  
Mr. Jim Hayes to 2023  
The Rev'd Paul Canady to 2023

**EXECUTIVE COUNCIL**

The Rt. Rev'd Robert S. Skirving, Chair  
Diocesan President of Episcopal Church Women: Ms. Lucia Peele to 2022

**At-Large Members**

To 2022:

The Rev'd Eric Moulton  
The Rev'd Stephen Batten  
Mr. Cleve Callison

To 2023:

Mr. Fred Klinck  
The Rev'd Tammy Lee  
Mrs. Nancy Broadwell

**Deanery Representatives (Nominated by the deanry, elected by Convention)**

**Pamlico Deanery:**

To 2021:

The Rev'd Deacon Katherine Mitchell

To 2023:

Ms. Judy Whichard

**Upper Cape Fear Deanery:**

To 2021:

The Rev'd Ralph Clark

To 2023:

Ms. Vera Guarino

**Albemarle Deanery:**

To 2021:

Mr. Grafton Beaman

To 2023:

The Rev'd Malone Gilliam

**Trinity Deanery:**

To 2022:

The Rev'd Thomas Warren

To 2023:

Mr. Jim Krise

**Lower Cape Fear Deanery:**

To 2021:

Mr. Jim Hayes

To 2023:

The Rev'd Cheryl Brainard

**Ex-Officio:**

Mrs. Joan Geiszler-Ludlum, Chancellor  
Ms. Tess Judge, Treasurer

Mr. Hodges Hackney, President, Foundation  
The Rev'd Robert Alves, President, Standing Committee  
Mrs. Shurley Ray Weddle, Secretary of Convention  
The Rev'd Ralph Clark, Dean, Upper Cape Fear Deanery  
Ms. Linda Burney, Dean, Upper Cape Fear Deanery  
The Rev'd Paul Canady, Dean, Trinity Deanery  
The Rev'd Jeff Douglas, Dean, Albemarle Deanery  
Mrs. Cynthia Harding, Dean, Albemarle Deanery  
Ms. Lisa Richey, Dean, Lower Cape Fear Deanery

#### **GENERAL CONVENTION DEPUTIES**

##### **Clergy Deputies:**

The Rev'd Paul Canady  
The Rev'd Daniel Cenci  
The Rev'd Robert Alves  
The Rev'd Tammy Lee

##### **Clergy Alternates:**

The Rev'd Stephen Batten  
The Rev'd Richard Elliott

##### **Lay Deputies:**

Ms. Tess Judge  
Mrs. Joan Geiszler-Ludlum  
Ms. Ashley Simpson  
Mrs. Susan Holmes

##### **Lay Alternates:**

Ms. Ginger Powell

#### **HISTORIOGRAPHER**

Ms. LaRae Sikes to 2021

#### **SECRETARY OF CONVENTION**

Mrs. Shurley Ray Weddle to 2021

#### **STANDING COMMITTEE**

The Rev'd Marcia McRae to 2021  
Mr. Robert Riche to 2021  
The Rev'd Robert Alves, President to 2022  
Mr. Earl Miller to 2022  
Mr. Robert Richardson to 2022  
Mr. Bill Webb to 2023  
The Rev'd Jeff Douglas to 2023

#### **TREASURER**

Mrs. Tess Judge to 2021

#### **TRUSTEES - UNIVERSITY OF THE SOUTH**

The Rt. Rev'd Robert Skirving  
Mr. Thomas Sutton to 2021  
Ms. Tara Bartal to 2022  
The Rev'd Malone Gilliam to 2023

## **NOMINATED BY THE BISHOP AND ELECTED BY CONVENTION**

### **BOARD OF TRINITY CENTER**

To January 31, 2021:

The Rev'd John Porter-Acee

Ms. Barbara Whitesides

Mrs. Linda Emory

Mr. Royster Hedgepeth

To January 31, 2022:

Mrs. Ann Bustard

Mr. Larry Gracie

Mrs. Emily Gowdy Canady

Mr. James Adam Simmons

To January 31, 2023:

Mr. Ed Hodges

Mr. Jim Scott

Mr. Jay Randall

Mrs. Linda Thornton

Ex-Officio:

Mr. Penn Perry, Executive Director

Ms. Mary Beth Bradberry, Assistant Director

Ms. Stephanie Rudolph, Recording Secretary

### **BOARD OF DIRECTORS OF THE EPISCOPAL FOUNDATION**

The Rt. Rev'd Robert Skirving, Chairman

Mr. Hodges Hackney, President

Mrs. Joan Geiszler-Ludlum, Chancellor

Mrs. Tess Judge, Treasurer

The Rev'd Ronald Abrams, Trustee

Mr. Robert Adams, Trustee

Mr. Richard Archie, Trustee

The Rev'd Robert Beauchamp, Trustee

#### **To 2021:**

Mr. David Brownlow

The Rev'd Canon Jim Hanisian

Mr. Terry Everett

#### **To 2022:**

Mr. Adrian King

Ms. Merry Wright

#### **To 2023:**

Mr. Tyrone Francis

Mrs. Dencie Lambdin

Mr. Hodges Hackney

Ms. Sandra Swan

#### **To 2024:**

Mr. Doug Chesson

Mr. Phil Stine

Ms. Jane Horrocks

Mr. Jordy Whichard

**CHANCELLOR**

Mrs. Joan Geiszler-Ludlum to 2021

**COMMISSION ON MINISTRY**

To 2021:

The Rev'd Courtney Dale, Chair

The Rev'd Richard Elliott

Mr. Robert Richardson

To 2022:

Mrs. Vanessa Stovall

The Rev'd Raymond Hanna

The Rev'd Cindy Duffus

To 2023:

Ms. Ginger Powell

The Rev'd Dr. John Pollock

The Rev'd Deacon Sally Learned

To 2024:

The Rev'd Daniel Cenci

Mr. Alex Russell

The Rev'd Deacon Bobby Weatherly

Two Clergy Vacancies

**TRUSTEES OF THE DIOCESE**

The Rt. Rev'd Robert Skirving

The Rev'd Ronald Abrams to 2021

Mr. Robert Adams to 2021

Mr. Richard Archie to 2022

The Rev'd Robert Beauchamp to 2023

Ex-Officio: Mrs. Joan Geisler-Ludum to 2021



**NOMINATED BY THE BISHOP AND CONFIRMED BY CONVENTION**

**ELECTIONS COMMITTEE**

The Rev'd Daniel Cenci, Chair  
Mrs. Susan Holmes  
Ms. Kathy Thaman

**FINANCE COMMITTEE**

Trinity Deanery:  
Mr. Thomas Sutton  
One Clergy Vacancy

Pamlico Deanery:  
Mrs. Judith Whichard  
One Clergy Vacancy

Albemarle Deanery:  
One Clergy and One Lay Vacancy

Upper Cape Fear Deanery:  
Mr. Donald LaHuffman  
One Clergy Vacancy

Lower Cape Fear Deanery:  
Mr. Steve Thomas  
The Rev'd Jody Greenwood

Ms. Tess Judge, Diocesan Treasurer, Ex-Officio

**SPECIAL JOINT COMMITTEE ON RESOLUTIONS and CONSTITUTION & CANONS**

Term ended at the conclusion of the 2020 Convention:  
The Rev'd Robert Alves, Chair  
Mr. Robert Adams  
The Rev'd Mary Reese  
Ms. Judy Whichard  
Mrs. Joan Geiszler-Ludlum, Chancellor, Ex-Officio  
Mrs. Shurley Ray Weddle, Secretary of Convention, Ex-Officio

## **DIOCESAN APPOINTED COMMITTEES AND COMMISSIONS**

### **ARCHDEACON**

The Ven. Janet Sueiro Rodman

### **CHAPLAIN TO RETIRED CLERGY**

The Rev'd Nan Chandler

### **CLERGY CONTINUING EDUCATION COMMITTEE**

The Rev'd Deacon Andy Atkinson, Chair

The Rev'd Deacon Linda Murdock

The Rev'd SaraLouise Krantz

### **COMMISSION ON RACIAL RECONCILIATION**

Ms. Millie Hart

The Rev'd Richard Elliott

Ms. Cherry Beasley

### **COMMITTEE ON THE BISHOP'S ADDRESS**

The Rev'd Dr John Pollock, Chair

Mr. Maurice Hill

Ms. Laura Cavagnaro

The Rev'd Deacon Rebecca Bean

Ms. Anne Stuart Freeman

### **DEANS OF THE DIOCESE**

#### **Albemarle Deanery:**

Mrs. Cynthia Harding

One Clergy Vacancy

#### **Pamlico Deanery:**

One Clergy and One Lay Vacancy

#### **Trinity Deanery:**

The Rev'd Paul Canady

One Lay Vacancy

#### **Upper Cape Fear Deanery:**

The Rev'd Ralph Clark

Ms. Linda Burney

#### **Lower Cape Fear Deanery:**

Ms. Lisa Richey

One Clergy Vacancy

### **EDUCATION FOR MINISTRY (EFM)**

Ms. Lisa Richey

**EMPLOYEE COMPENSATION & BENEFITS COMMITTEE**

The Rt. Rev'd Robert Skirving  
The Rev'd Richard Elliott, Chair  
Mrs. Janet Heath  
The Rev'd John Pollock  
Mrs. Tess Judge  
Mrs. Jessica Cenci

**EPISCOPAL RELIEF & DEVELOPMENT REPRESENTATIVE**

Dr. Thomas Warren

**FARMWORKER'S MINISTRY BOARD**

Diocese of East Carolina:  
The Rt. Rev'd Robert Skirving  
The Rev'd Jody Greenwood, Chair  
The Rev'd Daniel Cenci  
The Rev'd Frederick Clarkson  
Mr. Tim McKeithan

Diocese of North Carolina:  
The Rt. Rev'd Samuel Rodman  
The Rt. Rev'd Anne Hodges-Copple  
Mr. Sonny Howard  
Ms. Jennifer Cardenas  
Ms. Jan Lamb  
Ms. Denise Yglesias Varela  
Mr. Daniel Robayo  
The Rev'd Harrel Johnson  
Ms. Bailey Ferrin

**GLOBAL GOALS**

Mrs. Betty Anderson  
Dr. Thomas Warren  
Dr. John Hill  
Mr. Michael Roberts  
Mrs. Jacquelyn Warren  
Ms. Natalie Peele

**INTERFAITH/ECUMENICAL RELATIONS**

The Rev'd Robert Hudak

**PERSONNEL COMMITTEE**

The Rt. Rev'd Robert Skiving  
Mr. John Holmes  
Ms. Tess Judge  
Mr. Roy Carawan  
Mr. Stuart Stroud

**Diocesan House Staff**  
*(as of February 2020)*

The Bishop  
*The Rt. Rev. Robert Skirving*

Director of Finance and Administration  
*Mrs. LaTonya Smith*

Interim Transition Ministry Officer  
The Rev. Michael Singer

Ministry Coordinator for Diocesan Life  
*Mrs. Jimi Paderick*

Program Officer for Youth, Young Adult and College Campus Ministry  
*Mrs. Emily Gowdy Canady*

Spanish Language Ministry Coordinator  
*The Rev. Frederick Clarkson*

Communication Coordinator to the Department of Diocesan Life  
*Ms. Lindsey Harts*

Administrative Assistant to the Bishop and Canon for Diocesan Life and Leadership  
*Ms. Hannah Jarman*

Administrative Assistant to the Diocesan Administrator  
*Mrs. Patricia Millhouse*

Receptionist and Office Assistant  
*Mrs. Melissa Grady*

## Directory of Churches

(as of February 2020)

### Ahoskie

St. Thomas Episcopal Church  
424 West Church Street  
[www.saintthomasahoskie.com](http://www.saintthomasahoskie.com)

(252) 332-3263 Phone  
(252) 332-3072 Fax

*The Rev'd Jeff Douglas, Rector*

### Bath

St. Thomas Episcopal Church  
101 Craven Street  
[www.stthomasparishnc.org](http://www.stthomasparishnc.org)

(252) 923-9141 Phone  
(252) 923-9141 Fax

### Beaufort

St. Paul's Episcopal Church  
215 Ann Street  
[www.stpaulsbeaufort.com](http://www.stpaulsbeaufort.com)

(252) 728-3324 Phone  
(252) 728-1904 Fax

*The Rev'd Tambria Lee, Rector*

### Belhaven

St. James Episcopal Church  
545 East Main Street

(252) 943-6977 Phone

### Burgaw

St. Mary's Episcopal Church  
An Episcopal-Lutheran Community  
506 South McNeil Street  
[www.stmaryschurchburgawnc.org](http://www.stmaryschurchburgawnc.org)

(910) 259-5541 Phone

### Chocowinity

Trinity Episcopal Church  
182 NC Highway 33 West  
[www.trinitychocowinity.org](http://www.trinitychocowinity.org)

(252) 946-9958 Phone  
(252) 946-9057 Fax

*The Rev'd Stephen Batten, Priest in Charge*

### **Clinton**

St. Paul's Episcopal Church  
110 West Main Street  
[www.stpaulsclinton.org](http://www.stpaulsclinton.org)

(910) 592-3220 Phone  
(910) 592-3650 Fax

### **Columbia**

St. Andrew's Episcopal Church  
106 South Road Street

### **Creswell**

Christ Episcopal Church  
100 6th Street

Galilee Mission  
2323 Lake Shore Road

### **Currituck**

St. Luke's Episcopal Mission  
2864 Caratoke Highway

(252) 435-0530 Phone

*The Rt. Rev'd David Bane*

### **Edenton**

St. Paul's Episcopal Church  
101 West Gale Street  
[www.stpauls-edenton.org](http://www.stpauls-edenton.org)

(252) 482-3522 Phone  
(252) 482-5892 Fax

*The Rev'd Malone Gilliam, Rector*

### **Elizabeth City**

Christ Episcopal Church  
200 South McMorris Street  
[www.christchurchcity.org](http://www.christchurchcity.org)

(252) 338-1686 Phone  
(252) 338-3020 Fax

*The Rev'd Daniel Cenci, Rector*

### **Elizabethtown**

St. Christopher's Episcopal Church  
2602 West Broad Street  
[www.stchristophers-etown.com](http://www.stchristophers-etown.com)

(910) 879-2777 Phone

**Engelhard (Lake Landing)**

St. George's Episcopal Church  
31681 US Highway 264

(252) 925-1091 Phone

**Farmville**

Emmanuel Episcopal Church  
3505 South Walnut Street

(252) 753-3737 Phone

**Fayetteville**

Church of the Good Shepherd Episcopal Church  
1337 Hamlet Street

(910) 323-1512 Phone

(910) 763-2891 Fax

Holy Trinity Episcopal Church  
1601 Raeford Road  
[www.holytrinityfay.org](http://www.holytrinityfay.org)

(910) 484-2134 Phone

(910) 484-3198 Fax

*The Rev'd Joe Running, Assistant to the Rector*

*The Rev'd Edward Lowe, Associate Rector*

St. John's Episcopal Church  
302 Green Street  
[www.stjohnsnc.org](http://www.stjohnsnc.org)

(910) 483-7405 Phone

(910) 483-8980 Fax

*The Rev'd Robert Alves, Rector*

St. Joseph's Episcopal Church  
509 Ramsey Street  
[www.stjosephfay.org](http://www.stjosephfay.org)

(910) 323-0161 Phone

(910) 323-9970 Fax

*The Rev'd Ralph Clark, Priest in Charge*

*The Rev'd Deacon Mary Mac Shields*

St. Paul's in the Pines Episcopal Church  
1800 St. Paul's Avenue  
[www.stpaulsinthepines.net](http://www.stpaulsinthepines.net)

(910) 485-7098 Phone

*The Rev'd John Frazier, Rector*

**Gatesville**

St. Mary's Episcopal Church  
206 Church Street

## **Goldsboro**

St. Andrew's Episcopal Church (919) 734-0550 Phone  
901 Harris Street (919) 736-8588 Fax  
[www.standrewsgoldsboro.ecdio.org](http://www.standrewsgoldsboro.ecdio.org)

*The Rev'd Deacon Rebecca Bean*

St. Francis Episcopal Church (919) 735-9845 Phone  
503 Forest Hill Drive (919) 735-9893 Fax  
[www.stfrancisgoldsboro.org](http://www.stfrancisgoldsboro.org)

*The Rev'd Katherine Hahn Byrd, Priest in Charge*

St. Stephen's Episcopal Church (919) 734-4263 Phone  
200 North James Street (919) 734-4288 Fax  
[www.ststephenschurch.com](http://www.ststephenschurch.com)

*The Rev'd Raymond Hanna, Rector*

## **Greenville**

St. Paul's Episcopal Church (252) 752-3482 Phone  
401 East 4th Street (252) 830-0029 Fax  
[www.stpaulsepiscopal.com](http://www.stpaulsepiscopal.com)

*The Rev'd Andrew Cannan, Rector*  
*The Rev'd Skip Walker, Associate Rector*

St. Timothy's Episcopal Church (252) 355-2125 Phone  
107 Louis Street (252) 355-1993 Fax  
[www.st-tim.org](http://www.st-tim.org)

*The Rev'd John Porter-Acee, Rector*  
*The Rev'd Deacon Jack Robertson*

## **Grifton**

St. John's Episcopal Church  
2016 Price-Cannon Road

## **Hampstead**

Holy Trinity Episcopal Church (910) 270-4221 Phone  
107 Deerfield Road (910) 270-4221 Fax  
[www.holytrinityhampstead.com](http://www.holytrinityhampstead.com)

*The Rev'd Ronald Abrams, Priest in Charge*



### **Havelock**

St. Christopher's Episcopal Church  
1100 East Main Street  
www.stchristophershavelock.net

(252) 447-3912 Phone

*The Rev'd Mary Ogus, Extended Supply Priest*  
*The Rev'd Deacon Linda Murdock*

### **Hertford**

Holy Trinity Episcopal Church  
207 South Church Street  
www.holytrinityhertford.ecdio.org

(252) 426-5542 Phone

*The Rev'd Robert Beauchamp, Rector*

### **Holly Ridge**

St. Phillip's Episcopal Church  
661 Tar Landing Road  
www.stphilipsepiscopal.com

(910) 329-1514 Phone

### **Jacksonville**

St. Anne's Episcopal Church  
711 Henderson Drive  
www.stannesjacksonville.ecdio.org

(910) 347-3774 Phone

(910) 347-5051 Fax

*The Rev'd Cynthia Duffus, Rector*

### **Kinston**

Holy Innocents Episcopal Church  
6861 Highway 55 West

(252) 569-3011 Phone

(252) 566-9233 Fax

St. Augustine's Episcopal Church  
707 East Lenoir Avenue

(252) 523-4032 Phone

(252) 523-4032 Fax

St. Mary's Episcopal Church  
800 Rountree Street  
www.stmaryskinston.com

(252) 523-6146 Phone

(252) 523-5134 Fax

*The Rev'd Thomas Warren, Rector*

### **Lumberton**

Trinity Episcopal Church  
1202 North Chestnut Street  
www.trinitylumberton.net

(910) 739-3717 Phone

910) 739-3718 Fax

*The Rev'd Gene Wayman, Rector*

### **Morehead City**

St. Andrew's Episcopal Church  
2005 Arendell Street  
[www.standrewsmhc.org](http://www.standrewsmhc.org)

(252) 727-9093 Phone

*The Rev'd Dr. John Pollock, Rector*  
*The Rev'd Deacon Carol Eaton*

### **Nags Head**

St. Andrew's Episcopal Church  
4212 South Virginia Dare Trail  
[www.saintandrewsobx.com](http://www.saintandrewsobx.com)

(252) 441-5382 Phone

(252) 441-9445 Fax

*The Rev'd Thomas Wilson, Interim*

### **New Bern**

Christ Episcopal Church  
320 Pollock Street  
[www.christchurchnewbern.com](http://www.christchurchnewbern.com)

(252) 633-2109 Phone

(252) 514-4013 Fax

*The Rev'd Paul Canady, Rector*  
*The Rev'd Courtney Dale, Associate Rector*  
*The Rev'd Deacon Lisa Kirby*

St. Cyprian's Episcopal Church  
604 Johnson Street

(252) 633-3816 Phone

### **Newton Grove**

La Iglesia de la Segrada Familia  
2989 Easy Street

### **Northwest**

All Souls Episcopal Church  
5087 Blue Banks Loop Road

*The Rev'd Nan Chandler, Rector*

### **Oriental**

St. Thomas Episcopal Church  
402 Freemason Street  
[www.stthomas-oriental.org](http://www.stthomas-oriental.org)

(252) 249-0256 Phone

### **Plymouth**

Grace Episcopal Church

106 Madison Street

[www.graceplymouth.ecdio.org](http://www.graceplymouth.ecdio.org)

(252) 793-3295 Phone

### **Roper**

St. Luke's/St. Anne's Episcopal Church

206 Bush Street

### **Salter Path**

St. Francis by-the-Sea Episcopal Church

920 Salter Path Road

[www.stfrancisbythesea.org](http://www.stfrancisbythesea.org)

(252) 240-2388 Phone

(252) 726-0813 Fax

*The Rev'd Dr. Everett Thomas, Priest in Charge*

### **Shallotte**

St. James the Fisherman Episcopal Church

4941 Main Street

[www.stjamesthefisherman.net](http://www.stjamesthefisherman.net)

(910) 754-9313 Phone

(910) 755-6263 Fax

*The Rev'd Farrell Graves, Jr., Rector*

*The Rev'd Deacon Jean Miller*

*The Rev'd Deacon Michael Ligon*

### **Southern Shores**

All Saints Episcopal Church

40 Pintail Trail

[www.allsaintsobx.org](http://www.allsaintsobx.org)

(252) 261-6674 Phone

(252) 261-1754 Fax

*The Rev'd Cynthia Simpson, Rector*

### **Southport**

St. Philip's Episcopal Church

205 E. Moore Street

[www.stphilipchurch.org](http://www.stphilipchurch.org)

(910) 457-5643 Phone

(910) 457-6991 Fax

*The Rev'd Eric Mills, Rector*

*The Rev'd Deacon Pamela Hayes*

*The Rev'd Deacon Sally Learned*

### **Sunbury**

St. Peter's Episcopal Church

61 Highway 32 North

(252) 338-1565 Phone

### **Swansboro**

St. Peter's by the Sea Episcopal Church  
503 West Broad Street  
[www.saintpetersbythesea.org](http://www.saintpetersbythesea.org)

(910) 326-4757 Phone  
(910) 326-4757 Fax

*The Rev'd Michelle Bullock, Rector*

### **Trenton**

Grace Episcopal Church  
111 East Lakeview Drive

### **Washington**

St. Peter's Episcopal Church  
101 North Bonner Street  
[www.saintpetersnc.org](http://www.saintpetersnc.org)

(252) 946-8151 Phone  
(252) 946-4689 Fax

*The Rev'd Deacon Katherine Mitchell*

Zion Episcopal Church  
7322 US Highway 264 East  
[www.zionepiscopal.com](http://www.zionepiscopal.com)

(252) 927-9466 Phone

### **Whiteville**

Grace Episcopal Church  
105 South Madison Street  
[www.gracechrist.com](http://www.gracechrist.com)

(910) 642-4784

### **Williamston**

Church of the Advent Episcopal Church  
124 West Church Street  
[www.williamstonepiscopalchurch.com](http://www.williamstonepiscopalchurch.com)

(252) 792-2244 Phone  
(252) 792-2244 Fax

### **Wilmington**

Church of the Good Shepherd Episcopal Church  
515 Queen Street  
[www.goodshepherdchurchwilmington.com](http://www.goodshepherdchurchwilmington.com)

(910) 763-6080 Phone

Church of the Servant Episcopal Church  
4925 Oriole Drive  
[www.cosepiscopal.ecdio.org](http://www.cosepiscopal.ecdio.org)

(910) 395-0616 Phone  
(910) 395-1600 Fax

*The Rev'd Jody Greenwood, Rector*

Holy Cross Episcopal Church (910) 799-6347 Phone  
5820 Myrtle Grove Road  
www.hcew.org

*The Rev'd Dr. Nancy Lee Jose, Interm*

St. Andrew's on the Sound Episcopal Church  
101 Airlie Road (910) 256-3034 Phone  
www.standrewsonthesound.com (910) 256-2101 Fax

*The Rev'd Richard Elliott, III, Rector*

*The Rev'd Sarah Smith, Curate*

St. James Episcopal Church (910) 763-1628 Phone  
25 South Third Street (910) 762-5115 Fax  
www.stjamesp.org

*The Rev'd Pierce Klemmt, Interm*

*The Rev'd Jay Sidebotham, Associate Rector*

*The Rev'd Chris Hamby, Assistant to the Rector*

*The Rev'd Cheryl Brainard, Assistant to the Rector*

*The Rev'd Deacon Catherine Davis*

St. John's Episcopal Church (910) 762-5273 Phone  
1219 Forest Hills Drive (910) 762-1559 Fax  
www.stjohnsepiscopalchurch.org

*The Rev'd Eric Moulton, Rector*

St. Mark's Episcopal Church (910) 763-3292 Phone  
600 Grace Street  
www.stmarksepiscopal.org

St. Paul's Episcopal Church (910) 762-4578 Phone  
16 North 16th Street (910) 762-4579 Fax  
www.spechurch.com

*The Rev'd Ray Hanna, Interim*

*The Rev'd Deacon Adam Pierce, Assistant to the Rector*

## **Windsor**

St. Thomas Episcopal Church (252) 794-3420 Phone  
302 South Queen Street  
www.stthomaswindsor.org

*The Rev'd Bonnie Smith, Priest in Charge*

**Woodville (Lewiston)**

Grace Episcopal Church

349 NC Highway 11 South

**Canonical Listing of Clergy for  
137th Annual Convention  
as of February 7, 2020  
(\*indicates they attended 137th Convention)**

\*The Rev'd Ronald G. Abrams, Retired

Holy Trinity Episcopal Church, Hampstead

\*The Rev'd Robert Alves, Rector

St. John's Episcopal Church, Fayetteville

The Rev'd Deacon Andrew Atkinson, Retired Vocational Deacon

The Rev'd Matthew Babcock, Non-Parochial

The Rev'd Dr. Thomas Barnett, Retired

\*The Rev'd Stephen Batten, Deacon in Charge

Trinity Episcopal Church, Chocowinity

\*The Rev'd Deacon Rebecca Bean, Vocational Deacon

St. Andrew's Episcopal Church, Goldsboro

\*The Rev'd Robert Beauchamp, Rector

Holy Trinity Episcopal Church, Hertford

The Rev'd Bruce Birdsey, Retired

\*The Rev'd Gerald Blackburn, Retired Military Chaplain

\*The Rev'd Blair Both, Retired

The Rev'd Tom Bowers, Retired

\*The Rev'd Cheryl Brainard, Assistant to the Rector

St. James Episcopal Church, Wilmington

The Rev'd William Brettman, Retired

The Rev'd Raymond Brown, Retired

The Rev'd Canon Joseph Malcolm Browne, III, Non-Parochial

The Rev'd Elizabeth Buck, Retired Vocational Deacon

\*The Rev'd Hoyt Paul Canady, III, Rector

Christ Episcopal Church, New Bern

\*The Rev'd Andrew Cannan, Rector

St. Paul's Episcopal Church, Greenville

The Rev'd Christine Carlin, Retired

The Rev'd Eugene Carpenter, Retired

\*The Rev'd Daniel Cenci, Rector

Christ Episcopal Church, Elizabeth City

The Rev'd Barbara Chaffee, Retired

The Rev'd David Chamberlain, Retired

\*The Rev'd Nan Chandler, Retired

All Soul's Episcopal Church, Leland

\*The Rev'd Ralph Clark, Priest in Charge

St. Joseph's Episcopal Church, Fayetteville

\*The Rev'd Frederick Clarkson, Non-Parochial

The Rev'd John Connors, Non-Parochial

The Rev'd James C. Cooke, Jr., Retired

\*The Rev'd Joseph Cooper, Retired

The Rev'd Carolyn Craig, Retired

The Rev'd C. Phillip Craig, Retired

\*The Rev'd Courtney Dale, Associate Rector

Christ Episcopal Church, New Bern



\*The Rev'd Catherine Davis, Vocational Deacon

St. James Episcopal Church, Wilmington

The Rev'd David Davis, Retired

The Rev'd Gae Davis, Retired

The Rev'd Jane Lowe Davis, Non-Parochial

The Rev'd Jeremiah Day, Retired

The Ven. Joy Doshier, Retired Vocational Deacon

\*The Rev'd Jeffrey Douglas, Rector

St. Thomas Episcopal Church, Ahoskie

\*The Rev'd Cynthia Duffus, Priest in Charge

St. Anne's Episcopal Church, Jacksonville

\*The Rev'd Deacon Carol Eaton, Non-Parochial Vocational Deacon

\*The Rev'd Richard Elliott, Rector

St. Andrew's On the Sound Episcopal Church, Wilmington

The Rev'd Fred Fordham, Retired

The Rev'd Stan Fornea, Military Chaplain

\*The Rev'd John Frazier, Rector

St. Paul's in the Pines, Fayetteville

The Rev'd Canon Victor Frederiksen, Retired

The Rev'd Gary Fulton, Retired

\*The Rev'd Deacon John Gaskill, Jr., Retired Vocational Deacon

\*The Rev'd Malone Gilliam, Rector

St. Paul's Episcopal Church, Edenton

The Rev'd Phillip Glick, Retired

\*The Rev'd Jody Greenwood, Rector

Church of the Servant Episcopal Church, Wilmington

The Rev'd Dr. Raleigh Hairston, Retired

\*The Rev'd Ray Hanna, Rector

St. Stephen's Episcopal Church, Goldsboro

\*The Rev'd Deacon Pamela Hayes, Vocational Deacon

St. Philip's Episcopal Church, Southport

The Rev'd Robert B. Hobgood, Retired

\*The Rev'd James R. Horton, Retired

The Rev'd Barbara Houston, Retired Vocational Deacon

The Rev'd Robert Hudak, Retired

The Rev'd Teddra Hussey Smith, Non-Parochial

The Rev'd Margaret Hutchins, Retired

The Rev'd Roger Kappel, Retired

The Rev'd Deacon Lisa Kirby, Vocational Deacon

Christ Episcopal Church, New Bern

\*The Rev'd Deacon Sally Learned, Vocational Deacon

St. Philip's Episcopal Church, Southport

\*The Rev'd Tambria "Tammy" Lee

St. Paul's Episcopal Church, Beaufort

The Rev'd Deacon Michael Ligon, Vocational Deacon, Non-Parochial

The Rev'd Robert MacSwain, Non-Parochial

The Rev'd Marjorie McCarty, Retired

The Rev'd Cheryl McFadden, Non-Parochial

\*The Rev'd Marcia McRae, Non-Parochial

The Rev'd C. Thomas Midyette, III, Retired

\*The Rev'd Deacon Jean Miller, Vocational Deacon

St. James the Fisherman, Shallotte

\*The Rev'd Eric Mills, Rector

St. Philip's Episcopal Church, Southport

\*The Rev'd Deacon Katherine Mitchell, Vocational Deacon

St. Peter's Episcopal Church, Washington

The Rev'd Robert D. Morrison, Jr., Retired

\*The Rev'd Eric Moulton, Associate Rector

St. John's Episcopal Church, Wilmington

\*The Rev'd Deacon Linda Murdock, Vocational Deacon

St. Christopher's Episcopal Church, Havelock

The Rev'd Anne Natoli, Retired

\*The Rev'd Mary Ogus, Extended Supply

St. Christopher's Episcopal Church, Havelock

The Rev'd Thomas Hayes Perdue, Military Chaplain

The Rev'd Lynn Peterman, Non-Parochial

\*The Rev'd Adam Pierce, Assistant to the Rector

St. Paul's Episcopal Church, Wilmington

\*The Rev'd Dr. John Pollock, Rector

St. Andrew's Episcopal Church, Morehead City

\*The Rev'd John Porter-Acee, Rector

St. Timothy's Episcopal Church, Greenville

The Rev'd Catherine Powell, Non-Parochial

The Rev'd Mark Powell, Non-Parochial

The Rev'd Deacon Gloria Price, Retired Vocational Deacon

The Rev'd William Privette, Retired

The Rev'd Jim Reed, Retired

\*The Rev'd Mary Reese, Retired

The Rev'd Dr. Ellen Richardson, Retired

The Rev'd Thomas M. Rickenbaker, Retired

The Rev'd Malcolm Roberts, Retired

The Rev'd Pauling Roberts, III, Retired

\*The Rev'd Jack Robertson, Vocational Deacon

St. Timothy's Episcopal Church, Greenville

The Rev'd Deacon Sonja Robinson, Retired Vocational Deacon

\*The Rev'd Deacon Janet Suerio Rodman, Archdeacon

The Rev'd Jesus A. Rojas, Retired

\*The Rev'd Joseph Running, Retired

The Rev'd Sarah Saxe, Non - Parochial

\*The Rev'd Deacon Mary Mac Shields, Vocational Deacon

St. Joseph's Episcopal Church, Fayetteville

The Rev'd Jay Sidebotham, Associate Rector

St. James Episcopal Church, Wilmington

\*The Rev'd Cindy Simpson, Rector

All Saints Episcopal Church, Southern Shores

\*The Rev'd Michael Singer, Non-Parochial

\*The Rev'd Bonnie Smith, Priest in Charge

St. Thomas Episcopal Church, Windsor

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The Rev'd Deacon James O. Smith, Jr., Vocational Deacon, Non-Parochial

\*The Rev'd Sarah Smith, Associate Rector

St. Andrew's On-the-Sound Episcopal Church, Wilmington

The Rev'd Raymond Souza, Retired

The Rev'd Renfro Sproul, Retired

The Rev'd Canon Matthew Stockard, Retired

The Rev'd Pamela Stringer, Retired

The Rev'd Deacon Kay Swindell, Vocational Deacon

St. Paul's Episcopal Church, Wilmington

The Rev'd Chana Tetzlaff, Non-Parochial

The Rev'd TJ Tetzlaff, Non-Parochial

\*The Rev'd Everret Thomas, Rector

St. Francis by the Sea, Salter Path

The Rev'd Dr. Patricia Thomas, Retired

\*The Rev'd Dr. William Carl Thomas, Non-Parochial

The Rev'd Michael Thompson, Non-Parochial

The Rev'd Anne Thornberg, Non-Parochial

The Rev'd Diane Tomlinson, Rector

St. Thomas Episcopal Church, Bath

The Rev'd Stephen Turner, Retired

The Rev'd Christian Umeofia, Non-Parochial

\*The Rev'd Skip Walker, Associate Rector

St. Paul's Episcopal Church, Greenville

The Rev'd Richard Warner, Jr., Retired

\*The Rev'd Thomas P. H. Warren, Rector

St. Mary's Episcopal Church, Kinston

\*The Rev'd Eugene Wayman, Rector

Trinity Episcopal Church, Lumberton

The Rev'd Elizabeth Webster, Retired

The Rev'd Hilary West, Non-Parochial

The Rev'd Burton Whiteside, Non-Parochial

The Rev'd Deacon Henrietta Williams, Vocational Deacon, Retired

The Rev'd Jack Wilson, Retired

\*The Rev'd Thomas Wilson, Retired

The Rev'd Deacon Grace Marie Wood, Retired, Vocational Deacon

The Rev'd Milton Wright, Retired

**Necrology**  
**(Canonical Resident Priests who have died since the 2019 Convention)**

June 3, 2019.....The Rev'd Deacon John C. Drewry

November 25, 2019.....The Rev'd Albert Eaton

**One Hundred and Thirty-Seventh Diocesan Convention**  
**Lay Delegation**  
**(\* indicates they attended Convention)**  
**(~indicates no delegates were in attendance)**

**Lay Delegates**

**Lay Alternates**

**St. Thomas, Ahoskie**

\*Hugh Davis  
\*Beth Douglas

\*Sarah Davis  
\*John Davis

**St. Thomas, Bath**

\*Kay Leager  
\*Patti Phelps  
\*Judi Miller

Barbara Craig

**St. Paul's, Beaufort**

\*Charles Hale  
\*Mary Duane Hale  
\*David DuBuission  
\*Rob MacArthur

\*Frieda Menzer

**St. James, Belhaven**

\*Mary Ellen Wahab

**St. Mary's, Burgaw**

\*Danny Buck  
\*Jim Hayes

Armin Jancis  
\*George Francis

**Trinity, Chocowinity**

\*Ginger Powell  
\*Doug Grizzard  
\*Kathy Schmit

\*Martha Culbertson

**St. Paul's, Clinton**

\*Louise Ezzell  
\*Phillip Wrench  
\*David Hall

Grover Ezzell  
Mike Lanier  
Barbara Werner

**St. Andrew's Columbia**

\*Suzanne Griffin

\*Martha Blount Simpson



**Lay Delegates**

**Lay Alternates**

**Christ Church, Creswell**

\*Anne Woodley

**~Galilee Mission, Creswell**

**St. Luke's, Currituck**

\*Linda Hefner

**St. Paul's, Edenton**

\*Bob Adams

\*Judy Adams

\*Roger Coleman

\*Patti Mordecai

**Christ Church, Elizabeth City**

\*Bob Carson

\*Bo Steliff

\*Todd White

**St. Christopher's, Elizabethtown**

\*James Green

\*Anne O'Briant

**St. George's, Engelhard**

\*Abby Anderson

\*Sarah Homes

**Emmanuel, Farmville**

\*Janet Health

**Good Shepherd, Fayetteville**

\*Darlene Bradshaw

**Holy Trinity, Fayetteville**

\*Patsy Brown

\*Cleve Davis

\*Suzanne Pinson

\*Carla Richardson

\*Kathy Thaman

**St. John's, Fayetteville**

\*John Holmes

\*Walker Haigh

\*Grant Steffen

\*Amanda Klinck

**Lay Delegates**

**Lay Alternates**

**St. Joseph's, Fayetteville**

\*David Harvey  
Janice Mumford

Chandra Francis

**St. Paul's-in-the-Pines, Fayetteville**

\*Vera Guarino  
\*David Lucas

**St. Mary's, Gatesville**

\*William Cowper

**St. Andrew's, Goldsboro**

\*Orlando Stovall

**St. Francis, Goldsboro**

\*Barbara Pedersen  
\*Roger Brogneaux

**St. Stephen's, Goldsboro**

\*Betty Anderson  
\*Adam Livengood  
\*Bob Logan

*\*Anne Stuart Freemon, Youth Representative*

**St. Paul's, Greenville**

\*Judy Whichard  
\*Roy Carawan  
\*Kimber Roche  
\*Leonna Love

\*Lena Carawan

**St. Timothy's, Greenville**

\*Diane Hatfield  
\*Bitsie Harwell

\*Joyce Whittman

**~St. John's, Grifton**

**Holy Trinity, Hampstead**

\*Lynn Ruhnke  
\*Jeanne Rick

\*David Mahoney  
\*Roger Rick

**St. Christopher's, Havelock**

\*Ginger Jacocks

**Lay Delegates****Lay Alternates****Holy Trinity, Hertford**

\*John Skinner  
\*Sandy Sperry  
\*Lorraine Saunders

\*Kent Saunders

**St. Philip's, Holly Ridge**

\*Wanda Parker

\*Carol Camburn

**St. Anne's, Jacksonville**

\*Ken Riddic  
\*Roy Kemble  
\*Erin Chester

Tiny Smith  
Bill Reimers  
Ruth Roberts

**St. Augustine's, Kinston**

\*Clarice Bryant

Thyrone Moore

**St. Mary's, Kinston**

\*Richard Crumbacker  
\*Barbara Crumbacker  
\*Rebecca Brown  
\*Jo Parrott

*\*Anna Haddad, Youth Representative*

**~Grace, Lewiston-Woodville****Trinity, Lumberton**

\*Rosemary Gibson  
\*Katherine Nobles  
\*George Nobles

Farleigh Rozier  
John Rozier

**St. Andrew's, Morehead City**

\*Garland Whitaker  
\*Tommy Sutton  
\*Geraldine Hegeman

*\*Pauline Lind, Youth Representative*

**St. Andrew's By-the-Sea, Nags Head**

\*Debbie Luke  
\*Teresa Osborne  
\*David Thompson

*\*Lizzie, Rotchford, Youth Representative*

**Lay Delegates**

**Lay Alternates**

**Christ Church, New Bern**

\*Jane Merritt  
\*Rosalie Wood  
\*James Gruenbaum  
\*Stephen Clayton  
\*Alexandria Ranieri

**St. Cyprian's, New Bern**

\*Shirley Guion

**La Iglesia de la Sagrada Familia, Newton Grove**

*Lila Granados	*Taria Granados
*Victor Cortes	
*Felipe Orozco	
*Lucia Errante	

**All Souls, Northwest**

\*Robin Hamilton

**St. Thomas, Oriental**

*Charles Skinner	*Ginnie Goodwin
*Mary Skinner	*Gary Ramsey
*Carolina Parham-Ramsey	*Teresa Conrads

**Grace Church, Plymouth**

\*Amy Barsanti  
\*Audrey Outten

**St. Luke's/St. Anne's, Roper**

\*Maurice Hill  
Minnie Clark

**St. Francis By the Sea, Salter Path**

*Stover Morris	Frances Jenkins
*Sharon Watling	Pam Ball

**Holy Innocents, Seven Springs**

\*Wendy Sutton  
\*Donna Smith

**St. James the Fisherman, Shallotte**

\*Heather Holbrook  
\*Nancy Daugherty  
\*Earl Miller  
\*Ron Stephens

**Lay Delegates****Lay Alternates****All Saints, Southern Shores**

\*Roisin McKeithan  
\*Bob Riche  
\*Tess Judge

\*Tim McKeithan  
\*Charles Coppage

**St. Philip's, Southport**

\*Bill Carney  
\*Frank Darzano  
\*Debbie Evans  
\*Ricky Evans  
\*Brayden Williams

\*Maryann Darzano

**St. Peter's, Sunbury**

\*Lindy Nowlin

Connie Fuhrer

**St. Peter's by-the-Sea, Swansboro**

\*David Purser  
\*Shonda Assad  
\*Debbie Purser

\*Marc Asaad

*\*Shannen Mullen, Youth Representative*

**~Grace, Trenton****St. Peter's, Washington**

\*John Tate  
\*Ed Hodges  
\*Aynn Hadley  
\*Ken Hadley

Sarah Ninan

**Zion, Washington**

\*Elaine Grubb

\*Tom Grubb

**Grace Church, Whiteville**

\*John Deans

Lisa Richey

**Church of the Advent, Williamston**

\*Joe Jernigan  
\*John Price  
\*Lucia Peel

**Church of the Good Shepherd, Wilmington**

\*Peter Perchbacher  
\*Alice Evans

**Lay Delegates**

**Lay Alternates**

**Church of the Servant, Wilmington**

\*Laura Hickey  
\*Ginny Lundeen  
\*Rey Smith

**Holy Cross, Wilmington**

\*Ann Hood  
\*James Scott

\*Trevor Hursthouse

**St. Andrew's On-the-Sound, Wilmington**

\*Katherine Dodd  
\*Scott Dodd  
\*Mark Matheny  
\*Alicia Rudd  
\*Bill Salter

*\*Mairead Benson, Youth Representative*

**St. James, Wilmington**

\*Frank Tutza  
\*Barbara Lloyd  
\*Virginia Woodruff  
\*Rachel Pace  
\*Stephen Thomas

Florence Ellen Cowden

**St. John's, Wilmington**

\*Alice Brooks  
\*Al Meyer  
\*Laura Cavagnaro  
\*Al Ismert

**St. Mark's, Wilmington**

\*Barbara Kane  
\*Marjorie Armstrong

\*Henry Spool

**St. Paul's, Wilmington**

\*Royster Hedgepath  
\*Keith Calder  
\*Ruth Gates  
\*Don Brainard

\*Teresa Singer

**St. Thomas, Windsor**

\*Karen Ray  
\*John Hill

**Student Lay Delegates**

**Episcopal Campus Christian Organization, Wilmington**

David Robertson, Student Lay Delegate

**The Well: Episcopal Lutheran Campus Ministries, Greenville**

Meredith Cordell, Student Lay Delegate

**JOURNAL OF PROCEEDINGS**  
**ONE HUNDRED AND THIRTY-SEVENTH ANNUAL CONVENTION**  
**OF THE DIOCESE OF EAST CAROLINA**  
**February 7-8, 2020**

On Friday, February 7, 2020, at 9:00 AM, following a prayer delivered by Mrs. Mary Duane Hale, St. Paul's, Beaufort, The Right Rev'd Robert S. Skirving called the 137th Annual Convention of the Diocese of East Carolina to order.

Bishop Skirving introduced the Convention's Special Guest, Ms. Mary Parmer of "Invite Welcome Connect" and Officers of Convention Mrs. Joan Geiszler-Ludlum, Chancellor, Church of the Servant, Wilmington; Mrs. Annie Jacobs, Chair of the Convention Committee, St. Mark's, Wilmington; Mrs. Shurley Ray Weddle, Secretary of Convention, St. Paul's, Clinton.

In the interest of time, rather than read names of each committee member, Bishop Skirving referred the members to the orange sheet in their convention binders which list the names of those he appointed to the following committees: Committee on the Bishop's Address; Committee on Courtesy; Committee on Credentials; Special Joint Committee on Resolutions & Constitution and Canons.

Committee on the Bishop's Address. The Rev'd Dr. John Pollock, Chair, St. Andrew's, Morehead City; Mr. Maurice Hill, St. Luke's/St. Anne's, Roper; Ms. Anne Stuart Freeman, St. Stephen's, Goldsboro; Ms. Laura Cavagnaro, St. John's, Wilmington; The Rev'd Deacon Rebecca Bean, St. Andrew's, Goldsboro.

Committee on Courtesy. Ms. Mary Duane Hale, Chair, St. Paul's, Beaufort; The Rev'd Farrell Graves, St. James the Fisherman, Shallotte; Mr. Hugh Davis, St. Thomas, Ahoskie.

Committee on Credentials: The Rev'd Stephen Batten, Chair, Trinity, Chocowinity; Mr. James Hayes, St. Mary's, Burgaw; Mrs. Janet Heath, Emmanuel, Farmville; The Rev'd Skip Walker, St. Paul's, Greenville.

Special Joint Committee on Resolutions & Constitution and Canons: The Rev'd Robert Alves, Chair, St. John's, Fayetteville; The Rev'd Mary Reese, Retired, Goldsboro; Mr. Robert Adams, St. Paul's, Edenton; Ms. Judy Whichard, St. Paul's, Greenville; Mrs. Joan Geiszler-Ludlum, Chancellor and Ex Officio, Church of the Servant, Wilmington; Mrs. Shurley Ray Weddle, Secretary of Convention and Ex Officio, St. Paul's, Clinton.

Bishop Skirving called upon The Rev'd Stephen Batten of Trinity, Chocowinity, Chair of the Credentials Committee. The Rev'd Batten reported that there were 66 Clergy Delegates who are canonically resident, and the number of canonically resident parochial clergy who are registered and present are 44. In addition there are 157 registered Lay Delegates present. There are also 2 Student Lay Delegates, 26 Alternate Lay Delegates and 8 Candidates and Postulants. The Rev'd Batten certified that a quorum was present for this convention.

The Rev'd Batten made a motion on behalf of the Credentials Committee requesting that other clergy licensed to serve in the Diocese of East Carolina and duly registered for this convention be granted seat and voice in the 137th Convention of the Diocese of East Carolina. Bishop Skirving stated since the motion came from the committee, no second is need. The motion carried.



Bishop Skirving called upon Mrs. Weddle. Mrs. Weddle on behalf of the Convention Committee made a motion to adopt the agenda of convention. As the motion was from the committee no second is needed. The motion carried.

Mrs. Weddle directed members to the reports in their convention binders with the exception of the Foundation Report which is located on each table. She encouraged that these reports be read and share with parishes and gave appreciation to the committees/ministries who prepared them. Mrs. Weddle moved that 137th Convention Committee reports be received by convention. The motion was seconded and carried.

Mrs. Weddle stated that all nominations and resolutions must be received by 10:30 AM and should be placed in the basket at the head table. She encouraged everyone to visit the Exhibit Hall and Bookstore located in the Cape Fear Ballroom on the second floor - lobby level.

Bishop Skirving asked that all first time delegates stand to be recognized. He encouraged them to ask questions among those they are sitting with or if its a question that needs to be asked of the whole body, to please come to the microphone and ask.

Bishop Skirving then asked that clergy new to the diocese stand: The Rev'd Edward Lowe, Army Chaplain and Associate Rector at Holy Trinity, Fayetteville; The Rev'd Drew Baker, Assistant Rector, St. Paul's, Greenville; The Rev'd Kate Byrd, Priest in Charge at St. Francis, Goldsboro - not present as she is on maternity leave for delivery of twins; The Rev'd Michelle Bullock, new Rector at St. Peter's by the Sea, Swansboro; The Rev'd Pierce Klemmt, Interim Rector at St. James, Wilmington; The Rev'd Cindy Simpson, Rector at All Saints, Southern Shores; The Rev'd Deacon Mary Mac Shields, St. Joseph's, Fayetteville; The Rev'd Cheryl Brainard, Assistant Rector at St. James, Wilmington; The Rev'd Deacon Susan Cushinotto - Licensed to Serve Deacon from the Diocese of New Jersey

Bishop Skirving then gave member instructions for table discussion based on a reading from Paul's first letter to the Corinthians.

After table discussion, Bishop Skirving shared with members how the work of Diocesan House has shifted based on staff changes due to retirements and budget short falls. He explained how moving forward structuring a staff that works with and in relationship with the parishes within a budget that's based on the resources made available to us for that work.

Bishop Skirving shared some history of La Sagrada Familia and how over the years we have progressed. He explained that the Diocese wants to continue to explore what it will be to engage in Mission among Spanish-speaking people in their communities. So we're looking towards Partnerships, but we need to get started. And so this is another way in which we have attempted to shift how we support the ministry of the diocese in order that we can live within what you provide for us for that work and at the same time grow our capacity for that work. I'm really grateful for that first gift from St. John's, Fayetteville. I want to say officially out loud, so everybody can hear - all other gifts will be welcomed and some will be intentionally invited some of you may hear from us soon about how we'd like you to partner for a time and in a way there are some other grants that we will be applying for from other directions. I'm sitting next to Ms. Annie Jacobs, who has a vested interest in the work of the UTO and I've assured her that there will be an application to the UTO this year to consider supporting the ministry of this congregation.

Bishop Skirving announced that tonight's offering at St. James Episcopal Church will be added to the resources in calling a priest to be with the people of La Sagrada Familia. So as much as you're able to be generous tonight's offering goes to support that work in Ministry.

Bishop Skirving then called Ms. Lindsey Harts forward to give a report on her role on staff as Communications Coordinator. Ms. Harts introduced herself and described that part of her work as Communications Coordinator is to share stories through News and Notes. She explained that information is also shared via Social Media platforms such as Facebook, Twitter and Instagram and requested their partnership to continue to share the stories of the diocese.

Following a brief recess, Bishop Skirving asked those who are in the process towards ordination to come forward as well as Ms. Rosemary Gibson member of Trinity, Lumberton representing the Church Periodical Club

Mrs. Melody Purdue who is in her final year of studies at Bexley Seabury (not present) and Ms. Leslie Roraback who is in her second year of studies at Virginia Theological who are preparing for ordination as priests. Ms. Ashley Simpson and Mr. Whit Stroud who are each in their first year of preparation for ordination as a priest studying at the University of the South School of Theology.

Ms. Tara Bartal and Mr. Greg Smith who are new to the process towards ordination as priests. Two who are in the process of being formed towards Diaconal Ministry, Rhonda Thomas who is in the midst of her first year of preparation and like Mr. Smith studying in the ACTS program alternative clergy training at Sewanee and Robin Smith who's just entered our program and begun the journey towards ordained ministry.

Ms. Gibson shared that the ECW scholarships are provided through voluntary contributions from the congregations in our diocese. So when you're asked to donate to the Church Periodical Club, they really appreciate it as it enables them to continue to give scholarships. The club was originally started in 1988 to send theological and educational materials to missionaries in the western part of the United States. Currently, the Church Periodical Club supplies these materials worldwide and are able to give out scholarships this morning.

Bishop Skirving called upon Archdeacon Janet Rodman to give her report on the work she does with Deacons. Archdeacon Rodman called upon the deacons who were present to stand: The Rev'd Deacon Kitty Davis, St. James Wilmington; The Rev'd Deacon Carol Eaton, St. Andrews Morehead City; The Rev'd Deacon Pamela Hayes, St. Philip's, Southport; The Rev'd Deacon Lisa Kirby, Christ Church, New Bern; The Rev'd Deacon Sally Learned from St. Philip's, Southport, The Rev'd Deacon Michael Ligon, St. James the Fisherman, Shallotte; The Rev'd Deacon Jean Miller, also at St. James the Fisherman, Shallotte. The Rev'd Deacon Katherine Mitchell, St. Peter's, Washington; The Rev'd Deacon Linda Murdock, St. Christopher's, Havelock; The Rev'd Deacon Jack Robertson, St. Timothy's, Greenville; The Rev'd Deacon Mary Mac Shields, St. Joseph's, Fayetteville; The Rev'd Deacon Bobby Weatherly, St. Paul's, Greenville. I'd also like to mention three deacons that retired in 2019 The Rev'd Deacon John Gaskill, The Rev'd Deacon Andy Atkinson and The Rev'd Deacon Kay Swindell.

Archdeacon Rodman shared that in this diocese the deacons serve and meet Jesus in so many places and in a wide variety of ways, for example, visit the sick the dying and the grieving several as hospital chaplains and some deacons help prisoners get their High School diplomas. Many of our deacons participate with various nonprofit Boards of Directors lending their support and their expertise to existing charitable organizations. Deacons work with those who struggle to it with addiction to drugs and alcohol and they support those who suffer from mental illness. They take youth groups on week-long mission trips to repair homes of the needy.

Our deacons can be found in their local soup kitchens and their health clinics and all over the community where there is a need. They organized financial outreach programs in their parishes and they belong to organizations that work with women and children who are victims of abuse. They go into the fields with the Farmworkers and into the crisis centers to listen with compassion. Our deacons advocate and provide for children from some of the poorest schools in our diocese and they work with families who have recently arrived in our country and they help them with housing and transportation.

It's also important to know that some of our deacons serve on diocesan committees such as the Commission on Ministry, The School for Ministry, The Episcopal Farmworker Ministry, Executive Council, Trinity Center Board, and the list goes on.

Archdeacon Rodman shared there was much opportunity in the diocese to grow the vocational diaconate and is hopeful that one day each parish has a deacon to assist with building relationships and networking with the church and its wider community.

Bishop Skirving introduced Ms. Mary Parmer of "Invite Welcome Connect" to give her presentation to the Convention. Ms. Parmer explained that the ministry of "Invite Welcome Connect" is the ministry of inviting evangelism, welcome is the ministry of hospitality, and connect is the ministry of belonging and our baptismal Covenant.

She shared several relevant stories but reminded members that every single Episcopal congregation no matter the size has within it an immense resources for imagination and creativity to thrive. We simply need to create an environment in our congregation where creativity is honored and we need clergy and lay leaders who take the challenge of creativity.

Bishop Skirving asked the Rev'd Daniel Cenci, Elections Chair, to lead us in the report of the Elections Committee and to introduce the nominees.

The Rev'd Cenci introduced the following nominees:

In the election of the Standing Committee, in the clergy order one person is to be elected to a three-year term and our nominee is The Rev'd Jeff Douglas of St. Thomas, Ahoskie and in the lay order one person is to be elected to a three-year term and our nominee is Mr. Bill Webb of the Church of the Advent in Williamston.

In the election of the Executive Council, in the clergy order two people are to be elected to a three-year term and we have one nominee, The Rev'd Tammy Lee of St. Paul's, Beaufort. One person is to be elected to a two-year term and we have one nominee, The Rev'd Stephen Batten of Trinity, Chocowinity. In the lay order one person is to be elected to a three-year term and we have two nominees Mr. Fred Klink of St. John's, Fayetteville and Mr. Stephen Thomas of St. James, Wilmington.

In the election of a clergy trustee for the University of the South, one person is to be elected to a three-year term. We have one nominee, The Rev'd Malone Gilliam of St. Paul's, Edenton.

In the election of the Disciplinary Board the clergy order two people are to be elected to a three-year term. We have one nominee, The Rev'd Paul Canady of Christ Church, New Bern. One person is to be elected to a two year term ending in 2022. We have one nominee, The Rev'd Deacon Lisa Kirby of Christ Church, New Bern and one person is to be elected to fill a one-year term and we do not have a nominee. In the lay order two

people are to be elected to a three-year term and we have two nominees Ms. Nan Fiebig of Holy Trinity, Fayetteville and Mr. Jim Hayes of St. Mary's, Burgaw. Two people are to be elected to fill a two year term ending in 2022. We have two nominees Mr. James Gruenbaum of Christ Church, New Bern and Mr. Bo Setliff of Christ Church, Elizabeth City.

In the election of General Convention Deputies for the 2021 General Convention of The Episcopal Church in the clergy order four are to be elected with alternates. We have The Rev Paul Canady of Christ Church, New Bern; The Rev'd Daniel Cenci of Christ Church Elizabeth City; The Rev'd Robert Alve's of St. John's, Fayetteville; The Rev'd Stephen Batten of Trinity Church, Chocowinity; The Rev'd Tammy Lee of St. Paul's, Beaufort; The Rev'd Richard Elliott of St. Andrew's On the Sound, Wilmington. In the lay order four are to be elected with alternates and our nominees are Ms. Ashley Simpson of Christ Church, New Bern; Mrs. Susan Holmes of St. Timothy's, Greenville, Mrs. Joan Geiszler- Ludlum of Church of the Servant, Wilmington; Ms. Tess Judge of All Saints, Southern Shores; Ms. Ginger Powell of Trinity Church, Chocowinity.

In the election of officers for the 2021 Diocesan Convention with the Secretary of Convention, which is a one-year term, we have Mrs. Shurley Ray Weddle of St. Paul's, Clinton. For the Treasurer of the Convention, which is a one-year term, we have Ms. Tess Judge of All Saints, Southern Shores.

For the Historiographer, which is a one-year term, we have Ms. LeRae Umfleet of Trinity Church, Chocowinity.

On behalf of the Committee on Elections. I move that nominations for all positions be closed at this time. Since the motion came from the committee, no second is need. The motion carried.

Bishop Skirving called upon The Rev'd Robert Alves, Chair of the Special Committee on Resolutions & Constitution and Canons. The Rev'd Alves introduced five resolutions by title and one canonical change.

Resolution #1: Urging the Inclusion of Sr. Cecilia in the Calendar of the Commemoration of The Episcopal Church.

Resolution #2: In Thanksgiving for the Life and Leadership of Mrs. Bernadine Fulton (March 1, 1962 - August 6, 2019)

Resolution #3: In Thanksgiving for the Life and Ministry of Albert (Bert) Edward Eaton (1946 to 2019)

Resolution #4: In Thanksgiving for the Ministry of The Rev'd Matthew Easter Stockard

Resolution #5: Changing the Dates Convention Falls On

Proposed Canon Change to Title I. Convention of the Diocese; Diocesan Officers and Representatives, Canon 12, Trustees of the Diocese.

The Rev'd Alves moved on behalf of the Special Joint Committee on Resolutions & Constitution and Canons Committee that the time of for submission of resolutions and canonical changes be closed. The motion carried.

The Rev'd Alves announced that there will be a hearing later that day where the committee will meet and hear questions.

Mrs. Annie Jacob, Convention Committee chair shared announcements with members.

Bishop Skirving then called upon The Rev'd Jim Horton, retired priest in Williamston, to lead Noonday prayers and in our time of remembering those who have died: The Rev'd John C. Drewry and The Rev'd Albert Eaton. We also recognize the deaths among the laity: Bernadine Fulton, St. Mark's, Wilmington; Marion Gilbert, St. Luke's, Currituck and Pack Hindsley, Zion, Washington.

Following the lunch recess, Bishop Skirving invited The Rev'd Daniel Cenci, Chair of the Elections Committee back to the podium. The Rev'd Cenci explained the election process to member reminding that only delegates may vote in an election. Delegates who may vote are those laypersons duly elected by their parish and certified. Bishops, priests and deacons who have been received and to canonical residents by the acceptance of letters dimissory or parish delegations are to have been present for at least one of the last three conventions in order to vote.

If you are canonically resident in East Carolina, but retired or non parochial your ballot will be at the retired/non-parochial table. If you are canonically resident in East Carolina and are registered with a parish your ballot will be at the parishes table.

Youth representatives and alternate delegates may not vote, Student Lay Delegates may vote so long as they are confirmed Episcopalians who are 16 years of age or older.

The Rev'd Cenci, then explained the difference between voting by plurality verses majority. There are two basic approaches to elections plurality and majority when an election is decided by plurality the first candidates to receive the largest number of votes in their favor are elected. In order of the highest votes received when an election is decided by majority those elected must receive at least one more than half of the total ballots cast.

The committee on elections moves that the convention conduct all ballot elections by plurality, since the motion came from the committee, no second is need. The motion carried.

The Rev'd Cenci stated in the elections of the Standing Committee, the number of candidates for each position equals or is less than the number of available seats. So on behalf of the elections committee, I moved that these persons be elected by acclamation all in support. The motion carried.

The Rev'd Cenci stated in the elections of the Executive Council in the clergy order the number of candidates for each position equals or is less than the number of available seats. Therefore on behalf of the committee on elections. I moved that these persons be elected by acclamation. The motion carried.

The Rev'd Cenci stated in elections of the Executive Council in the lay order a ballot will be needed and they are not yet complete. This election will be done at a later time.

The Rev'd Cenci move to the election for a trustee for Sewanee, University of the South in the lay order for a three year term, as the number of candidates is equal to or less than the number of available seats on behalf of the Committee on Elections that The Rev'd Malone Gilliam be elected by acclamation. The motion carried.

The Rev'd Cenci stated in the elections of the Disciplinary Board in the clergy and lay order the number of candidates is less than or equal to the number of available seats on behalf of the committee on elections. I move that these persons be elected by acclamation. The motion carried.



The Rev'd Cenci then directed members to the ballots for the election of General Convention Deputies in the clergy and lay order. He explained how that you may not vote for the same person twice and one ballot lists the clergy and the other ballot lists the laity. He explained that an electronic scoring machine is used for counting ballots. This machine is very sensitive, therefore please do not wrinkle or fold ballots as this will invalidate the ballot. All ballots should be marked with a number 2 pencil which is provided on your table.

After a brief recess, Bishop Skirving called upon The Rev'd Jody Greenwood from Church of the Servant, Wilmington to give a report as chair of the Board at the Episcopal Farmworkers Ministry. She shared that The Episcopal Farmworker Ministry responds to the physical, emotional and spiritual needs of migrant and seasonal farmworkers and their families and actively supports opportunities for them to become self directive. We seek to minister to farmworkers in three principal ways through Direct Services, through development and support of programs that work towards empowerment of farmworkers and by encouraging leadership development advocacy and education aimed toward systemic change of agricultural policy at local and state levels.

She invited current board members from the Diocese of East Carolina who are present to stand: The Rev'd Fred Clarkson who is serving as Bishop Skirving's representative and The Rev'd Daniel Cenci, who has just left the room as he is managing elections. Mr. Tim McKeithan of All Saints, Southern Shores also serves but is not present at convention. I want to thank this room, the churches here in because the contributions that we receive from the churches in the Diocese of East Carolina in 2019 amounted to \$25,000 and they came from 25 different worshipping communities across our diocese that coupled with the Diocesan support of \$42,500 totals to \$67,000 that the diocese provides to this ministry in 2019 that accounted for 41 percent of all of the church donations and almost 10% of our total budget. In 2018 similar amounts were collected and because the amount of grants that we achieved in 2019 far exceeded the number of grants that we achieved previously those donations used to make up about 22% of the income. So grant income has become a much more significant part of the funds that we collect. Thanks in large part to the work of our new Executive Director, Ms Lariza Garzon.

The Rev'd Greenwood invited Ms. Garzon to come forward and provide an overview of the programs that the Episcopal Farmworker Ministry offers. Programs highlighted were: monthly events, disaster relief; building a donation storage building; offering ESL classes in partnership with Sampson Community College; wellness and mental services; children services; Annual Farmworker's Festival; immigration programs

Bishop Skirving gave thanks to The Rev'd Greenwood for taking her role on the board, Lariza and to everyone else for the work they are doing. He encouraged members to visit their booth in the Exhibit Area.

Bishop Skirving asked Ms. Tess Judge to come forward and present the 2019 Treasurer's Report and introduction of the Proposed Budget for 2020. Ms. Judge moved for the acceptance of the 2019 Treasurer's Report. The motion was seconded, there was no discussion and the motion carried.

Ms. Judge referred to the 2020 Proposed Budget in the Convention binders and shared there would be a hearing later in the afternoon and the budget would be voted on the next day.

Bishop Skirving called on Ms. Annie Jacobs, Convention Committee, Chair for announcements. Ms. Jacobs gave members the locations of the hearings and gave information on transportation to the service at St. James, Wilmington later in the evening. She encouraged members to visit the Exhibit Space especially the Book Store as they have copies of Mary Parmer's book, "Invite Welcome Connect."

Ms. Jacobs directed members to the blue UTO boxes on each table, and asked members to give generously.

Bishop Skirving invited The Rev'd Daniel Cenci, Chair of the Elections Committee to come forth. The Rev'd Cenci explained to members this was an election for Executive Council in the lay order one person will be elected to a three-year term and this will be a balloted election. After instructions, time for voting was allowed and the ballots were collected.

Bishop Skirving recessed the legislative session of the 137th Annual Convention of the Diocese of East Carolina until Saturday, February 8th at 9:00 AM.

On Saturday, February 8th, 2019, following Morning Devotions led by Ms. Todd White of Christ Church, Elizabeth City, Bishop Skirving reconvened the legislative session of the 137th Annual Convention of the Diocese of East Carolina at 9:00 AM

Bishop Daniel called upon The Rev'd Daniel Cenci, Chair of the Elections Committee. The Rev'd Cenci share that the following election results:

General Convention Deputies

Clergy Deputies - Three-Year Term

The Rev'd Paul Canady of Christ Church, New Bern

The Rev'd Daniel Cenci of Christ Church, Elizabeth City

The Rev'd Robert Alves of St. John's Fayetteville

The Rev'd Tammy Lee of St. Paul's, Beaufort

Clergy Alternate Deputies - Three-Year Term

The Rev'd Stephen Batten of Trinity, Chocowinity

The Rev'd Richard Elliott of St. Andrew's On the Sound, Wilmington

Lay Deputies - Three-Year Term

Ms. Tess Judge of All Saints, Southern Shores

Mrs. Joan Geiszler-Ludlum of Church of the Servant, Wilmington

Ms. Ashley Simpson of Christ Church, New Bern

Mrs. Susan Holmes of St. Timothy's, Greenville

Lay Alternate Deputies - Three-Year Term

Ms. Ginger Powell of Trinity, Chocowinity

The Rev'd Cenci shared in the election of Executive Council at-large lay member, Mr. Fred Klink of St. John's, Fayetteville had the most votes.

Bishop Skirving called up Mrs. Joan Geiszler-Ludlum to explain the process to fill vacancies not filled during convention. Ms. Geiszler-Ludlum shared that there is a process by which the Executive Council may fill those seats, they'll recruit, nominate and vote to fill vacancies. She announced if you are interested in these vacancies to connect with The Rev'd Cenci.

Bishop Skirving gave his Address to the 137th Annual Convention of the Diocese of East Carolina.

After a brief recess, Bishop Skirving directed members a lime green sheet in their binders noting that the first section are the group of committees called Annual Committees. He explained that he has people to serve, but

determined he wanted to leave these to be organized after convention in order to give time and energy to the ways that some of those committees might work differently together.

Bishop Skirving explained that the Diocesan Canons ask him to bring nominations and for you as members to confirm those nominations; however, you don't get to add extra nominations nor are you allowed to not confirm the nomination. Bishop Skirving then called upon Mrs. Joan Geiszler-Ludlum to further explain. Mrs. Geiszler-Ludlum stated that the Executive Council acts as the convention between conventions and they have some broad powers but with certain restrictions. None of which have anything to do with this topic but in this case we have provisions to fill vacancies for Executive Council and the Disciplinary Board. Some groups do not have provisions for that to happen, therefore, she moved that the 137th Convention authorize Executive Council to fill positions on the committee's when they are by nomination by the Bishop. The motion second and carried..

The Rev'd Paul Canady, Christ Church, New Bern asked if there was a time line for when those positions would be filled and how it will be communicated both to convention and to the wider diocese? Bishop Skirving stated that there is an Executive Council Retreat scheduled in March in which this will be on the agenda to do or determine a clean plan and we would send notice of this to the diocese. There being no further discussion the motion carried.

Bishop Skirving made the following nomination for that then needed to be elected by convention. Bishop Skirving nominated Mrs. Joan Geiszler-Ludlum for the Office of Chancellor. The motion was seconded and carried.

Bishop Skirving nominated Mr. Dick Archie and The Rev'd Robert Beauchamp to serve a two-year term as Trustee of the Diocese. The motion was seconded and carried.

Bishop Skirving explained that in the election of the Commission on Ministry the members typically serve a four-year term with a schedule that has a combination of priests, deacons and laity to serve. Bishop Skirving nominated The Rev'd Daniel Cenci of Christ Church, Elizabeth City, The Rev'd Deacon Bobby Weatherly, St. Paul's, Greenville and Mr. Alex Russell, St. Andrew's by the Sea, Morehead City to serve a four-year term. The motion was seconded and carried. Bishop Skirving noted that there are additional open positions available which would be managed with Executive Council.

Bishop Skirving shared that the deans do not need to be appointed, elected or confirmed by convention, but are simply for him to nominate on a year by year basis. He stated that he plans to meet with the current deans to do some re-imagining their work.

Bishop Skirving stated that he is nominating Mr. Doug Chesson of Church of the Advent, Wilmington; Ms. Jane Horrocks of Holy Trinity, Fayetteville; Mr. Phil Stine of Church of the Servant, Wilmington; Mr. Jordy Whichard of St. Paul's, Greenville to serve an additional term. He announced that he'll be working Mrs. Joan Geiszler-Ludlum, Chancellor and Ex-Officio on the Foundation, to review the Foundation's governing documents.

Bishop Skirving explained that normally he would nominate four new members for the Trinity Center Board of Managers but this year at this time will only nominate Mr. Ed Hodges of St. Peter's, Washington and to continue to serve as Chair. The motion was seconded and carried.



Bishop Skirving invited Ms. Tess Judge, Treasurer to come forth for the adoption of the 2020 Proposed Budget. Ms. Judge gave thanks for those who attended yesterday's budget hearing and gave thanks for their support. She added that not every parish has met the 10% asking goal, we will continue to work with that goal. Ms. Judge then made a motion to adopt the 2020 Proposed Budget. The motion was seconded and carried.

Ms. Judge personally thank the Finance Committee who works along with me and Ms. LaTonya Smith, Director of Finance and Administration.

Bishop Skirving called forward The Rev'd Robert Alves as Chair of the Special Joint Committee on Resolutions & Constitution and Canons. The Rev'd Alves gave thanks for the members of the committee: Mr. Robert Adams of St. Paul's, Edenton; The Rev'd Mary Reese of Goldsboro, Ms. Judy Whichard of St. Paul's, Greenville and Ex-Officio members Mrs. Shurley Ray Weddle, Secretary of Convention of St. Paul's, Clinton and Mrs. Joan Gieszler-Ludum, Chancellor of Church of the Servant, Wilmington.

The Rev'd Alves gave thanks to those who attended the hearings noting that it was full of prayerful conversation which led to amendments. The Rev'd Alves introduced the following resolutions their amendment if any:

Resolution 1: Resolution Urging the Inclusion of Sr. Cecilia in the Calendar of The Commemoration of The Episcopal Church. The Rev'd Alves reviewed amendments from the hearing and made a motion to adopt the resolution. The motion was seconded and carried.

Resolution 2: In Thanksgiving for the Life and Leadership of Mrs. Bernadine Fulton. The Rev'd Alves read the resolution to convention and then made a motion to adopt the resolution as written. The motion was seconded and then carried.

Resolution 3: The In Thanksgiving for the Life and Ministry of Albert (Bert) Edward Eaton. The Rev'd Alves reviewed amendments from the hearing, then read the resolution to the member. He then made a motion to adopt the resolution. The motion was seconded and carried.

Resolution 4: In Thanksgiving for the Ministry of The Reverend Matthew Easter Stockard. The Rev'd Alves read the resolution to convention and then made a motion to adopt the resolution as written. The motion was seconded and then carried.

Resolution 5: Change the Dates Convention Falls On. The Rev'd Alves reviewed the following amendments from the hearings. After discussion and adoption of the amendments, the last paragraph was amended to:

*BE IT THEREFORE RESOLVED, that the 137th Convention of the Episcopal Diocese of East Carolina calls for the formation of a committee by the Convention Committee composed of five representatives, one per deanery, three of whom should be clergy and two lay, and at least three youth representing at least three different deaneries. The committee shall also include at least one member of the Executive Council who could be either clergy or lay. The purpose of the committee shall be to evaluate the timing and duration of convention. The committee shall report to Executive Council no later than October 31, 2020.*

The Rev'd Alves made a motion to adopt the resolution as amended. The motion was seconded and carried. Bishop Skirving gave thanks to our young people for bringing this resolution forward.

The Rev'd Alves made a motion to adopt canon change to Title I. Convention of the Diocese; Diocesan Offi-

cers and Representatives. Canon 12 Trustees to the Diocese. The motion was seconded and carried.

Bishop Skirving invited The Rev'd Dr. John Pollock to give his report on the Response on the Bishop's Address. The report was also given by Ms. Laura Cavagnaro of St. John's, Wilmington; The Rev'd Deacon Rebecca Bean of St. Andrew's, Goldsboro; Ms. Anne Stuart Freeman of St. Stephen's, Goldsboro; Mr. Maurice Hill of St. Luke's/St. Anne's, Roper.

Bishop Skirving invited The Rev'd Daniel Cenci to the podium for the elections of officers to the 138th Convention of the Diocese of East Carolina. He shared the following nominations: Mrs. Shurley Ray Weddle of St. Paul's, Clinton for the office of Secretary of Convention; Ms. Tess Judge of All Saints, Southern Shores for the office of Diocesan Treasurer; Ms. LeRae UmFleet of Trinity, Chocowinity for the office of Historiographer.

The floor was open for additional nomination. Being none, The Rev'd Cenci made a motion to be closed and that these persons be elected by acclamation. The motion carried.

Bishop Skirving invited Ms. Mary Duane Hale of St. Paul's, Beaufort to come forward to give her report for the Committee on Courtesy. Mrs. Hale presented her report on behalf of the Committee on Courtesy which consists of herself, The Rev'd Farrell Graves of St. James, Wilmington; Mr. Hugh Davis of St. Thomas, Ahoskie.

Bishop Skirving called Ms. Annie Jacobs of St. Mark's, Wilmington and Convention Committee, Chair to give her report. Ms. Jacob's announced that the 138th Annual Convention of the Episcopal Diocese of East Carolina was approved to be held at the Hotel Ballast in Wilmington NC in 2021. She shared that the Convention Committee continues to review other venues and hotels that can accommodate our convention always keeping in mind the costs of registration.

There being no further business, after a Celebration of Ministry led by Bishop Skirving, Bishop Skirving moved to adjourn the 137th Annual Convention of the Diocese of East Carolina.

Transcribed by  
Jimi Paderick  
Journal Editor

## **The Bishop's Address to the 137th Annual Convention of the Diocese of East Carolina**

**The Rt. Rev'd Robert Skirving  
Hotel Ballast, Wilmington NC  
February 8, 2020**

As I have approached the task of writing this address to convention, I have found myself contemplating the ancient Greek Myth of Sisyphus. In life, Sisyphus was the founding king of a nation later to be known as Corinth who was remembered as greedy, deceitful and cruel, killing travelers and guests rather than showing them hospitality. After cheating the gods in his lifetime, Sisyphus was then punished by Zeus after his death.

Sisyphus was condemned to roll a large stone up a steep hill. Before he could ever reach the top of the hill, though, Zeus would cause the stone to roll back to the bottom and Sisyphus would be forced to start over again. Day after day, for all of eternity, this pattern would be repeated.

Across the generations since, interpreters of this myth have held Sisyphus up as a model of the never-ending and futile nature of human endeavor. More recently, French philosopher Albert Camus wrote of Sisyphus as a hero of the absurd.

It is not that uncommon for some of us to feel, from time to time at least, that our efforts are never-ending, futile and even absurd. Each morning, we rise from our beds to spend the day working. When the day is over, and we lay down our heads to sleep, we may or may not feel that we have made significant progress towards our goals. Then, the next morning, we rise and start over again. It is not difficult to imagine that many find such routines to be mind numbing, and leading to a deep sense of hopelessness.

Over time, even the rhythms of "church life" can begin to resemble such routines. When this happens, and we begin to feel that our efforts have become clouded with hopelessness or even absurdity, and our life together is little different than that found around us in the world, is it any wonder that others are not jumping to join our Christian communities? Somehow, when this becomes our reality, I imagine the apostle Paul saying to us these words he wrote to the Church in Corinth, "If for this life only we have hoped in Christ, we are of all people most to be pitied." (1 Corinthians 15:19, NRSV)

My friends, I want to say to you today that this world does not have the last word! Our hope does not rest in the possibility that one day we might finally manage to get the rock to the top of the hill. No, our hope rests in Christ Jesus, who died for our sins, was buried, and who was raised on the third day. In baptism, we die with Christ and we are raised with Christ. Our proclamation does not rest in our own worthiness, nor in our ability to conquer our own mountains, but in God's love for us in Jesus.

Over the years that I have been your bishop, some of you have heard me affirm that the Christian gospel proclaims a message of death and resurrection and not a message of immortality, even if some of our actions might seem to say otherwise. Too often, we seem determined to preserve status quo even when evidence would suggest the need for a change. This year, in my address, I will identify two areas of our diocesan life and ministry that I believe would benefit from changed and new practices.

### Leadership for Ministry

One of the greatest challenges we face grows out of the perception that there is a shortage of clergy across The Episcopal Church. Let me begin by sharing some current statistics from within our own diocese. With assis-

tance from the Rev. Michael Singer, our Interim Transition Ministry Officer, I have categorized our sixty-seven congregations into four groups.

- Twenty-two of our congregations have a priest serving as rector or priest-in-charge on a full-time basis. Some of these congregations have assisting clergy.
- Thirteen of our congregations have a priest serving on a regular part-time basis.
- Fourteen of our congregations are actively searching for their next priest, whether for a full-time or a part-time position.
- Eighteen of our congregations are currently dependent upon available supply clergy.

This means that slightly more than half of our congregations (52%) have a settled full-time or part-time priest currently in place, and just less than half of our congregations (48%) are facing some level of clergy transition or clergy shortage. To be clear, these numbers are always shifting in one direction or another.

While those of us who live in eastern North Carolina appreciate the many blessings that God has given us in this beautiful slice of creation, congregations seeking their next priest face significant challenges, including the following:

- It is difficult to attract clergy willing to relocate for part-time work.
- There are far fewer clergy seeking new positions than there are congregations seeking new clergy, thus giving clergy many choices across the whole country.
- Some of our congregations struggle to offer compensation packages that compete favorably with congregations in other parts of the diocese or the country.
- Offering “employee only” health insurance does not always compare favorably to the “full family” coverage offered in other places.
- Not all regions of our diocese offer viable options for a clergy spouse seeking employment.
- Housing is not always available as needed.
- Education and healthcare options can be less attractive than in other regions of our diocese or our country.

Even in the face of these challenges, and others, we will continue to work hard to attract clergy willing to serve in the congregations of our diocese, whether on a full-time or a part-time basis. Where congregations are willing, we will seek clergy called to serve a regional grouping of smaller congregations. We will continue to be dependent upon and grateful for the willing service of faithful retired clergy, many of whom are here with us today. ...Invite our retired clergy to stand to accept our thanks

At the same time as we continue to work hard in the ways that we are already working, it is my conviction that we must eagerly embrace two particular changed and new practices.

### Bi-Vocational Ministry

We must continue to encourage individuals who will ultimately choose to follow traditional paths of formation for priestly ministry and then serve in full-time ministries of the Church. We must also find ways to encourage individuals to step forward who believe themselves called to lay and ordained ministries that will be expressed while they continue to live and work in the communities where they are already well rooted. Those following this second path could be described as being engaged in “bi-vocational ministry.” In order that the congregations of this diocese will have the lay and ordained leadership that we need, we must be creative in offering multiple paths of formation for those whom God is calling.

As congregations and as diocese, we need to more overtly affirm this understanding of call while working together to provide opportunities for individuals to engage in the sort of discernment that allows them to better understand whether they are called to a lay, diaconal or priestly ministry. Our Commission on Ministry has made a good beginning at this, through their offering of a vocational discernment event called The Path. I hope that they will continue to offer opportunities like this and that more individuals will participate over time. The Commission on Ministry will also need to continue strengthen its capacity for supporting the discernment and formation of individuals who are called to bi-vocational ministry.

We need to be willing to go home from Convention and begin the prayerful work of inviting one another into the sorts of conversations that will encourage people to understand that God might be calling them to ministries that they have not previously imagined, and then support them on the journey of discernment and formation.

### School For Ministry

At the same time, we need to implement a plan to launch a diocesan School for Ministry early in 2021. This is not a new idea. I've spoken of the need for a School for Ministry for a number of years and in a number of addresses. In the past, however, I've understood that this would be the work of our Commission on Ministry. Now, I understand that this work needs to take place separately from the Commission, but with their support and in coordination with their work. To that end, and after wide consultation, I have been collecting the names of individuals who are eager to work toward launching this school. Others who are interested in this work should connect with Hannah Jarman at Diocesan House, so that they can be invited to our first team meeting, to be called soon after Convention has ended.

Building on the model of our existing School for Deacons, we will similarly develop a School for Lay Ministry and a School for Priests, all within one School for Ministry. This model will include partnering with Episcopal seminaries and others for high quality academic elements. At present, for example, we have two individuals studying at ACTS, the Alternative Clergy Training at Sewanee program. Greg Smith, of St. Andrew's Goldsboro, is engaged in formation toward ordination as a priest. Rhonda Thomas, of St. James Parish Wilmington is engaged in formation toward ordination as a deacon. Their time at Sewanee includes two weeks in the classroom in January and then again in June, with online work with their professors and classmates between sessions at Sewanee.

Other options are also available to us, besides this program at Sewanee, and we will explore them all. Some, like the Iona program hosted by the Seminary of the Southwest, will allow us to offer much of the academic work here in the communities of this diocese. For those being formed for leadership in lay ministry, I would also expect that all academic elements would be offered here in the diocese.

Beyond academic work, which will happen locally, at a distance, or online, we will provide spiritual and practical formation "at home" in the Diocese, with plans to use Trinity Center as a regular gathering place.

While there is a perception that The Episcopal Church is experiencing a clergy shortage, in our diocese and beyond, messages of scarcity, like this one, do not tell the whole story. I firmly believe that God provides for the Church all that the Church needs to engage in God's mission in the world. We need to have eyes that can see where God is leading us, and especially where God might be at work doing a new thing. And we need to have hearts that are open to taking the risks involved in following God's lead.

## New Wineskins

I'd now like to give my attention to a second area of our diocesan life and ministry that I believe would benefit from changed and new practices.

There are many days when I am convinced that our diocesan structures need a serious overhaul. I'm sure I've said this on other occasions. While I don't think of my work as your bishop as being absurd, or even futile, it is certainly never-ending. Perhaps it is this experience that leads me to contemplate the Myth of Sisyphus so regularly!

Each year, at this time, I am reminded of how many diocesan committees and boards are populated largely by my nomination. Some of these are committees without clear or current mandates, or with mandates that overlap those of others in the diocese. I am certainly convinced that our Diocesan Canons need a careful review and rewriting in order that our structures of governance better suit the work that God calls us to do.

At its last meeting, our Executive Council considered charters that had been drafted by five of our Diocesan Life ministries. By reflecting on these charters together in one meeting, our Council members were able to see the competing and conflicting assumptions held by ministry leaders about how our diocese functions and to whom they believed themselves to be accountable for their work. Executive Council will continue this work at its retreat in early March with the goal of better coordinating and supporting the ministries of our Diocese, and as a part of leading members of the Diocese in the clarification of mission priorities.

As I described yesterday morning, our Diocesan House staff team has continued to work through near continuous change. In 2019 alone, we said goodbye to three valued team members: Canon Matt Stockard retired in the spring; Beth Nagy left for other employment in the fall; and Canon Sonny Browne's position was eliminated at the end of the year. Beth's position has been filled this week by Melissa Grady, and we are currently searching for the person who will provide leadership as our Canon for Diocesan Life and Leadership. Those staff team members who continue have seen their roles and responsibilities shifted and changed, and I know that this has added stress in the lives of people who were already working very hard on our behalf. I am grateful to Matt, Beth and Sonny, who no longer work with us, and to LaTonya, Patricia, Jimi, Emily, Lindsey, Fred, Michael and Hannah who continue to work so hard in support of the life and ministry of the Diocese of East Carolina. I am also grateful to the members of our Diocese's Personnel Committee for their efforts in helping us to clarify job descriptions and compensation standards for Diocesan House staff. They will be reporting to the Executive Council on this work in the months to come.

My work as your bishop involves facing a wide variety of expectations that come from many different directions. Amongst other things, this means that there is always work that needs but does not get my proper attention. Therefore other people find themselves waiting on me longer than they'd like and I become a block to their work and therefore to the work of the Diocese.

In the interests of full transparency, my responsibilities as Chancellor of the University of the South have been far more demanding this year than I could ever have imagined. As some of you know, the University is currently engaged in search processes to find its next Vice-Chancellor and President, its next Chaplain and Dean of All Saints Chapel, and its next Dean of the School of Theology. What are the chances that all three incumbents would choose to retire at the same time? As Chancellor, my participation in these searches has been expected, and I have participated to the best of my abilities, using a mix of personal time and work time for the additional



travel to Tennessee. The best news in the midst of these realities is that we are getting closer to the end of these search processes and my work as Chancellor will therefore return to more normal levels. And I will decree that those whom we hire will stay in their respective positions at least until after my term as Chancellor ends. Just kidding.

I have not spoken of our diocesan structures or my work as bishop with the goal of impressing you with how hard I work. Neither have I intended to convince you that it is impossible for our Diocese to do the work that God has given us to do. Instead, it has been as a lead up to these recommendations:

- For a time, let's lay down some of the burdens of our Diocesan structures and find ways to give prayerful and careful consideration to how we might organize our common life differently. Related to this recommendation, I am asking that this year, membership on the Annual Committees of Convention and on some other committees and boards be confirmed or elected on my nomination to the Executive Council rather than here at Convention.
- I would recommend that Executive Council continue its good work of building right relationships with the various ministries of our Diocesan life, in order to clarify such things as purpose, membership and accountability with our existing ministries and so that we might set clearer patterns for new ministry opportunities that could be explored.
- Finally, I would recommend that our Executive Council, working with other Diocesan leadership, design a process of discernment that would be launched at next year's Convention to engage our wider Diocese in gaining clarity with regard to mission priorities for our life together. Gaining such clarity will allow us to better focus our resources of time, talent and treasures.

Are you all still awake? I hope so! I fully understand that the work I have described and the recommendations I have offered are not the sort of material that others people find deeply fascinating. But this material is, however, the stuff of new wineskins. Do you remember these words of Jesus? "And no one puts new wine into old wineskins; otherwise, the wine will burst the skins, and the wine is lost, and so are the skins; but one puts new wine into fresh wineskins." (Mark 2:22, NRSV)

If we are to be able to bear the new wine of God's ever new creation, then we need always be attentive to letting go of habits, patterns and structures that prevent us from being able to do the work we are called to do in our own time.

### In Conclusion

Later this year, after I have returned from the Lambeth Conference in August, I will take my first sabbatical in more than twenty years. My last planned sabbatical was cancelled when I found myself participating with the people of this Diocese in the process of discernment that led you to call me as your bishop.

This time of sabbatical will last for three months, with my return planned tentatively to take place a week or so after All Saints Day in November. While some of my plans are still in development, the focus of my studies will be on the work and ministry of a Bishop, with particular attention to what this will look like for me and for us in the next season of our life together in East Carolina. My sabbatical plans will also include time for rest and renewal. As the time draws closer, I will share more details.

Members of the Standing Committee are working with our Chancellor and with me to sort out some of the practical details that will need attention. While I am away, we will not be having another Bishop make weekly Sunday visits, so confirmations will need to wait until my return.

To be perfectly honest, I wake up almost every morning excited to be your Bishop and to share with you in the work of being the Church that God calls us to be. I still find myself incredibly surprised and humbled that God would have brought me to be with you for this purpose!

In offering this address, and the recommendations contained in it, I am recognizing that after almost five and a half years together it is time for us to explore again the gifts that God has given us for ministry, and to refresh the structures of our common life in order that we can be more effective in serving the mission which God places before us.

May God continue to bless us richly as we serve together as the Episcopal branch of the Jesus movement in eastern North Carolina.



## **Report from the Committee on the Bishop's Address**

### The Rev'd Dr. John Pollock

Bishop Skirving, members of the 137th Convention of the Diocese of East Carolina: It was a deep honor to serve on the "Committee on The Bishop's Address" with these four faithful people. They represent the Diocese of East Carolina from different perspectives and different voices. They are: The Rev'd Rebecca Bean, St. Andrew's Goldsboro; Laura Cavagnaro, St. John's Wilmington; Anne Stuart Freeman, St. Stephen's Goldsboro; and Maurice Hill, St. Luke's/St. Anne's, Roper. As a committee have listened deeply and prayerfully to your address, bishop, as well as to other voices during convention, in what we believe to be the Spirit speaking. It is our desire this morning that you hear each of our voices. As St. Paul said in First Corinthians, "For just as the body is one and has many members, and all members of the body, though many, are one body, so it is with Christ."

### The Rev'd Deacon Rebecca Bean

We've heard you say that organizational structures in our diocese have often become cumbersome and perhaps outlived their usefulness and that it is time to rethink and rework the ways we approach the work we do together. We've also heard our keynote speaker stress the importance of embracing creativity and letting go of the things that no longer serve in ways that promote our mission and purpose. Change is challenging and can be scary. We don't know how new ideas will take hold or what the consequences will be. We must acknowledge the anxiety and the grief that accompanies letting go of things that are familiar so that we can step forward together with common vision and purpose. While you spoke about changes primarily in Diocesan structures and leadership, most of us face the same challenges in our own parishes. It is hard to lead others in new directions when there are no guarantees and we've found safety and comfort in the status quo. And yet, that is what we are called to do as the body of Christ in the world - reaching out in new ways, building new bridges.

We come together every year at convention, renewing relationships and building new ones with people across the diocese. And then we often return to our parishes and continue doing things the ways they've always been done, rarely accessing the tremendous gifts and resources we possess as a larger body. It's hard to do that when there is so much work to be done, and so many things that demand our attention.

Hopefully, this time together and your leadership in reimagining how we can work together more effectively and efficiently can inspire all of us to think more broadly and creatively about how we can engage in the work of the Church.

As we consider the gifts of all kinds of people that are called to serve God and the Church, we are encouraged by your desire to affirm and support people called into ordained ministry that come from all kinds of backgrounds and experiences. We appreciate your emphasis on the

School for ministry and affirmation of bi-vocational ministry and other non-traditional expressions of Church leadership - both lay and ordained. As we explore new ways of raising up and training the leaders in our parishes and our diocese, it is important that all of us be willing to embrace the opportunities to try new things and develop new paths. We also need to open our eyes and hearts to the leaders already in our midst, helping those in our communities to discern their own calls to ministry, challenging the boundaries and obstacles that may have prevented some from fully living into God's call to service. Parishes, both large and small, need to be a part of this renewal and change if it is to be successful. Together, we can reimagine challenges, especially those related to clergy, as opportunities to raise up new types of leaders, make new connections and build new relationships across parishes, learning from each other and growing together.

Laura Cavagnaro

My name is Laura Cavagnaro and I am the senior warden at St. John's Episcopal Church in Wilmington, NC. Bishop Skirving, I want to thank you for asking me to serve on the committee to respond to your address.

I liked the tone of your address. Like many of the traditional denominations, the Episcopal church has suffered decline for the last decade or more. In a state of decline, your analogy of Sisyphus is appropriate. We wonder if we will ever see our churches become what they were intended to be again. Will they be light to a bleak world or salt to an otherwise tasteless existence? Are we doomed to such hopelessness?

But as you point out, we are not doomed to hopelessness! The Church is based on the power of Jesus Christ, a power that overcame death. The gospel message of the great love of God for his people and his saving grace is power and should never change. But as you state in your address, evidence shows that some of our delivery mechanisms and structures need to be inspected carefully and in many instances redesigned and rebuilt. Your words embrace re-evaluation and change. You seek to shed old wineskins and replace them with new. You encourage our diocese to reject the urge to preserve the status quo when evidence points towards change. This is difficult work, requires humility, and open-minded creativity. It requires death to self and in many cases, we are required to cast off what we hold dear out of nostalgia or personal preference. It requires the work of the Holy Spirit in new and powerful ways. While hard, this process is also exciting. The end result will position the diocese of East Carolina to be light and life and salt to a world that needs it desperately.

Your address mentions that you will be going on sabbatical this summer. I am glad that you will have time to spend in discernment and rest. I will pray that you will leave your sabbatical refreshed and with a clear vision of how our diocese will look and function as it moves forward into the future. I look forward to seeing what God does with the Diocese of Eastern North Carolina. One thing's for certain - He's not finished with us yet!

Maurice Hill

Life itself is extremely difficult and sometimes short. So to follow the path of Christianity, we must be patient, remain vigilant and stay on course. There will be obstacles every minute of the hour. In times of difficulty, we are often tested. We must listen and include the ideas of everyone involved. The saying "A mind is a terrible thing to waste" is so true. We must move objectives forward successfully in support of the mission of the church. Now, there will be trials that will alter our course... But our common purpose of achievement must be maintained. Move forward. Keep striving, And know that in all we do for God, we are not alone... In our Baptismal Promises we are asked, "Will you seek and serve Christ in all persons, loving your neighbor as yourself?" This is our call, to which we boldly proclaim, "I will with God's help."

Anne Stuart Freeman

The most important moral that I retained from the Bishop's Address was the call for us, as Christians and as stewards to one another, to think outside the box and actively work to share our community and our faith. Bishop Skirving recounted to us the myth of Sisyphus who became eternally cursed to haul a stone up a hill. Perhaps we may believe this metaphor to be representative of our lives (whether from a religious standpoint or not), but I propose we think from a different perspective, in other words, outside the box.

Sometimes it can be hard for us to embrace the challenges we may face, and at times we let the monotony of our situation get the better of us; we let it get us down. But the beauty of the myth of Sisyphus is that we have not been condemned to have the fate as him.

Instead, we have the ability to change our situation or even that of others. And in the larger context of our convention theme, this ability is to employ new and creative way to share our faith and reach a broader community.

The Bishop has presented us with a tremendous opportunity in our task to extend our community and share our gifts through his proposal of the launch of the School for Ministry which will actively seek to support those who have heard the call in their lives to serve Christ and the church in a clerical way.

As we heard in the Bishop's sermon yesterday at Eucharist, God brings people together who normally would not gather in community. Along these lines and in my personal opinion, the Episcopal Church is, in its mentality, one of the most inclusive bodies. We welcome people of all races, sexual orientations, and nationalities. Especially, we welcome women to join the clergy which is unlike other branches of Christianity.

Continuing on a smaller basis and despite all these positive things, we still experience exclusion within our diocese that we could actively work to dissolve. I firmly believe that change is a natural part of living though it is often challenged by strong opposition and even grief. Regardless, it is important that we recognize that if we should want to share Christ's message to our local communities, we must start at home. Resolution #5 begins the conversation of changing the duration and time of Convention. Though it is just the beginning, this resolution opens the doors

to a whole new topic of conversation, but more importantly it leads to way to welcoming a new group of people in to our midst. By fully engaging the churches of our diocese, we will be able to move that evangelical invitation to a larger scale.

To quote Bishop Skirving, we need to be able to “let go of habits, patterns and structures that prevent us from being able to do the work we are called to do.”

We are greatly unlike Sisyphus. We have the capabilities, we have the gifts, we have the will power. We can implement change when necessary and, together, grow in body, mind, and spirit in our faith and as a community.

### The Rev'd Dr. John Pollock

I'd like to say one thing about the bishop's upcoming sabbatical. That will be a time of renewal not only for Bishop Rob, but for us too. Renewal and transformation for our bishop means renewal and transformation for us as a whole Body. He needs to be able to leave with our blessing and full love and support. I ask that we all of pray for Bishop Skirving daily while he is on sabbatical. That is a good thing.

Jesus has told us that for New Wine, we need New Wineskins. We cannot take the New Wine, which God is creating in and through us; and try to keep the old containers of “We've always done it this way...” God is a creating God. And we are called to be Co- Creators with God. If we are going to be the church... the diocese that God is calling us to be, we will need to take the risk of doing ministry in new and creative ways.

Mary Parmer reminded us that the deep truth of Invite is “Courage over Fear.” Will we be courageous? She told us that the Deep truth of Welcome is “Seeing the Other.” Really seeing the other. I am reminded of Stephany Spellers who said that Real Welcome... Radical Welcome... is being willing to be Transformed by the other in our midst. And Mary also told us that the deep truth of Connect is “Belonging... and the Sacred act of listening.” Will we listen to our Bishop's call? Will we listen to the prophetic voices of our Youth? Will we listen to the voices of our Latino and Latina Brothers and Sisters? Will we listen... deeply listen from our spiritual heart... from the place of Love? Will we listen?

Like our tech guru Lindsay said... “Don't be afraid to fail. If the Church is not as SAFE PLACE to fail... there where can we fail?” We have to be willing to risk doing things in new ways.

Remember the story of Jesus walking on the water... in the storm.... and Simon Peter says “Lord, Bid me to come out on the water with you.” And Jesus says “Come on!” And Peter steps out on the water... takes a few steps with his eyes on Jesus... But when he looks down he gets

scared and starts to sink.... And Jesus pulls him back up. Peter gets a lot of grief for having little faith. But he was the only one who got out of the boat.

Bishop, we're ready to get out of the boat. The Spirit is working in us. Thank you.

Respectfully Submitted,

The Rev'd Dr. John Pollock, St. Andrew's Episcopal Church, Morehead City  
The Rev'd Deacon Rebecca Bean, St. Andrew's Episcopal Church, Goldsboro  
Laura Cavagnaro, St. John's Episcopal Church, Wilmington  
Ann Stuart Freeman, St. Stephen's Episcopal Church, Goldsboro  
Maurice Hill, St. Luke's/St. Anne's Episcopal Church, Roper

**Bishop Diocesan's 2019 Official Acts**  
**The Rt. Rev'd Robert S. Skirving**

**Ordination to the Diaconate**

June 8	Matthew Babcock
June 8	Mary Mac Shields
June 8	Nanette Woodworth

**Ordination to the Priesthood**

July 9	Cheryl Brainard
December 8	Edward Lowe
December 14	Matthew Babcock
December 14	Nanette Woodworth

**Acceptance of Letters Dimissory**

February 13	Eric Mills from the Diocese of Fond du Lac
March 29	Robert Beauchamp from the Diocese of Springfield
May 2	William Carl Thomas from the Diocese of New Jersey
October 1	Cynthia Simpson from the Diocese of Washington, DC

**Transfers of Letters Dimissory**

April 3	Chip Broadfoot to the Diocese of Western North Carolina
August 14	Jeffrey Thornberg to the Diocese of Los Angeles
November 5	Dena Whalen to the Diocese of Western North Carolina
December 16	Diane Tomlinson to the Diocese of Chicago

**Consents to the Consecrations of Bishops and other Consents 15**

**Lay Licenses**

Eucharistic Ministers 614  
Eucharistic Visitors 215  
Worship Leaders 183  
Catechists 3  
Preachers 16  
Reader 3  
Lector 2

**Retired Clergy**

April 2	Tony Rojas
May 31	Matthew Stockard
May 31	Andy Atkinson
September 1	Pamela Stringer
December 1	Ellen Richardson

**Clergy Deaths**

June 3	John C. Drewry
November 25	Albert Eaton

**New Licensed to Serve Clergy**

January 1	Farrell Graves
January 5	Tambria Lee
March 5	Stephen Elkins-Williams
March 21	Robert Sawyer
April 19	Susan Cushinotto
May 6	Edward Lowe
August 23	Drew Baker
November 12	Kate Byrd
December 9	Judy Tavela

**Parish Visitations**

January 6	St. Peter's, Sunbury
January 20	St. George's, Engelhard
January 27	St. John's, Fayetteville
January 27	Trinity, Lumberton
February 10	St. Thomas, Ahoskie
February 17	St. Mary's, Burgaw
February 24	Holy Innocents, Seven Springs
March 3	St. John's, Wilmington
March 10	Grace, Whiteville
March 17	St. Thomas, Oriental
March 24	St. Thomas, Windsor
March 31	St. Joseph's, Fayetteville
April 7	Christ Church & Galilee Mission, Creswell
April 7	St. Andrew's by the Sea, Nags Head
April 10	St. Paul's, Clinton
April 14	St. Paul's, Greenville
May 5	St. Philip's, Southport
May 19	Trinity, Chocowinity
May 19	St. Paul's, Edenton
June 2	St. Thomas, Bath
June 9	St. Luke's, Currituck
June 16	Holy Trinity, Hampstead
June 23	St. Andrew's, Columbia
July 14	LaSagrada Familia, Newton Grove
September 8	Good Shepherd, Wilmington
September 29	St. Andrew's, Goldsboro
October 6	St. Mark's, Wilmington
October 18	Holy Trinity, Hertford

## Bishop Diocesan's 2019 Official Acts

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October 20 St. Anne's, Jacksonville

October 27 St. Peter's, Washington

November 3 St. Stephen's, Goldsboro

November 10 St. Francis by the Sea, Salter Path

November 17 Holy Trinity, Fayetteville

November 24 Christ Church, New Bern

November 24 St. Cyprian's, New Bern

December 8 St. Paul's in the Pines, Fayetteville

December 15 St. Peter's by the Sea, Swansboro

December 22 St. Francis, Goldsboro

### **Total Confirmations and Receptions 190**

### **Judgements for Remarriage of Divorced Persons 13**

### **Celebrations of New Ministry**

August 7 Eric Moulton (St. John's, Wilmington)

October 19 Andrew Cannan (St. Paul's Episcopal Church, Greenville)

November 23 Farrell Graves (St. James the Fisherman, Shallotte)



**RESOLUTION #1****RESOLUTION URGING THE INCLUSION OF SR. CECILIA IN THE CALENDAR OF THE COMMEMORATION OF THE EPISCOPAL CHURCH**

**RESOLVED**, that this 137th Convention of the Diocese of East Carolina add a commemoration on or about January 21 of each year for Cecilia Foster Lawrence, Episcopal nun of the Order of the Good Shepherd, to A Great Cloud of Witnesses (or successor publication), with appropriate papers assigned, and be it further

**RESOLVED**, that the Secretary of the Convention of the Diocese of East Carolina forward to the Secretary of the General Convention a copy of this resolution within sixty days of the adjournment of this Convention.

**EXPLANATION:** Cecilia Foster Lawrence (1836-1894) served St. James' Home and the Lord in Wilmington, North Carolina for 19 years: for 7 years as a private citizen and 12 years as a Sister in the Sisterhood of the Good Shepherd. Only her sickness, noted in 1890 but not explained, forced her in 1892 to relinquish her mission and that of her order to aid the poor, sick, the homeless, the outcast, and care for the little children. She died two years later on January 21, 1894 in New York.

Wilmington in 1867 was devastated by the war, and became a regional center for those in need, being the largest city in North Carolina. The Parish of St. James took it upon themselves in that year to establish a Mission to the Poor, being a 'Home for Orphans and for the Aged and Indigent', education for the children, and religious services.

Cecilia Foster Lawrence was a cradle Episcopalian and her mother a charter member at St. Philip's in nearby Louisburg, NC, and from birth and marriage was well-to-do. She gave it all up to join the effort at St. James. After becoming widowed, she taught school prior to moving to Wilmington in 1873. When the need overwhelmed the women of St. James in 1879, Bishop Thomas Atkinson travelled to New York and asked Bishop Horatio Potter for assistance. The Sisters of the Good Shepherd order were enlisted in the effort and Cecilia joined in 1880, saying her vows to Bishop Atkinson.

Herself an orphan, and a widow, she made serving the needy her life mission with the evangelical order. She became the leader of the Home, and taught, led worship, acted as family counselor, and sent in annual reports without ever mention of her name. The results were astonishing: she established the first free day school for children of working mothers, grew the Sunday School to 177 (exceeding St. James), and the Parish school to 123 students. Children working during the day in the riverfront cotton mills would attend educational classes at night. The Fresh Air program the order began in New York to give the impoverished children access to the unspoiled outdoors, was continued in Wilmington with boat trips on the Cape Fear River compliments of a friendly boat captain. In 1889, Bishop Alfred Watson of the newly formed Diocese of East Carolina called her work "one of the most valuable spiritual agencies in the diocese, working for the working class and having done a large amount of missionary work."

Even crime decreased where they worked, according to the chief of police at the time. The success outgrew the Home and a Chapel of the Good Shepherd was established in the working class neighborhood of Dry Pond in 1892, succeeding a reading room established by St. Paul's.

To appreciate their success, one must remember the considerable opposition as popeish in the church to religious orders, and especially of Sisters. The plaintive plea in the Sisterhood of the Good Shepherd Annual Report of 1876 is an example: "the clouds of prejudice and misunderstanding which have so long enshrouded this

whole subject of sisterhood in the church seems to be gradually vanishing as the light to experience dawns upon those willing to be taught.” Indeed, an opposing bishop from Montana eventually supported them, inviting them to Montana.

However, in Wilmington she was revered. On her death, Rt. Rev. Robert Strange, rector, and the vestry of St. James added the saintly invocation to the minutes, “having been one of the choice vessels of the grace of our heavenly Father and one of the lights of the world in her generation.” The Wilmington Messenger included the headline “A SAINTLY WOMAN DEAD. sister Cecilia’s Noble Life Work Ended – A Tribute to Her Memory”. She was brought back to Wilmington and buried in a donated plot in the prestigious Oakdale Cemetery. Her “boys” (she had no children) were her pallbearers. Not a dry eye could be found. That she was humble is undeniable, her name never mentioned in the order’s Annual Reports even her death, and only once appearing before the St. James vestry for a request. Her grave is marked with a simple marble stone cross, with the epitaph “Sister Cecilia, Sisterhood of the Good Shepherd, N-Y. Church of the Good Shepherd began annual commemorations at her grave in 2018. We have also commissioned and installed a stained glass window of the order’s seal in her honor, dedicated by current Bishop of the Diocese of East Carolina, Rt. Rev. Robert Skirving, and then rector of St. James Parish, Rev. Ron Abrams. The beautiful window joins an equally beautiful silver chalice and wine cruet dedicated to her in ‘Loving Memory’ in 1894 and used to this day.

The work of Sr. Cecilia continued and continues to inspire. The Chapel of the Good Shepherd grew rapidly to become the Church of the Good Shepherd parish at the same site in 1907. In 1911, the cornerstone was laid for a beautiful English Gothic rural church by renowned architects Hobart Upjohn and John Conable, which are preserved in all its magnificence today. In 1918, the parish house was used as a hospital during the flu epidemic. With the encouragement and support of Bishop Sidney Sanders of the Diocese of East Carolina, the vestry of Church of the Good Shepherd voted in 1983 to open a soup kitchen, which served almost 1 million meals over twenty years and was the major such outreach at the time in Wilmington. The work was expanded to include a day shelter and other services at the church with construction of the Good Shepherd House, and continues at the now independent and highly lauded Good Shepherd Center. We currently coordinate an ecumenical effort to assemble and distribute on Easter Sunday over four hundred Easter baskets and four thousand Easter eggs for the Hispanic farmworkers’ children nearby. This has been an annual event, now in its 20th year.

As a shining example of and inspiration for the courage and power of the individual to act to further the glory of God rather than wait for help, and to keep a key part of Wilmington’s and the

Episcopal Church’s history alive, we seek inclusion of Sister Cecilia in the A Great Cloud of Witnesses.

Submitted by,  
Peter Perschbacher, PhD  
Historian, Church of the Good Shepherd, Wilmington

Ellen Weig  
Historian, St. Paul’s, Wilmington

Note: A resolution to this same effect is being introduced concurrently in the Diocese of North Carolina by their Historiographer, The Rev. Dr. N. Brooks Graebner. The vestries of Church of the Good Shepherd and St. Paul’s approved the submitting of the resolution and urge it’s acceptance.

## RESOLUTION #2

### IN THANKSGIVING FOR THE LIFE AND LEADERSHIP OF MRS. BERNADINE FULTON ( March 1, 1962 – August 6, 2019)

**WHEREAS**, Mrs. Bernadine Fulton was a dedicated and faithful member of St. Mark's Episcopal Church, Wilmington for nearly thirty years serving as Senior Warden, Junior Warden and Sunday School Teacher; and **WHEREAS**, she provided a commitment and leadership to the Diocese in her service as a delegate to the Annual Convention for several years, and support of the Episcopal Church Women, serving as the St. Mark's ECW President; and **WHEREAS**, she tirelessly gave herself as a witness to her support of outreach to such organizations as Wilmington Faith Against Gun Violence, Relay for Life, Hurricane Relief and YWCA Stand Against Racism; and **WHEREAS**, she exemplified her deep Christian faith to her family and friends as a loving and giving person, sharing her deep faith with many, and fighting the good fight with courage in her early and in her last days; **BE IT RESOLVED**, that this 137th Annual Convention of the Diocese of East Carolina give thanksgiving for Bernadine's tireless witness and dedication to her church and our Diocese.

Respectfully Submitted,

Mr. Kenneth Chestnut, Jr., St. Mark's, Wilmington  
The Rev'd Blair Both, Church of the Servant, Wilmington  
The Rev'd Deacon, Pamela Hayes, St. Phillips, Southport  
Mrs. Annie Jacobs, St. Mark's, Wilmington  
Ms. Lisa Richey, Grace Church, Whiteville  
Mrs. Jane Martin, St. James, Wilmington  
Mrs. Jacquelyn Warren, St. Mark's, Wilmington  
Dr. Thomas Warren, St. Mark's, Wilmington  
The Rev'd Cheryl Brainard, St. James, Wilmington  
Mr. Donald Brainard, St. Paul's, Wilmington  
The Rev'd Jody Greenwood, Church of the Servant, Wilmington  
Mrs. Rachel Pace, St. James, Wilmington  
Ms. Gail Fulton, St. Mark's, Wilmington  
Mrs. Joan Geiszler-Ludlum, Church of the Servant, Wilmington  
Mr. Wade Toth, St. Paul's, Wilmington  
Ms. Alfreda Gee, Church of the Servant, Wilmington  
Mr. James Hayes, St. Mary's, Burgaw  
The Rev'd Canon Sonny Browne, Canon for Diocesan Life  
Mr. Herbert Gant, St. Paul's, Wilmington  
Mrs. Emma Jackson, St. Mark's, Wilmington  
Mrs. Patricia Casaw, St. Mary's, Bugaw  
Ms. JoAnn Kilday, St. Andrew's, Morehead City  
The Rev'd Eric Mills, St. Phillips, Southport  
Ms. Susan Deans, Grace Church, Whiteville  
Mrs. Zona Tounsley, St. Paul's, Wilmington  
Mrs. Ann Parker, St. James, Wilmington  
The Rev'd Michael Singer, Interim Transition Ministry Officer  
Ms. Ginger Jacocks, St. Christopher's, Havelock  
Mr. Eddie Shackelford, St. Augustine's, Kinston

**RESOLUTION #3**  
**IN THANKSGIVING FOR THE LIFE AND MINISTRY OF ALBERT (BERT) EDWARD EATON**  
**JULY 2, 1946 – NOVEMBER 25, 2019**

**As Amended**

**WHEREAS**, Albert Edward Eaton, ordained in the Episcopal Diocese of Western North Carolina in 1995, graced his parish of St. Peter's by the Sea, Swansboro and the Diocese of East Carolina for fifteen years, served as Dean of the Trinity Deanery, Finance Committee member, Trinity Center Board of Managers, Executive Council as; Trinity Representative and Trinity Dean, Clergy Continuing Education Committee, Compensation & Benefits Committee, Spiritual Director for Happening; and Spiritual Director of Cursillo.

**AND WHEREAS**, Albert Edward Eaton was introduced the Towel Ministry in Western North Carolina and established the Beach Towel Ministry at St. Peter's By-the-Sea and the whole Diocese of East Carolina.

**AND WHEREAS**, Bert was a beloved part of the Cursillo in Christianity community for over thirty four years serving in various capacities, especially serving as Head Spiritual Advisor, many times. He was a leader, a mentor and wonderful friend to many and personified what it means to be a Christian and to serve the Lord.

**BE IT THEREFORE RESOLVED**, That this One Hundred Thirty Seventh Convention of the Diocese of East Carolina give thanks to God for the incredible gifts of love, compassion, humor, intellect, leadership and friendship that Albert Edward Eaton so freely gave to so many in our diocese.

**AND BE IT FURTHER RESOLVED**, that the Convention directs the Secretary of Convention to convey a copy of this resolution be given to his beloved wife, The Reverend Deacon Carol Eaton.

Respectfully Submitted,

The Rev. Deacon Linda Murdock, St. Christopher's, Havelock

The Rev. Deacon Mary Mac Shields, St. Joseph's, Fayetteville

The Very Rev. Paul Canady, On behalf of the people of the Trinity Deanery

**RESOLUTION #4**

**IN THANKSGIVING FOR THE MINISTRY  
OF THE REVEREND CANON MATTHEW EASTER STOCKARD**

**WHEREAS**, Matthew Easter Stockard was Ordained Deacon on December 7, 1986 by The Rt. Reverend Robert Whitridge Estill in the Diocese of North Carolina, and was Ordained Priest on December 13, 1987 by The Right Reverend Frank Harris Vest, Jr. in the Diocese of North Carolina;

**WHEREAS**, Matt Stockard served as Associate Rector at St. Timothy's Episcopal Church, Wilson, NC from December 1986 until September 30, 1989;

**WHEREAS**, Matt served as Rector of St. Paul's Episcopal Church, Beaufort, NC from October 1, 1989 until December 31, 1999;

**WHEREAS**, Matt served as Canon to the Ordinary of the Diocese of East Carolina from January 1, 2000 until May 31, 2019;

**WHEREAS**, Matt has counseled numerous parishes in the Diocese of East Carolina as they discerned their path to call a new Priest and has done so with superb organizational skill, spiritual guidance, discretion, and energy;

**WHEREAS**, Matt has served faithfully and diligently on the faculty of CREDO since 2010;

**WHEREAS**, Matt has served as the Secretary of the Convention of the Diocese of East Carolina from 2000 until 2019 and has, for these 19 years, performed these duties with stamina, efficiency, and unfailing good humor

**BE IT THEREFORE RESOLVED**, that this, the 137th Convention of the Episcopal Diocese of East Carolina give thanks to God and honor to Matthew Easter Stockard for his contribution to the life and mission of this Diocese, its parishes, and its people. Thanks be to God for Matthew.

Respectfully Submitted, Diocese of East Carolina

The Reverend Michael Singer

Dr. Frieda Mentzer, St. Paul's, Beaufort

David Dubussion, St. Paul's, Beaufort

Mary Duane Hale, St. Paul's, Beaufort

Charles Hale, St. Paul's, Beaufort

The Reverend Everett Thomas, St. Francis-by-the-Sea, Salter Path

Stover Morris, St. Francis-by-the-Sea, Salter Path

Sharon Watling, St. Francis-by-the-Sea, Salter Path

The Reverend Cindy Duffus, St. Anne's, Jacksonville

Erin Chester, St. Anne's, Jacksonville

Ken Reddic, St. Anne's, Jacksonville

**RESOLUTION #5**

**Title: Changing the Dates Convention Falls On As Amended**

**WHEREAS** The Episcopal Diocese of East Carolina has members of all ages, many of whom are students or full-time employees with limited personal time off and because of this are not able to attend Diocesan Convention.

**AND WHEREAS**, Article III Section I of the Constitution of The Diocese of East Carolina calls for the Convention to vote on dates, times and location of Convention

**AND WHEREAS**, Convention being rescheduled to a Friday Evening to Sunday Morning would allow an equal opportunity to students and those with less flexible or limited personal time off to attend Convention as these days would not interfere with the workweek and would allow for more young presence at the convention.

**BE IT THEREFORE RESOLVED**, that the 137th Convention of the Episcopal Diocese of East Carolina calls for the formation of a committee by the Convention Committee composed of five representatives, one per deanery, three of whom should be clergy and two lay, and at least three youth representing at least three different deaneries. The committee shall also include at least one member of the Executive Council who could be either clergy or lay. The purpose of the committee shall be to evaluate the timing and duration of convention. The committee shall report to Executive Council no later than October 1, 2020.

Respectfully Submitted,

The East Carolina Youth Council

The Rev'd Paul Canady, Delegate, Christ Church, New Bern

Stephen Clayton, Delegate, Christ Church, New Bern

The Rev'd Richard Elliott, Delegate, St. Andrew's On-The-Sound, Wilmington

The Rev'd Jody Greenwood, Delegate, Church of the Servant, Wilmington

The Rev'd Dr. John Pollock, Delegate, St. Andrew's, Morehead City

The Rev'd Adam Pierce, Delegate, St. Paul's, Wilmington

Ashley Simpson, Delegate, Christ Church, New Bern

The Rev'd Sarah Smith, Delegate, St. Andrew's On-The-Sound, Wilmington

Rosalie Wood, Delegate, Christ Church, New Bern

Brayden Williams, Delegate, St. Phillips, Southport



## COURTESY RESOLUTION

To the 137th Annual Convention of the Episcopal Diocese of East Carolina on behalf of the Courtesy Committee, we wish to express our gratitude for a successful convention.

We thank the city of Wilmington, NC, the Lower Cape Fear Deanery, and the staff of the Hotel Ballast for the warm welcome and hospitality.

We thank Bishop Skirving for his good-humored, thoughtful leadership throughout the year and this convention. We also thank the staff of Diocesan House and Secretary of Convention, Shurley Ray Weddle for their planning, preparation, and support.

We recognize the members of the Convention Committee, chaired by Annie Jacobs, for their thoughtful and thorough planning. We thank Michael Singer, Interim Transition Ministry Officer, for his service to this Convention and the Diocese and wish him well in his upcoming retirement. Knowing that planning each Convention begins with the conclusion of the previous event, we include thanks for Canon Sonny Browne and his faithful service to the Diocese and Convention.

We thank the workshop leaders, the Rev'd Eric Moulton, of St. John's, Wilmington, and LeRae Umfleet, Diocesan Historiographer, for their creative and energetic presentations.

We extend gratitude to Mary Parmer for her workshop and keynote address, challenging us all to Invite, Welcome, and Connect and inspiring us to return to our parishes with renewed motivation for evangelism.

We express our gratitude to St. James for hosting the Convention Eucharist.

We wish to thank Ray Kennedy of Positive Impact World for entertaining us.

We thank the exhibitors for their presence.

We extend thanks to all candidates who stood for office and volunteered for service and support to the committees and work of the Diocese.

We appreciate and thank the representatives who presented the reports of the various ministries of our diocese.

Finally, we thank the Convention planners as they undergo the preparation work for the 2021 Convention to be held in Wilmington.

Respectfully submitted,

Ms. Mary Duane Hale, Chair, St. Paul's, Beaufort  
The Rev'd Farrell Graves, St. James the Fisherman, Shallotte  
Mr. Hugh H. Davis, St. Thomas, Ahoskie

**TITLE I. Convention of the Diocese; Diocesan Officers and Representatives.****CANON 12****Trustees of the Diocese**

Section 1. The Bishop, ~~and~~ or when there is no Bishop, or when the Bishop requests the Standing Committee in writing to serve as the Ecclesiastical Authority pursuant to Canon III.12.4 (c) of the Canons of The Episcopal Church, the President of the Standing Committee, together with two (2) lay persons and two (2) clergy canonically resident in this Diocese, nominated by the Bishop and elected by the Convention shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to the use of principal or income and under conditions that require holding the funds, monies or securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order and are authorized to pro-vide an allowance for these purposes.

**EXPLANATION**

The Constitution and Canons of The Episcopal Church, together with the Constitution and Canons of this Diocese, make adequate provision for the authority of the Standing Committee to act as Ecclesiastical Authority when there is no Bishop in place. When considering what might occur when the Bishop might need to step away from her or his episcopal duties for a period of time, the TEC Canons allow the Bishop to make a written request to the Standing Committee to act as Ecclesiastical Authority during that absence. Such a request might arise in the context of illness, recovery from surgery or injury, during an extended time for medical treatment, during a sabbatical, or other circumstances. The proposed amendment takes recognition of the need to have the President of the Standing Committee authorized to act as a Trustee during such a temporary absence in addition to the circumstances where the office of Bishop is vacant due to death, resignation, deposition, removal or incapacity.



**EXECUTIVE COUNCIL**  
**Trinity Center, Salter Path**  
**March 1, 2019**

Those members present were: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, The Rev'd Ralph Clark, The Rev'd Albert Eaton, Ms. Shirley Guion, Mrs. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Sarah Smith, Mr. Jim Hayes, The Rev'd Malone Gilliam, Mr. Grafton Beaman, The Rev'd Eric Moulton, The Rev'd Jeffrey Thornberg, The Rev'd TJ Tetzlaff, Mr. Cleve Callison, Mrs. Nancy Broadwell, Mrs. Annie Jacobs, The Rev'd Jeff Douglas, Mrs. Cynthia Harding, The Rev'd Dena Whalen, Ms. Lisa Richey, The Rev'd Robert Alves. Also present: The Rev'd Canon Sonny Browne, Mrs. LaTonya Smith, Ms. Hannah Jarman, Mrs. Joan Geiszler-Ludlum and The Rev'd Canon Matthew Stockard.

Bishop Skirving verified a quorum was present.

Council reviewed the draft minutes of the November 16, 2018 meeting. Bishop Skirving shared with council that the distribution of designated funds of \$79,000 was unclear. Mrs. Geiszler-Ludlum will work with members to create a resolution to make it clearer. Ms. Whichard made a motion to accept the minutes as written. Mr. Clark seconded and the motion was carried.

Bishop Skirving addressed the Foreman Gift in regards of forming a committee. The purpose of forming this committee is to make a recommendation to Council on how the money will get used. The committee hasn't been formed yet as Council had not decided on who is forming the committee. Bishop Skirving will now take action on forming the committee.

Bishop Skirving pointed out there are no financial reports to consider at this time. The current financial reports have been approved at the Annual Diocesan Convention.

The following reports were given:

- ECW – Mrs. Jacobs
- Diocesan Life – Canon Browne

Mrs. Geiszler-Ludlum shared with Council the two resolutions that were created by members of Executive Council.

Resolution 2019-01  
Allocation of Hurricane Relief Funds

BE IT RESOLVED, that Executive Council allocate the funds received from the Bishop's appeal for Hurricane Florence and Michael Response and Recovery, with forty percent (40%) going to grants for Disaster Relief, and sixty percent (60%) to grants for Church property; and be it further

RESOLVED, that Executive Council request the Trustees to administer the grants to parishes for repair and replacement of parish real and personal property, and report back to Executive Council; and be it further

RESOLVED, that Executive Council request the Disaster Relief and Preparedness Commission administer the grants for disaster relief and report back to Executive Council.

Adopted by unanimous approval this the 1st day of March, 2019.

Resolution 2019-02  
Allocation of Grant from the Diocese of North Carolina

Be it Resolved, that Executive Council gratefully accept the generous gift from the Diocese of North Carolina of \$80,000, for Hurricane Florence and Michael relief, with priority given to the needs of historically African-American congregations; and be it further

Resolved, that the Diocesan Administrator distribute these funds as follows:

- (1) To St. Cyprian's, New Bern, up to the amount of their deductible not covered by other sources; and
- (2) To St. Mark's, Wilmington, up to the amount of their repairs paid out of parish funds not covered by other sources; and
- (3) The balance to the Disaster Relief and Preparedness Commission for disaster relief.

The Diocesan Administrator will report back to Executive Council.

Adopted by unanimous approval this 1st day of March, 2019.

Bishop Skirving made a recommendation to Council to vote on a Vice-Chair at the next Council meeting. In the canons it reads the Council elect one of its members, clergy or lay, as Vice-Chair; the Vice-Chair, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chair, at any time upon written request of at least five members of the Council.

Bishop Skirving wanted to revisit with Council the proposal of Diocesan Staffing he previously shared with Council. This proposal included hiring a part-time interim person that would take Canon Stockard's place after his retirement. Council was in agreement.

Canon Browne shared with Council that Mr. Hayes is now a part of the Disaster Relief & Preparedness Commission. Please email Canon Browne if you would like to be on the committee as well. They currently need three more members from the Executive Council.

Council approved the proposed Executive Council meetings from Bishop Skirving:

- Friday, April 5, 2019
- Friday, June 7, 2019
- Friday, September 13, 2019
- Friday, November 22, 2019
- Friday, January 17, 2020

The next Executive Council meeting will take place on Friday, April 5, 2019 at Diocesan House in Kinston.

There being no further business, the meeting adjourned.

Respectfully submitted,  
Hannah Jarman

**EXECUTIVE COUNCIL**  
**Diocesan House, Kinston**  
**April 5, 2019**

Those members present were: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, The Rev'd Ralph Clark, The Rev'd Albert Eaton, Ms. Shirley Guion, Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, The Rev'd Sarah Smith, Mr. Jim Hayes, Mr. Grafton Beamon, The Rev'd Eric Moulton, The Rev'd Jeff Thornberg, The Rev'd TJ Tetzlaff, Mr. Cleve Callison, Mrs. Annie Jacobs and The Rev'd Robert Alves. Also present: Mrs. Joan Geisler-Ludlum, Ms. Tess Judge, Ms. Hannah Jarman, Mrs. LaTonya Smith, The Rev'd Canon Matthew Stockard and The Rev'd Canon Sonny Browne.

Bishop Skirving welcomed Council members and verified a quorum was present.

Council reviewed the draft minutes of the March 1, 2019 meeting. Mr. Clark made a motion to accept the minutes as written. Ms. Whichard seconded and the motion was carried.

Bishop Skirving spoke briefly on the second resolution that was created at the Executive Council Retreat. There are some revisions that need to be made. Mrs. Geisler-Ludlum will work with Council members to make revisions.

Mrs. Smith gave a staff report. She shared with Council that as a 90-day trial they would like to move Mrs. Millhouse to be the person handling accounts receivable (AR) and accounts payable (AP). Mrs. Smith and Ms. Nagy would be training her. Ms. Nagy would move to the Reception/Hospitality area with her consent.

Bishop Skirving also shared with Council a few items regarding staffing.

- The Rev'd Michael Singer is the Interim Transition Ministry Officer. He is still the Interim Rector at St. Paul's Church in Greenville. Mr. Singer is currently working two days a week at Diocesan House until he finishes his interim work at St. Paul's Church the end of August.
- Mrs. Shurley Ray Weddle was elected as the Secretary of Convention for 137th Diocesan Convention.
- Mrs. Smith will be taking over Letter of Agreements for priests that in the past were managed/created by Canon Stockard in the office.
- He shared that there are some details that we still need to work out as far as the new person's role goes after Mr. Singer will have finished his interim position at Diocesan House.
- We hope to have an open full-time call go out to be advertised in a couple of months.

Mrs. Smith shared with Council that convention was over budget in a couple of areas such as, audiovisual, music, guest speaker and catering.

Bishop Skirving plans to bring a nomination for a Vice-Chair at the next meeting, as council did not have any nominations.

Canon Browne mentioned to Council that they currently need three more Council members on the Disaster Relief & Preparedness Commission. Deacon Mitchell and Mr. Hayes asked to be on the committee. The committee currently still needs one more clergy and lay member to be added.

Ms. Judge went over the financial reports with Council. Ms. Judge stated that she would be meeting with Finance committee to review the 2019 Budget approved at convention. Upon Finance committee's review Ms. Judge will bring any amendment recommendations back to Executive Council for approval.

Bishop Skirving mentioned the Trinity Center audits that need to be approved at Council. Ms. Whichard made a motion to accept the audits. Mr. Callison seconded and the motion was carried. All of Council was in support.

Canon Browne spoke on La Sagrada Familia's ministry. The Rev'd Fred Clarkson has been very engaged in this ministry. The Rev'd Tony Rojas has just informed Bishop Skirving that he is retiring soon. The diocese has supported Father Tony with this ministry and supplements the cost of employment for his work. Bishop Skirving shared that we are looking at two options for La Sagrada Familia's future. One option being that we arrange for Mr. Clarkson to step in and take this role on as Father Tony did or we immediately launch a search for a Priest in Charge as a two year agreement or less. There is no decision that needs to be made right now but would like the Council's input.

Ms. Judge shared with Council that a decision needs to be made with moving forward with Mrs. Millhouse's new position. Council shared that it is not Council's decision on this matter. Finance Committee will need to meet first and then report back to Council for a new budget to be approved for Mrs. Millhouse's new position.

Bishop Skirving reminded Council of the second resolution that needs to be approved by Council. Deacon Mitchell made a motion to accept the revised resolution. Ms. Whichard seconded and motion was carried. Council was in support of the revised resolution listed below.

Resolution 2019-02  
Allocation of Grant from the Diocese of North Carolina

Be it Resolved, that Executive Council gratefully accept the generous gift from the Diocese of North Carolina of \$80,000, for Hurricane Florence and Michael relief, with priority given to the needs of historically African-American congregations; and be it further

Resolved, that the Diocesan Administrator distribute these funds as follows:

- (1) To St. Cyprian's, New Bern, up to the amount of their deductible not covered by other sources; and
- (2) To St. Mark's, Wilmington, up to the amount of \$15,000 of the cost of their repairs paid out of parish funds not covered by other sources; and
- (3) The balance to the Disaster Relief and Preparedness Commission for disaster relief.

The Diocesan Administrator will report back to Executive Council.

Adopted by unanimous approval this 1st day of March 2019.

Revised and adopted by unanimous approval this 5th day of April 2019.

Explanation: Resolution 2019-02 as adopted on March 1, 2019 was based on information supplied to Executive

Council about the cost of Hurricane Florence repairs incurred by St. Mark's, Wilmington, \$15,000, paid out of parish funds because the cost is less than their insurance deductible. Subsequent information revised the total cost of those repairs to an amount that exceeds the total amount of the grant from the Diocese of North Carolina. When presented with the additional information at their subsequent meeting of April 5, 2019, Executive Council agreed to clarify their intent by revising the resolution as Resolution 2019-02R. St. Mark's is able to submit a request for additional funds through other available disaster relief funds.

Bishop Skirving brought to Council's attention to make a motion to move the members for Disaster Relief & Preparedness Commission. Council elected Mr. Hayes, Ms. Whichard and Deacon Mitchell. Mr. Thornberg made a motion to accept. Deacon Mitchell seconded and the motion was carried. Council still needs one more Council member to be elected.

Bishop Skirving shared with Council that he has decided to attend the Lambeth Conference in 2020 and will be going alone.

Bishop Skirving reminded Council that Canon Stockard's retirement luncheon would be on Friday, May 31st from 12:00 – 2:00 PM at St. Timothy's Church in Greenville. Bishop Skirving and all of Council gave there thanks to Canon Stockard for his good work over the years.

Mr. Eaton gave a closing prayer, and Deacon Mitchell dismissed everyone.

The next Executive Council meeting will be on Friday, June 7th at Emmanuel Church in Farmville.

There being no further business, the meeting adjourned.

Respectfully submitted,  
Hannah Jarman

**EXECUTIVE COUNCIL**  
**Emmanuel Church, Farmville**  
**June 7, 2019**

Those members present were: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, The Rev'd Ralph Clark, The Rev'd Albert Eaton, Ms. Shirley Guion, Ms. Judy Whichard, The Rev'd Deacon Katherine Mitchell, Mr. Jim Hayes, The Rev'd Malone Gilliam, Mr. Grafton Beamon, The Rev'd Eric Moulton, The Rev'd Jeff Thornberg, The Rev'd TJ Tetzlaff, Mr. Cleve Callison, Mrs. Nancy Broadwell and The Rev'd Robert Alves. Also present: Mrs. Joan Geiszler-Ludlum, Ms. Tess Judge, The Rev'd Canon Sonny Browne and Ms. Hannah Jarman.

Bishop Skirving welcomed Council and verified a quorum was present. He asked to make a motion to accept the agenda. Ms. Whichard motioned to accept and Mr. Callison seconded. Council was all in support.

Council reviewed the draft minutes of the April 5, 2019 meeting. Mrs. Broadwell made a motion to accept the minutes as written and Mr. Clark seconded. The motion was carried.

Bishop Skirving gave a Bishop's report to Executive Council.

Canon Browne spoke regarding the EpiscOBX. He shared with Council that they only had one student that was available this summer. The diocese currently isn't hosting seminarians this summer. Services will be held to make the chapel happen this summer.

Ms. Judge gave the Treasurer's Report.

- She presented the April and May financials. Council made a motion to accept the financial reports. Mr. Eaton made a motion to accept the April and May financials, Mr. Thornberg seconded and the motion was carried.
- She shared with Council that she met with Mrs. Jimi Paderick and Mrs. LaTonya Smith regarding the convention expenses, and it was obvious we went over on audio-visual, liturgy and music. After meeting with them, Ms. Judge believes we were over budget due to a new venue and with Mrs. Paderick being out.
- Ms. Judge asked Council if we could move the Trinity & Beyond Campaign funds to Foundation funds. Council was in support of moving the funds.
- Ms. Judge also went over the revisions of the budget to be approved. She would like to have a resolution to amend the 2019 Budget with a carry forward with reserves of \$218,206. Mr. Clark made a motion to accept. Council was in support of adopting the proposed budget. Ms. Judge plans to communicate to the diocese the revised budget that was approved at Executive Council. Canon Browne will work with Ms. Lindsey Harts, Communications Coordinator to get this out in News and Notes.

Bishop Skirving raised the question with Council on what are the Mission Priorities around the diocese. Council members are the ones who make the decision for these mission priorities. Bishop Skirving would like Council to think on this topic and to revisit this at the next Council meeting.

Bishop Skirving shared with Council information regarding Episcopal Farmworker Ministry. In 2015 the diocese supported the ministry for a total of \$30,000. We are currently supporting the ministry for \$42,000. Currently the budget for the ministry is around \$200,000 a year that covered The Rev'd Tony Rojas income and The Rev'd Fred Clarkson. Mr. Clarkson is temporarily helping La Sagrada Familia on Sundays while Canon Browne is helping in Washington on Sundays. The current support cost is \$42,000 in East Carolina and \$70,000 in North Carolina. Council gave their consent for Bishop Skirving to move forward with the budget on how best to support Episcopal Farmworker Ministry and Spanish Language Ministry.

Council elected Mr. Clark as the Vice-Chair for Executive Council. Council was all in support.

Deacon Mitchell recommended and made a motion that Council give \$50,000 from the Foreman Gift to Christ Church, Elizabeth City, for their capital campaign. Mr. Eaton seconded and the motion carried. Diocesan House will communicate this decision to the appropriate people at Christ Church in Elizabeth City.

The next Executive Council meeting will take place on Friday, September 13, 2019, at St. Anne's Episcopal Church in Jacksonville.

There being no further business, the meeting adjourned.

Respectfully submitted,  
Hannah Jarman



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**EXECUTIVE COUNCIL**  
**St. Anne's Episcopal Church, Jacksonville**  
**September 13, 2019**

Those members present were: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, The Rev'd Ralph Clark, The Rev'd Albert Eaton, Ms. Shirley Guion, The Rev'd Sarah Smith, Mr. Jim Hayes, Mr. Grafton Beamon, The Rev'd Eric Moulton, Mr. Fred Klinck, The Rev'd TJ Tetzlaff, Mr. Cleve Callison, Mrs. Nancy Broadwell, Mrs. Annie Jacobs and The Rev'd Robert Alves, Ms. Tess Judge Also present: Ms. Lisa Richey, Mrs. LaTonya Smith and Ms. Hannah Jarman.

Bishop Skirving welcomed Council and verified a quorum was present. Mr. Eaton made a motion to accept the agenda and Mr. Klinck seconded. The motion carried.

Council reviewed the draft minutes from the June 7, 2019 meeting. Ms. Broadwell made a motion to accept the minutes as written and Mr. Eaton seconded. The motion carried.

Bishop Skirving shared with Council his Bishop's Report that included:

- Diocesan House Staff Updates
- Foreman Gift
- Episcopal Farmworker Ministry
- Clergy transitions since our last meeting
- University of the South
- Sabbatical Planning

Ms. Judge went over the July 2019 financials and the Finance Committee Report. Mrs. Jacobs made a motion to accept the 2019 financials and Mr. Moulton seconded. The motion carried.

Bishop Skirving gave a brief summary of the 2020 requested budgets that have been received. He reminded Council that we ask parishes to pledge 10% as they are able. In previous years pledges received have averaged 9%. Due to the anticipated pledges, we expect approximately \$242,000 in overages in our budget for 2020.

Bishop Skirving shared with Council the difficult decision of having to remove a Senior Staff position due to the anticipated overage for 2020. The Canon for Diocesan Life position held by the Rev'd Canon Sonny Browne will end on December 31, 2019. The Canon for Diocesan Life and Canon to the Ordinary will be combined as one position. Once hired, there will be a month overlap with the new person and with The Rev'd Michael Singer to learn the position. Once the Canon for Diocesan Life position is eliminated, the overage will be decreased to approximately \$60,000. Bishop Skirving plans to review the 2020 Budget Requests more closely and make any necessary changes to reduce the overage. He also shared with Council that Mrs. Jimi Paderick will be the support person with Diocesan Life ministries. Council understood this difficult decision that had to be made for Diocesan House.

Mrs. Judge reminded Council that if there is any property damage or insurance related questions; please send those to either Mrs. Smith or her.

Bishop Skirving brought to Council's attention three options to make a contribution for the aftermath of Hurricane Dorian.

- Outer Bank's Community Foundation
- Diocese of East Carolina
- Episcopal Relief & Development – keeping in mind of the Bahamas

As Chair of the Convention Committee, Mrs. Jacobs made a motion that:

In accordance with the Canons of the Diocese of East Carolina (Title 1. Canon 1. Section b), the Convention Committee resolved at its July 11, 2019 meeting to hold the 138th Annual Convention at the Hotel Ballast in Wilmington, NC on February 12-13, 2021. The Convention Committee seeks the approval of this resolution by Executive Council and permission to proceed with signing contracts at the Hotel Ballast. The Convention Committee is looking at other venues for 2022 and beyond, with recommendations coming to Executive Council soon.

Mrs. Broadwell made a motion to accept and Mr. Klinck seconded. The motion carried.

Bishop Skirving spoke briefly regarding the document that was shared with Council Guidelines for Creating a Charter. Bishop Skirving let Council know if they have any questions pass them along to Canon Browne so he can move forward with these charters.

Bishop Skirving passed around two resolutions from The Executive Council of the Episcopal Church to consider from Mrs. Joan Geiszler-Ludlum, the Diocesan Chancellor. He would like Council to read over these resolutions and come back ready to discuss at the next Council meeting.

Mr. Beamon shared an update on the capital campaign for the Foreman Gift. They exceeded their goal of \$500,000.

Mrs. Jacobs gave two reports:

- Episcopal Church Women
- United Thank Offering

Mr. Alves shared with Council that Standing Committee is beginning to make arrangements for Bishop's sabbatical next year.

There being no further business, the meeting adjourned.

Respectfully submitted,  
Hannah Jarman



**EXECUTIVE COUNCIL**  
**Diocesan House, Kinston**  
**November 22, 2019**

Those members present were: The Rt. Rev'd Robert Skirving, Ms. Vera Guarino, The Rev'd Ralph Clark, The Rev'd Albert Eaton, Ms. Shirley Guion, The Rev'd Sarah Smith, Mr. Jim Hayes, The Rev'd Eric Moulton, Mr. Fred Klinck, Mr. Cleve Callison, Mrs. Nancy Broadwell, The Rev'd Deacon Katherine Mitchell, The Rev'd Malone Gilliam, Mrs. Judy Whichard. Also present: Ms. Tess Judge, Mrs. Joan Geiszler-Ludlum, Mrs. LaTonya Smith and Ms. Hannah Jarman.

Bishop Skirving welcomed Council and verified a quorum was present. He asked to make a motion to accept the agenda. Mr. Eaton motioned to accept and Ms. Mitchell seconded. The motion carried.

Bishop Skirving gave a Bishop's report to Council.

Ms. Judge gave the Treasurer's Report.

- She presented the August, September and October financials. Ms. Judge also addressed the Auditors Report for 2018. Ms. Whichard made a motion to accept as they were received and Mr. Moulton seconded. The motion carried.
- Ms. Judge gave a brief summary of the Proposed Budget for 2020.
- Moved by Ms. Judge, second by Ms. Whichard: Amend the proposed 2020 budget to allocate the 2020 projected surplus as contingency funds for 2020 in the amount of \$16,219.
- Moved by Mr. Eaton, second by Mr. Clark: Executive Council approves the recommended budget as amended.
- Moved by Mr. Clark, second by Ms. Mitchell: Executive Council directs the Personnel Committee to conduct a Compensation Study of Diocesan staff and report any recommendations to Executive Council not later than March 31, 2020.

Bishop Skirving wanted to update Council on La Sagrada Familia. At the present time they are not able to help with compensation of a priest. We currently have The Rev'd Marcia McRae, Archdeacon Janet Rodman and The Rev'd Fred Clarkson helping with Spanish Language services. Bishop Skirving will continue the path of helping find funds for the ministry of La Sagrada Familia.

Mr. Clark shared with Council the Guidelines for Creating a Charter. This was mentioned at the last Council meeting. Bishop Skirving added that these charters would be some ones responsibility to manage. Mrs. Jimi Paderick currently supports these committees for Diocesan Life until the new person get's hired. Council would like to look at some of these charters together first and have a post convention deadline for all diocesan life committees to submit their charters by February 20, 2020. Mrs. Smith made a motion to move: Executive Council proposes that all committees with Diocesan Life have a charter. Ms. Whichard made a motion to accept and all were in favor.

Mrs. Geiszler-Ludlum gave a brief summary that was shared at last Council meeting of the two resolutions from the Executive Council of the Episcopal Church. A suggestion to Council would be to take on a study of these resolutions and then recommend them to parishes.

The next Executive Council meeting will take place on Friday, January 17, 2020, at Diocesan House in Kinston.

There being no further business, the meeting adjourned.

Respectfully submitted,  
Hannah Jarman

**Executive Council  
Diocesan House, Kinston  
January 17, 2020**

Those members present were: The Rt. Rev'd Robert Skirving, The Rev'd Ralph Clark, Ms. Vera Guarino, Ms. Shirley Guion, The Rev'd Deacon Katherine Mitchell, The Rev'd Sarah Smith, Mr. Jim Hayes, The Rev'd Malone Gilliam, Mr. Grafton Beaman, The Rev'd Eric Moulton, Mr. Fred Klinck, Mr. Cleve Callison, Mrs. Nancy Broadwell, Mrs. Annie Jacobs. Also present: The Rev'd Robert Alves, Mrs. Joan Geiszler-Ludlum, Ms. Tess Judge, Mrs. LaTonya Smith and Ms. Hannah Jarman.

Bishop Skirving welcomed Council and verified a quorum was present. He recognized The Rev'd Albert Eaton passing away since last Council meeting and is grateful for his ministry in this diocese. The Rev'd Tom Warren has been nominated to serve in Bert's place as the Trinity Deanery Representative. Bishop Skirving asked to make a motion to accept the agenda. Ms. Broadwell motioned to accept and Mr. Callison seconded.

Council reviewed the draft minutes from the November 22, 2019 meeting. Mr. Gilliam made a motion to accept the minutes as written and Ms. Broadwell seconded. The motion carried.

Bishop Skirving gave a Bishop's report to Council.

Ms. Judge gave the Treasurer's Report.

- She shared with Council that Mrs. LaTonya Smith is currently working on year-end financials.
- The diocese has finished strong with pledge payments they've received.
- We will be above what we originally expected in three months of operating reserves.
- We should have a complete report at convention of our year-end financials.
- So far we've had a good majority of the congregations respond positive to the 2020 pledges.
- The Proposed 2020 Budget – we have collapsed salaries together based on which department they work in and are no longer broken down by each staff person. Unless there is one staff person in the department then it is broken down.
- We currently have \$16,000 in contingency. Please note that this is different today than what you saw in our last meeting together in November.
- Tess asked Council if they would like to keep the \$16,000 as contingency or allocate this amount to the budget. Council suggested we leave it where it is for now. Mr. Moulton made motion to accept and Mrs. Jacobs seconded. The motion carried.

Bishop Skirving shared with Council that we have currently received five charters from committees and/or ministries.

1. Convention Committee
2. Cursillo
3. Education for Ministry
4. Interfaith Refugee Ministry
5. Spanish-Language Ministry

He asked Council to split up into five groups to review a charter together. We will not approve these charters today but will work through them. A few questions that Bishop Skirving wanted Council to ask themselves when reviewing these charters... Does this charter provide what East Carolina needs and is it clear on what their work is? He asked Council to write notes on the document with their charter.

Bishop Skirving asked Council to mark their calendars for the Executive Council Retreat on Friday, March 6th – Saturday, March 7th at Trinity Center.

Mrs. Jacobs announced that her term is ending as ECW President. Ms. Lucia Peele will be taking her place as President.

The Rev'd Sarah Smith shared that they recently had their Pre-Convention Deanery meeting. The Rev'd Cheryl Brainard has been nominated to serve as the Lower Cape Fear Deanery Representative.

There being no further business, the meeting adjourned.

Respectfully submitted,  
Hannah Jarman

## CAMP TRINITY

Camp Trinity is the co-ed residential summer camp of the Episcopal Diocese of East Carolina that operates out of Trinity Center. Camp Trinity offers a variety of traditional camping activities (swimming, sailing, kayaking, paddle boarding, sports, evening programs, campfires) in an intentionally Christ-centered community. The camping program serves over 600 children of the diocese during its ten weeks of operation each year. Eighty-eight children attend camp each week, and they are supervised by a staff of twenty committed college age individuals, most former campers themselves. In addition, a different clergy person of the diocese serves as session leader each week, providing spiritual direction and Christian programming.

One of the primary goals of Camp Trinity is “to provide a Christian camping experience that is diverse, inclusive, nurturing, loving, and affirming, while challenging each person to responsible to and for another.” In 2019, a dedicated Camp Trinity staff certainly achieved that goal with more than 600 campers. The summer staff was supported by six nurses, two doctors, eleven session leaders, twenty counselors-in-training, and about forty Adventurers volunteers, all of whom played key roles in the success of the summer. That Camp Trinity ran so smoothly is a testament to the efforts and ministries of all these people.

Camp Trinity does have financial assistance available for children who might otherwise be unable to attend. Each year Trinity Center and churches of the Diocese of East Carolina join hands to help disadvantaged children attend camp. In 2019, Trinity Center disbursed more than \$45,000 out of its Fund for Programs and Scholarships to help bring more than 100 children to Camp Trinity. This fund allows us to continue to operate on a need-blind basis, so that all children who obtain a place at camp are able to attend and so that Christian community is available to all our children. This fund is replenished yearly by individuals and churches of the Diocese of East Carolina. I give my deepest thanks for the generosity and ask for continued support.

In addition to directing Camp Trinity, we have been in charge of programming, staffing, and hosting responsibilities for the Camp Trinity Winter Retreat held in January. This is a newer conference for 8th-12th graders and is staffed by young adults who will have been chosen by conference coordinators and have been on previous Camp Trinity summer staffs. We just had the seventh annual Camp Trinity Retreat and I am happy to report that attendance was strong. I am hopeful that this program will help us continue our efforts to provide intentionally Christ-centered communities for the youth of this diocese.

Camp Trinity is open to all children, with equal preference given to members of parishes in the Diocese of East Carolina and returning campers until January 1 of each year. Applications are mailed to individuals and parishes in November each year. For more information about this program, please contact us at 888-874-6287 or at [marybeth@trinityctr.com](mailto:marybeth@trinityctr.com). You may also download all applications and forms off our website: [www.trinityctr.com/campt](http://www.trinityctr.com/campt).

I feel so blessed to continue to be a part of Camp Trinity and I’m thankful for the opportunity to serve the children of our diocese.

Mary Beth Bradberry  
Director, Camp Trinity

### **CURSILLO (2019)**

Cursillo in Christianity in East Carolina is a ministry dedicated to promoting the development of Christ-centered leaders throughout the world. Cursillo is designed to call women and men to become saints and apostles, leaders in the work of the Christian renewal of the world. In our Diocese, Cursillistas are the hands and feet of Christ, providing a myriad of services within faith groups and to individuals. Consistent utilization of the Cursillo model of faith development and continuation in community spiritual growth promotes a rule of life in piety, one's relationship with God; study, the study of God's Word; and apostolic action, intentionally living one's life as a witness to God's love. In April and November, our Cursillo ministry offered a short course in Christianity over a long weekend at Trinity Center. In 2019 Cursillo weekend team members paid their own way to make possible the Three Day experience for pilgrims now living into their individual Fourth Day ministry in parish, diocese and world.

Our Cursillistas are locally involved with various community ministries such as food pantries and soup kitchens. Our Cursillo community also contributed to Trinity Center to assist in the upkeep of Sander's Point.

Two of our Cursillistas, Fred Klinck and Rob Richardson, serve on the National Episcopal Cursillo Ministry Committee.

Respectfully Submitted,  
Marian Day  
Lay Director for Secretariat

### **DISASTER RELIEF ANNUAL RELIEF REPORT (2019)**

For over 75 years, Episcopal Relief & Development has been working together with supporters and partners for lasting change around the world. Each year the organization facilitates healthier, more fulfilling lives for more than three million people struggling with hunger, poverty, disaster and disease. Inspired by Jesus' words in Matthew 25, Episcopal Relief and Development leverages the expertise and resources of Anglican and other partners to deliver measurable and sustainable change in three signature program areas: Women, Children and Climate.

Within the past twelve months Episcopal Relief assisted and partnered with other interfaith agencies in their efforts to rebuild and restore stability to the lives impacted by the aftermath of Hurricanes: Matthew, Florence and Dorian. Recovery is still ongoing to rebuild areas devastated by these acts of nature.

During 2019, the Diocesan Disaster Relief Recovery and preparedness commission has put together a Charter to maintain our effort to be prepared for future disasters. Additionally, the Commission has committed to prepare each deanery to keep their congregations and parishes up-to-date on damages the storms can bring.

Finally, the Episcopal Relief and Development Disaster Commission is grateful to those donors who gave in excess of \$30,927.92 for the first three quarters of this year. The annual total will be published after 2019.

Respectfully submitted by,  
Thomas L. Warren  
East Carolina Episcopal Relief Coordinator

### **EDUCATION for MINISTRY (EfM) 2019**

Education for Ministry (EfM) is a program of theological education-at-a-distance for lay people from the School of Theology of the University of the South (Sewanee). This four-year program (in which students enroll one year at a time) is an intensive theologically reflective study of the Old and New Testaments, Church history, liturgy, spirituality and personal ministry.

There are 11 active EfM groups in East Carolina. Groups are located in Fayetteville, Goldsboro, Kinston, Morehead City, New Bern, Wilmington, and Washington group. Five people within the Diocese participate in EfM Online.

In the 2018-2019 academic year, 94 East Carolina students were enrolled in EfM. Of these, 30 were first year students.

CONGRATULATIONS to these 11 Class of 2019 graduates:

from the Wilmington area - Lisa Marie Feyen, Jonathan Stuart Graves, and Virginia A Hardy;

from the Fayetteville area – William Jesse Perham;

from the Goldsboro area – Michael Clark Saylor and James Thomas Brown

from the Morehead City area – Robert Davis Darden, Garland Redden Whitaker, and Ann Sholar Warren;

from the New Bern area – Amelia Leann Wilson; and

from the Washington area - Mark Alan Henley.

Well-trained Mentors are the bedrock of EfM's ongoing success. Mentors commit to recertify their training every 12-18 months. Two Mentor training sessions were offered at Pelican House in the winter and spring of 2019. Two sessions will be offered on the Trinity Center campus in the winter/spring of 2020. East Carolina is honored to have 18 active Mentors, two of whom mentor online groups.

While our diocesan EfM website is under reconstruction, please visit <http://efm.sewanee.edu/> for program details and Mentor training schedules. For more information about: EfM in the Diocese of East Carolina; starting a new EfM group; EfM Online; and EfM Mentor training, please contact me at [piergazer@gmail.com](mailto:piergazer@gmail.com).

Respectfully submitted,

Lisa Richey, Diocesan EfM Coordinator

### **EPISCOPAL CHURCH WOMEN (ECW)**

The Episcopal Church Women is having a successful year in empowering women to do Christ's Ministry in the World.

We began with hosting the Province IV Retreat and Meeting at Trinity Conference Center on June 3 -5, 2019. This was the first time that we have hosted this event. It was well attended with over 70 women from all over Province IV. They were excited about being at Trinity. Our Presenter was Ms. Chris Butterworth. She presented a plethora of information on Spiritual Discipline for Transformation. Also in attendance was our National President, Ms. Karen Patterson. She shared information on her ECW work around the country and with Presiding Bishop Curry. Bishop Skirving brought greetings from the Diocese and as Chancellor of Swannee. It was an excellent Retreat and Meeting filled with workshops and relaxation along the coast of North Carolina.

On August 13, 2019, we held our Annual Gathering at Trinity Center. There were over 80 women and men from across the Diocese in attendance. The guest Speaker was Artist, Ms. Livy Hitchoth. She shared her story and portraits that she painted of the children killed at Sandy Hooke Elementary School. Her presentation was beautiful and moving.

We had the following wonderful and informative Fall District Meetings. Trinity, Wednesday, October 16, 2019 at St. Paul's, Beaufort; Lower Cape Fear, Wednesday, October 17, 2019, St. Mary's, Burgaw; Upper Cape Fear, Saturday, October 19, 2019, Trinity, Lumberton. These Meetings provided valuable information to all who attended.

We continue to give thanks and gratitude to the members of the Diocese for supporting us with funds for the following outreach programs:

1.	Church Periodical Club (CPC)	\$3,672.45
2.	United Thanks Offering (UTO)	\$3,671.54
3.	Dominican Republic Scholarship Project (DR)	\$1,134.00

It is a blessing to give 100% of the funds collected above directly to the outreach programs. This year we created a new UTO Flier and we hope that it will inspire interest parties to apply for a UTO Grant.

In addition to the above outreach programs, we embarked on an additional program called, Baking for People at the Border Crisis, (BPBC). At our Trinity Gathering we voted on this yearlong project. Each ECW can schedule dates from August 20, 2019 – August 20, 2020 to sell bake goods at their individual churches. Contributions collected will be sent to the Episcopal Migration Ministries, (EMM), to help with funds needed for those vetted migrants at the borders. We will raise \$5,000.00 for this cause.

We would like to thank you for your continued support for we believe that God has given us much and through our actions and your help, women of the ECW have much to do in empowering women for Christ's Ministry.

Respectful submitted,  
Annie Jacobs, Diocesan ECW President

*"God gave you the gift of 86,000 seconds today, have you used one to say "thank you"?" William A. Ward*

## **FOUNDATION OF THE EPISCOPAL DIOCESE OF EAST CAROLINA 2019 ANNUAL REPORT**

During 2019 the Foundation continued to fulfill its mission of investing and managing funds entrusted to it. We continue to be blessed by the many individuals who have made the decision to include the Diocese in their estate planning over the years.

These endowments have continued to grow and are providing an annual source of income to many programs in the Diocese. The Foundation ended 2019 with total assets in its portfolio of \$ 13,944,859.

\$ 6,680,107 of this is held and invested by the Foundation on behalf of the 16 churches, Diocese and Trinity Center who have entrusted the investment of their funds with the Foundation.

\$ 1,097,708 of this is managed by the Foundation to provide an annual source of income to various churches in the Diocese.

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\$ 4,668,732 represents Foundation assets that are used to fund a portion of the Diocesan budget each year including Trinity Center.

The remaining \$ 1,498,312 is used to fund grants throughout the Diocese each year based on grant requests submitted.

The Foundation board of directors along with its professional investment manager, Paul Elam of Raymond James, meets quarterly each year to review its portfolio. The Foundation's accounts rebounded in 2019 and our investment return was 17.43%. There was no growth recession in 2019 as the US consumer continued to power the economy. There was, however, an earnings recession for companies in the US, Europe, and Japan. The powerful move up by US equities in 2019 was the result of a de-escalation of the US-China trade war, and the Federal Reserve lowering interest rates in a bid to keep the bull market going. So far, it seems to be working as earnings have recovered, unemployment is at 50 year lows, and consumer confidence is very high. The economy appears to be in good shape, but election years can see an increase in volatility. We continue to stick with a prudent allocation as spelled out in our Investment Policy Statement.

The Foundation awarded grants totaling \$ 68,586 for 2019 to Christ Church Elizabeth City, Saint Paul's Wilmington, Church of the Good Shepherd Wilmington, Saint James Belhaven, Episcopal Farmworker Ministry, and St. Timothy's (Joy Soup Kitchen).

The Foundation approved \$ 71,332 for grants in 2020 to Church of the Good Shepherd Wilmington, Trinity Center, Trinity Church Lumberton (Christian Care Center), Christ Church Newbern (Merci Clinic), St. Joseph's Fayetteville, Holy Innocent Seven Springs, Church of the Servant Wilmington (Bargain Box ministry) and St. Phillips Holly Ridge.

The Foundation approved \$ 215,311 from its designated funds to supplement various programs and expenses in the 2019 Diocesan budget. The Foundation has approved \$ 222,707 in support of the 2020 Diocesan budget. These distributions represent a 5% distribution calculated on an average of fund balances over a 12-quarter period to smooth the highs and lows of the funds.

As stated previously, we have 16 churches that have elected to invest their funds with the Foundation taking advantage of the investment expertise and low fee structure we are able to offer through Raymond James. Please contact us if you have any interest in investing your funds with us. The Foundation has a \$50,000 minimum to manage an independent church fund. The Foundation has a link on the Diocesan website where our investment management document is posted that describes this program and includes all the required forms. We have also posted our investment policy statement and quarterly investment reports.

We can continue to grow only through the graciousness of our Diocesan family. We encourage everyone to consider the Foundation in their estate planning to provide a perpetual source of income to the wonderful programs being done in our Diocese throughout eastern North Carolina.

Respectfully submitted.  
Hodges Hackney, Foundation President



## INTERFAITH REFUGEE MINISTRY (2019)

Dedicated to helping refugees rebuild their lives in eastern North Carolina.

From the DRC to freedom – a long journey. “I fled my country in 2006 and went to Malawi. I was taken to a refugee camp where there were many lions, snakes and scorpions. I was bitten by a scorpion while sleeping outside. This place was so dirty, it was not a good place for a human being to live, but because I had no choice I had to accept whatever the conditions. I slept outside. In the next camp, I used to sleep in a bed called a grave where there was only a piece of cloth and a piece of plastic bag to cover my head and legs. There was no clean water or electricity. Finally, after 11 years, out of 38,297 refugees, I and my family were chosen and went through the long and strict process to be accepted for resettlement in the United States. We arrived in 2016 and I was welcomed by IRM. I now have a job and am waiting anxiously for my wife to join me. My journey to the USA was something that is hard for me to forget what I went through. I want to say God bless you and bless the USA.”

Interfaith Refugee Ministry (IRM) has survived yet another challenging year as refugee arrivals continue their drop to the lowest levels since the U.S. Refugee Admissions Program began in 1980. Thanks be to God and the many hands who helped the refugees in our care.

Statistics for 2019 (October 1, 2018 - September 30, 2019) – The ceiling for refugee admissions for 2019 was set at the historic low of 30,000. The actual number of arrivals was 30,000.

- IRM Arrivals – 120 individuals (Prior to 2017 our yearly average was 170)
- Nationalities – Burma, Democratic Republic of Congo, Colombia
- Average Family size – 2
- Languages from Burma – Burmese, Chin, Karen, Kayah, Rohingya, Shan
- Other languages – Spanish, French, Lingala, Swahili and others from Africa.
- Education – from none to university degree
- Occupations – driver, teacher, electrician, tailor, hairdresser

Statistics for 2020 – The ceiling was set at another historic low of 18,000 for fiscal year 2020. IRM arrivals through mid-January total 1. North Carolina has received 104 individuals and the national number of arrivals through December is 3,219.

IRM continues to hold Cultural Orientation classes four afternoons a week covering many topics about life in America including employment, school, health and others. We also have made a series of short videos in four languages to show and tell our refugee clients how to use a stove, a washing machine, a thermostat and how to accomplish many household tasks. Employers include BSH, Moen, Sanderson Farms, restaurants and more.

The new VOLT Center opened in June and several refugees are taking advantage of classes there to learn a trade such as electrical, HVAC, welding, and plumbing. The center is part of a workforce development partnership between the city and Craven Community College.

For more information, please visit our web site ([www.helpingrefugees.org](http://www.helpingrefugees.org)) or Facebook page. If you would like to schedule a speaker or further explore how you can help, please call Susan Husson at 252-633-9009 or email [shusson@helpingrefugees.org](mailto:shusson@helpingrefugees.org).

Wilmington -Our Wilmington sub-office provides services such as housing assistance, employment and case management to refugees who live in the area. The office is located in the basement of St. James, Wilmington. We are very grateful to St. James for donating this space to us.

Respectfully submitted,  
Susan Husson – Executive Director

### **KANUGA REPORT (2019)**

The road to Kanuga is unique for each guest that travels here. For some it's a path to self-discovery, an opportunity to learn a new skill or engage in an eye-opening discussion. For others it's a familiar journey to a time honored family tradition. And for others still, it's an exciting adventure that allows them to experience what nature has to offer while they grow and create new friendships.

Established in 1928 by the dioceses of the two Carolinas, Kanuga originally provided summer programs and camps to people from across the Southeast. Within 10 years, Kanuga had become the largest conference center associated with the Episcopal Church. Today, Kanuga serves the Episcopal Church broadly through Faith and Education, Wellness and Recreation, Artistic Expression, Outdoor Exploration and Camp Activities.

Last year, Kanuga unveiled our guiding set of Core Values: Service, Respect, Sustainability and Stewardship, to serve as the cornerstones of Kanuga's future. In March, we were pleased to reveal new mission and vision statements. In 1928, Bishop Kirkman Finlay envisioned a place in the mountains of Western North Carolina, rooted in the Episcopal Church, grown from the love of Jesus, and open to all people. Ka-nu-ga, is a word borrowed from the Cherokee and once thought to mean the meeting place of many people. These statements are both a reflection on where we have come from and on the values that we uphold today.

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

**Our Vision:** To inspire a more mindful and compassionate world.

**Our Culture:** We share the spirit of this place equally with all who desire its experience and affect in the world, and we welcome people of all religions, genders, ethnicities, nationalities, ages, abilities, sexual orientations and gender expressions.

The Episcopal Church utilized Kanuga for the House of Bishops Spring Meeting, The General Board of Examining Chaplains, The Episcopal Church Foundation's Congregational Leadership Initiative and The Church Pension Group's Business Partnerships retreat. Province IV often utilizes Kanuga for Synod, ECW and Daughters of the King retreats. Kanuga hosted 50 parish-wide retreats for churches across the Southeast. Sometimes our mission calls us to be a safe refuge from the storm. In early September, we served as an evacuation site for Bishop Gadsden Retirement Community from Charleston, SC. bringing about 80 assisted living patients to us, along with an equal number of staff plus family members.

In Kanuga developed programing, many offerings for Adults and Families, both familiar and new, occurred throughout the year. Funding Ministry through Innovation: Life Beyond the Plate and Pledge, is a collaboration of The Consortium of Endowed Episcopal Parishes Network, Trinity Church Wall Street and Kanuga. A program centered on the desire for in-depth leadership development amid the realities of a changing 21st century

church. Teams of one clergy and one layperson from diverse parishes throughout the United States and abroad attended in September a summit and symposium on discerning new paths to fund mission and ministry that embrace the economic realities of today's church.

#elevateECOJUSTICE, a Creation Care and Environmental Justice gathering for the Church at Kanuga, March 13-15, 2020. This community will share stories from key players in the Church's creation care and environmental justice work, offer resources from groups intimately involved, and develop intentional plans for bringing this work to life in communities across the Church and the world. Elevate Eco Justice is part of Kanuga's annual Lansing Lee series which is made possible by an endowment established by Natalie Lee honoring the memory of Lansing B. Lee Jr. of Augusta, GA and with major support from the Buford L. Bowen Endowment.

Nuevo Amanecer, translated as New Dawn, is the largest Kanuga conference serving TEC biennially, and it celebrates and supports Latino ministries in the Church. Nuevo Amanecer is organized by the Office of Latino/Hispanic Ministries in partnership with Kanuga and will be held on May 12-15, 2020 with Presiding Bishop Michael Curry as keynoter.

Often overlooked is Kanuga's impact on youth and children. Camp Kanuga experienced a 15% enrollment increase from 2018, Camp Bob, our free summer camp experience for children who are under served, experienced a 40% enrollment increase. Through Camp Kanuga, Camp Bob, Mountain Trail Outdoor School, KEY (Kanuga Empowered Youth) Conferences, Summer Conferences and Guest Period, Kanuga served nearly 5,000 youth and children.

Known as a gathering place, we also take Kanuga on the road. Camp Kanuga collaborates with local churches and communities to offer unique youth programming and Day Camps in your area. Camp Kanuga Expeditions are dynamic exploratory experiences for high school students in Pisgah National Forest, Alaska and Hawaii that encourages the development of self-reliance, adaptability and Christian leadership.

A new resident program for young adults is in development that will explore the intersection of agriculture, nature and spirituality. A pilot program will could begin as early as August 2020.

We are also active locally with missional collaboratives like Interfaith Assistance Ministry, Friends of DuPont Forest and Camplify, which uses a series of camp-based and experiential learning programs to teach kids-in-need the life skills required to succeed and become the leaders of tomorrow. Kanuga awarded the Blue Ridge Service Corp, the Diocese of Western North Carolina's emerging Episcopal Service Corp project, \$9,000 through the Minkler Howell grant. As the Kanuga community, staff and guests, we have donated, through the Blood Connection's mobile bus, 144 units of blood. Each unit can help up to 3 patients in local hospitals, which means we could have reached as many as 432 people through our giving.

Kanuga's mission and vision statements are designed to carry us forward to our centennial celebration in 1928 and beyond. Since its founding, Kanuga has been shaped by a Spirit of true Christian Community. It is reflected in our Mission and demonstrated by the personal transformations that occur here. In navigating a rapidly changing world, we understand that its not going to do any good to try harder. We have to make an adaptation, and the key to adaptation begins with going back to our core values and creating a capacity to experiment and to learn. Our purpose remains clear and our Mission has never been more meaningful to those who seek to reconnect with themselves, each other and the Creator.

All of us at Kanuga continue to be grateful to friends, supporters and partners in ministry from the Diocese of East Carolina. No matter what brings you here, we look forward to welcoming you with open arms and unparalleled service.

Respectfully submitted,  
Michael R. Sullivan  
President

James L. Haden  
Executive VP: Mission

**SEWANEE**  
**The University of the South**

**Report for the Diocese of East Carolina**  
**As of September 15, 2019**

Finances

Donations from the Diocese: \$2,000

Donations from churches of the diocese: \$1,850

Returns to the diocese in the form of financial aid to college students, seminarians, and ADP students: \$45,800

The average return on contribution for an owning diocese is about \$34 for each dollar donated.

Engagement

EfM groups: 11

Trustees: The Rt. Rev'd Robert Skirving, The Rev'd Pamela Stringer,  
Ms. Tara Bartal, and Mr. J. Thomas Sutton

College students: 4

Seminarians: 0

Advance Degrees students: 2 plus 2 alumni

The University of the South is well known for its College of Arts and Sciences, one of the country's top liberal arts colleges; its seminary, one of 10 serving the Episcopal Church; and the Beecken Center, home of Education for Ministry (EfM), which has enlivened the personal ministry of more than 100,000 Christians. What is less well known is that this University, owned by 28 dioceses in the Sewanee Province of the Episcopal Church, is a center for learning that touches people of all ages.

**Preparing for adulthood**

Come to Sewanee for SUMMA and learn, through debate, how to connect reason, faith and tradition, while also preparing for college with a rigorous introduction to critical thinking. Or participate in the Young Writers' Conference, Choral Institute, or the Sewanee Environmental Institute's field studies experience and develop a creative talent or learn more about the natural world.

**On the path to the baccalaureate**

Move successfully into adult life by earning a degree at the only University owned and governed by Episcopal dioceses. Study one (or more) of 36 majors, 43 minors, and 15 special programs, including innovative civic engagement program to change the world for the better.

### Getting ready for leadership

Congregations raise up individuals who are called to ministry, and the School of Theology provides them rigorous academic training, grounded in a life of prayer and in the shape of the Anglican tradition. The result? Good priests, pastors, teachers, liturgists, and preachers, formed with a servant's heart to lead the church's service to the world.

### We all have a ministry

EfM builds communities of mutual support and mutual discernment where participants study scripture, history, theology and read and reflect on how God is calling them to work in the world. Invite Welcome Connect is a transformational ministry that equips and empowers clergy and lay leaders to enrich their practices of evangelism, hospitality, and connectedness. These offerings from the Beecken Center provide learning opportunities to Episcopalians and others whose fervent wish is to live lives of meaning.

### Digging Deeper

The Advanced Degrees Program gives Episcopal and other clergy deeply embedded in ministry the opportunity to dig deeper in their understanding of their faith and gain new energy in their ministries.

### Spotlight on Service

Carolyn Holmes, C'17, T'19, understands that religion and the environment are intertwined and at the very core of her being. She just completed an M.A. in religion and environment at the School of Theology. She is striving for justice and peace among all people, respecting the dignity of every human being, working toward a green and sustainable planet, shopping locally, buying clothes made to last, and walking to work. Reduce, reuse, and recycle is just another way of describing her Trinitarian doctrine of intentional living and coexistence. It is not so much a political statement as it is a method to live by. In 2016, as an Environment and Sustainability major at the University of the South, Holmes fulfilled her capstone project requirement in her hometown of Tulsa, Oklahoma, where she taught a class to 15 adult members of Boston Avenue United Methodist Church entitled, "Sustaining God's Creation." She cites the writings of Dietrich Bonhoeffer as her inspiration for what God is calling her to do. "If Christ does in fact exist in community it would follow that the community should be sustainable and the abundance of the community available to all," she says.

### What We Do

#### Pre-College

- **Summa:** 45-60 participants|\$1,000 tuition|\$12,000 given in financial aid
- **SEI environmental Field Studies Experience:** 22-25 participants|\$1,850 tuition|\$8,000 given in financial aid
- **Young Writers' Conference:** 75 participants|\$2,400 tuition|\$10,000 given in financial aid

#### College

- 1,698 students (374 Episcopalians) | \$58,000 comprehensive fee | \$32 million given in financial aid (\$6.2 million to Episcopalians from owning dioceses)

#### School of Theology

- **Seminary:** 79 residential students| \$18,258 tuition and fees | \$1.6 million given in Financial aid
- **Advanced Degree Programs:** 48 participants in 2019 (73 active students) | \$94,000 given in financial aid
- **Sewanee Ministry Collaborative:** 32 participants per year build thriving ministries| minimal cost to participants| fees paid by a grant
- **Beecken Center:** 5,500 current participants| average of 11 EfM groups per diocese

## **THE REPORT OF STANDING COMMITTEE (2019)**

### **The Diocese of East Carolina**

The Standing Committee has met as required during the year 2019 to accomplish the work as designated by the Canons of the Diocese of East Carolina and The Episcopal Church. Internet communications have been used by the committee to accomplish certain business. The actions of the Standing Committee are recorded in its minutes which are filed and archived at Diocesan House.

The 2019 Standing Committee met at Diocesan Convention to elect officers. The members of Standing Committee for 2019 were The Rev. Pamela Stringer (2020), Mr. Rob Richardson (2020), The Rev. Marcia McRae (2021), Mr. Bob Riche (2021), The Rev. Robert Alves (2022), Mr. Earl Miller (2022). Mr. Bob Riche was elected secretary of the committee. The Rev. Robert Alves was elected president. The Standing Committee expresses deep appreciation for the ministry of The Rev. Pamela Stringer. She retired during 2019 and continued to serve on the committee through the 2020 Diocesan Convention.

During 2019 the Standing Committee took the following action regarding persons in the ordination process in the Diocese of East Carolina: the Standing Committee unanimously approved Melody Perdue as a Candidate for Holy Orders; the Standing Committee approved Mary Mac Shields, Nanette Woodworth and Matthew Babcock for ordination to the diaconate; and the Standing Committee approved The Rev'd Deacons Cheryl Brainard, Nanette Woodworth and Matthew Babcock for ordination to the priesthood.

The Standing Committee gave consent to the following Episcopal elections: The Reverend Dr. Jonathan H. Folts, as Bishop of the Diocese of South Dakota, The Reverend Dr. Shannon MacVean-Brown as Bishop of the Diocese of Vermont, The Reverend Dr. Bonnie E. Perry as Bishop of the Diocese of Michigan, The Reverend Canon Lucinda Ashby as Bishop of the Diocese of El Camino Real, The Reverend Susan B. Haynes as Bishop of the Diocese of Southern Virginia, The Reverend Lennon Yuan-Rung Chang as Bishop of the Diocese of Taiwan, The Reverend Martha E. Stebbins as Bishop of the Diocese of Montana, The Reverend Phoebe Roaf as Bishop of the Diocese of West Tennessee, The Reverend Canon Kathryn Ryan as Bishop Suffragan of the Diocese of Texas, The Reverend Canon Susan Brown Snook as Bishop of the Diocese of San Diego, The Reverend Canon Megan B. Traquair as Bishop of the Diocese of Northern California, The Reverend Thomas James Brown as Bishop of the Diocese of Maine, The Reverend Deon K. Johnson as Bishop of the Diocese of Missouri, The Reverend Canon Frank Logue as Bishop of the Diocese of Georgia, and The Right Reverend Mark Allan Van Koevering as Bishop of the Diocese of Lexington.

The Standing Committee also over-see the purchase for sale of properties and issues that involve security of real property by loan. The following requests were approved: approval for the vestry of St. Philip's Episcopal Church in Southport to dispose of the building known as the Carr Jorgenson house currently sitting on property deeded in the name of the Trustees of the Diocese of East Carolina; approval for Trinity Center to grant an easement to the Town of Pine Knoll Shores.

Standing Committee voted to make changes to the document entitled GUIDELINES FOR TRANSACTIONS REQUIRING STANDING COMMITTEE APPROVAL as indicated in the February 7, 2019 minutes and the changes were forwarded to the Chancellor for her review.



The Standing Committee met with Bishop Skirving on several occasions in its capacity as council of advice. We are especially grateful for the continued and ready advice and support offered to the committee by Chancellor, Mrs. Joan Geiszler-Ludlum. It has been our pleasure to serve the Diocese of East Carolina as members of your Standing Committee this year.

Respectfully submitted,  
The Reverend Robert M. Alves, President  
On behalf of the Standing Committee

### **SUSTAINABLE GOALS COMMISSION (2019)**

The Sustainable Goals Commission is in a period of transition, as planned. Three years ago the Commission decided an emphasis on sustainable ways to combat human trafficking was one of the central issues of our time, both in our own Diocese and around the world. The Commission presented to the Convention a goal: to highlight the urgency of this problem over a three-year period.

In the quest for the best way to fulfill this goal, Commissioners began an extensive period of research. The quest was in two parts: how to best raise awareness of the issue diocese-wide, and how to allocate resources for sustainable solutions. Within the Episcopal community, the Reverend Rebecca Stevens immediately emerged as the developer of a successful, sustainable model for countering trafficking within our country. Her enterprise, Thistle Farms, even then was beginning international outreach, a program expansion which fit even more closely with the aims of the Sustainable Goals Commission. The pattern for a three-year presentation to this Convention seemed clear.

In year one, the Commission reported its plans and goals, and began promoting and selling Thistle Farms products and publications as a consciousness raising measure. At the same time, in its meetings, research, and funding, the Commission supported several organizations active within our diocese.

In year two, last year, the emphasis reached its apogee with the strong support of the Annie Jacobs and the Convention Committee, the Office of the Bishop, and the Executive Committee. Arrangements were complicated, since Becca Stevens is adamant about the involvement of her associates, and they played an important part in the success of the workshops, speeches and interactions at last year's Convention. We are particularly grateful to Bishop Skirving for his support, and for the generosity engendered in the various committees both for funding and Convention speaking time.

This third year, the Commission is consolidating gains and making recommendations to the parishes. The organizations listed below have been vetted by the Commission in its research, and have already been supported financially. The Commission can strongly recommend these funds to parishes who want to follow the recommendation of Bishop Curry and the General Convention. That is, that each parish give .07 % of its normal budget to Sustainable Goals, and encourage every congregant to give .07% of their income to Sustainable Goals. Idea. If those goals this year involve the struggle against human trafficking, the Commission recommends to you:

- Thistle Farms
- True Justice International (New Bern)
- No Rest (Chapel Hill)
- Episcopal Relief and Development (You can designate larger donations.)

-International Relief Committee (This is headed by David Milliband and receives much support from UN member nations.)

While working on these Sustainable Goals, the Commission was in transition in another way. Since the Commission is non-Canonical, it had not previously had a plan for fulfilling its mission statement through a clear administrative path. There is now a 25 page draft Handbook, outlining the Commission's structure and membership ready for presentation to the Executive Committee and the Bishop. We have a wonderful list of volunteers for the Commission when these new procedures are approved.

Karen Ray, Former Chair (2015-2019), for the Sustainable Goals Commission

### TRINITY CENTER

For Trinity Center, 2019 was a rebuilding year. Even though we re-opened after Hurricane Florence by the end of 2018, major construction continued into first quarter 2019. Our Beach House didn't open until late January 2019, and our Pelican House didn't open until late February. Minor construction work continued until summer when we had to stop because of the number of guests on property. Summer at Trinity Center is an incredibly busy time; in fact, our busy season actually runs from May through October each year.

The summer of 2019 was a hot one and a good one for Trinity Center. We were busy much of the time, and the voices of laughing children echoed around property all summer long. Camp Trinity and Sound to Sea Day Camp ran well and mostly full, and over in conferencing we saw lots of parish family weekends and family reunions. We fed plenty of people in our dining rooms, we had lots of picnics at the pavilion overlooking the ocean, and we passed out multitudes of drinks and bags of chips during daily camp canteens.

All in all, it was a fairly typical Trinity Center summer. Unfortunately, as summer rolled into fall, another fairly typical event happened. Hurricane Dorian decimated the Bahamas, threatened the entire southeastern coast, and headed right for us at almost the exact same time that Hurricane Florence did last year. And I could feel my staff, and all of Carteret County; cringe a little at the feeling of déjà vu. I think we were all experiencing a shared bit of PTSD at the thought of another Florence rolling into our area. Thankfully for us, Hurricane Dorian followed a much more familiar path. Unlike Florence, which barreled due west and straight for us across the Atlantic, Dorian rolled up the coast, rolled right past us, and made landfall directly over Cape Hatteras before heading back out to sea and transitioning into an extratropical cyclone.

Hurricane Dorian moved through quickly, and speed matters so very much with hurricanes. While it did some damage to property, it was mostly a damage with which I am familiar. We lost the majority of the insulation under our sound-side dorms, some dorm floors took water, and Sanders Point went under water for a few hours. What we didn't have was widespread damage all over property from an extended wind and rain event like Hurricane Florence. And while Hurricane Dorian did some serious damage to areas near us (see the tornado that ripped through nearby Emerald Isle and the frightening flooding event on Ocracoke Island), Trinity Center emerged mostly unscathed.

What an incredibly fragile environment this barrier island is. I am so proud of how we care for and maintain Trinity Center so we can receive people into this unique place. I also remain dedicated to supporting our environmental education program, Sound to Sea. As it becomes increasingly evident that we as a species are negatively impacting our climate, I become more and more committed to Sound to Sea's focus on teaching children to be better stewards of our environment. It's yet another reason I remain so devoted to this place and its many ministries.



So repairs continued and are still continuing. Part of Dorm C's floor is up as I write this, and all four dorms are due to have their insulation replaced before the end of the year. As some of you know, I engage in plenty of Management by Walking Around (MWA), and I am reminded often that for all the places around property that need attention, in general our facilities are in much better shape than they have been. Certainly some of the funds for those repairs have come from insurance proceeds, but much of our ongoing support comes from our many friends who give freely to our Annual Fund, our Scholarship Fund, and our Endowment Fund. I would be remiss if I didn't mention support from the Diocesan Budget. Every year that we receive money for our Diocesan Maintenance Fund and our Scholarship Fund, I am reminded that we are owned and operated by the Episcopal Diocese of East Carolina. I continue to feel that we are an incredible outreach opportunity for our diocese, an opportunity to show the best of Episcopal hospitality to the twenty thousand children and adults who visit with us. And I continue to remain grateful for the opportunity to serve the diocese and this center as executive director.

Penn Perry  
Executive Director, Trinity Center

### **DEPARTMENT OF YOUTH, UNIVERSITY & CAMPUS AND YOUNG ADULT MINISTRY**

2019 has been a year marked by change in the areas of youth, campus and young adult ministries. We continue to have wonderful commitment from young people, college students and the adults who engage in ministry with and form them.

In addition, this year has been marked by intentional evaluation and preparation for further evaluation of programs and initiatives. We have experienced population dip in High School aged young people coupled with a population spike in Middle School aged young people. We have seen an increase in engagement with Campus Ministries in Greenville and Wilmington. Ministries in Fayetteville and Pembroke are working to gain and regain ground on their target campuses. In young adult ministries, another parish has launched a young person into the Episcopal Service Corps.

#### Youth Ministry

From regular Diocesan Youth Events to support and training for adults who work with young people to curriculum resources, Youth Ministry in the Diocese of East Carolina seeks to serve all young people in grades 6-12, their parents and the adult leaders who work with them on a regular basis.

ECYC (East Carolina Youth Council) Term 2019-2020 Members:

Mairead Benson - Lower Cape Fear (St. Andrew's on the Sound, Wilmington)

Rebecca Brown - Trinity Deanery (St. Mary's, Kinston)

Abby Dell - Lower Cape Fear Deanery (St. Andrew's on the Sound, Wilmington)

Allie Earnhart - At Large (St. Andrew's on the Sound, Wilmington)

Anne Stuart Freemon - Trinity Deanery (St. Stephen's, Goldsboro)

Emily Gowdy Canady – Program Officer

Anna Haddad - At Large (St. Mary's, Kinston)

Tracy Hanson – Adult Member (St. Andrew's on the Sound, Wilmington)

Pauline Lind - Trinity Deanery (St. Andrew's, Morehead City)

Buddy Payne - Adult Member (St. Peter's by the Sea, Swansboro/Trinity Center)

Lizzy Rotchford - Albemarle Deanery (St. Andrew's by the Sea, Nags Head)

Daniel Sharp -At Large (St. Stephen's Goldsboro)

The East Carolina Youth Council currently includes 9 young people and 3 adults at this time, representing 3 of the 5 deaneries in the diocese. The ECYC continues to take on more leadership in the Department by designing and facilitating many of the youth events we offer.

The EC Youth Council meets four times a year and all members participate in an annual planning meeting in August and in Diocesan Convention in February.

Provincial and Episcopal Church Involvement  
Province IV Youth Leadership and Network Meeting  
December 5-8, 2019

1 youth and 1 adult member of the ECYC along with the Program Officer participated in the annual Province IV Youth Leadership and Network Conference at Gravatt Campus and Conference Center in the Diocese of Upper South Carolina. In addition to meeting and learning from over 50 young people and adults from 14 of the 20 dioceses that make up Province IV, the group participated in Dismantling Racism for Youth training facilitated by Dr. Catherine Meeks, Mrs. Sallie Ulrey and Mrs. Katie McRee all of the Diocese of Atlanta. Dr. Meeks is the Director the Absalom Jones Center for Racial Healing in Atlanta, and Mrs. Ulrey and Mrs. McCree are the authors of the Dismantling Racism Curriculum for Youth.

Buddy Payne - Adult  
Pauline Lind - Youth

#### Diocesan Events

New Beginnings #54

April 5th - 7th at Trinity Center

This event is for middle schoolers run by high schoolers and middle schoolers who have been participants before. New Beginnings seeks to help middle schoolers navigate the emerging world of changing relationships with friends, significant others, family and the world through the lens of their faith.

Youth Leadership Team for New Beginnings #54

Pauline Lind, Shepherd - St. Andrew's, Morehead City

Anna Perdue, Archdeacon - St. Anne's, Jacksonville

Abby Ulfers, Guide - St. Paul's, Greenville

John Kells, Holy Trinity, Fayetteville served as Co-Coordinator

Ashley Simpson, Christ Church, New Bern served as Co-Coordinator

The Rev'd Sarah Smith, St. Andrew's on the Sound, Wilmington served as Spiritual Director

The Rev'd Chris Hamby, St. James, Wilmington served as Spiritual Director

Alex Haralson, St. James Episcopal Church, Knoxville served as Musician

Happening #73 & 74

This is a renewal based youth event for high schoolers that is run and supported by other high schoolers. Make a friend, be a friend, bring a friend to Christ. Happening provides a well-structured environment of talks and activities for high school young people to explore, question and deepen their faith. Happening #73 was March 1-3 and Happening #74 was October 18-20

#### Youth Leadership Team for Happening #73

Harris Dozier – Rector, St. James, Wilmington

Whitney Williams – Head Gopher, Christ Church, Elizabeth City

Abby Ulffers - Chaplain, St. Paul's, Greenville

Cookie Cantwell, St. James Wilmington serves as the Happening coordinator

The Rev'd Bert Eaton, Retired – Spiritual Director

The Rev'd Tom Warren - St. Mary's, Kinston

#### Youth Leadership Team for Happening #74

Tyler Bailey– Rector, St. Paul's, Wilmington

Rebecca Brown – Head Gopher, St. Mary's, Kinston

Ashley Porter - Chaplain, St. Paul's, Beaufort

Cookie Cantwell, St. James Wilmington serves as the Happening coordinator

The Rev'd Bert Eaton, Retired – Spiritual Director

The Rev'd Deacon Carol Eaton, Retired - Spiritual Director

#### yOUTHREACH 2019

Saturday, September 21st

yOUTHREACH 2019 was planned by the ECYC in conjunction with The Rev'd Deacon Rebecca Bean and the Dillard Middle School Partnership and hosted by St. Stephen's in Goldsboro.

Young people from around the diocese gathered at St. Stephen's for a morning of fellowship, followed by traveling to Dillard Middle School in Goldsboro. The the young people from the diocese worked with students and faculty from the school on cleaning up the grounds, weeding, and setting up bird houses as well as sprucing up classroom entrances inside the school building.

#### Sr. High Fall Break

November 1-3, 2019 was canceled as it did not met registration requirements.

Sr. High Fall Break is planned for 2020 and information will be available in the summer of 2020.

#### Fall Youth Conference

November 15-17, 2018 at Trinity Center

Designed for Middle Schoolers by the ECYC. ECYC members served on team along with other High School Young People. This year's theme was Love your Neighbor: No Exceptions! The young people engaged in a program built around Matthew 22:36-40 focusing on how are called by Jesus to love our neighbor, no matter who they are. The participants learned that neighbors are all kinds of people, and not always people we may like. Throughout the weekend, the participants engaged in activities and program that helped them examine the ways they are equipped to love others as God love us.

#### East Carolina Youth Council served as Design Team

The Rev'd John Porter-Acee, St. Timothy's, Greenville served as Chaplain

Melody Perdue, St. Anne's, Jacksonville served as Musician

Fall Conference, New Beginnings and Happening would not be possible without the continued support, guidance and work of Mary Beth Bradberry, the Camp Trinity Director and Buddy Payne, Assistant Camp Trinity Director. They are an invaluable asset to these events and all youth events in the Diocese of East Carolina.

### **University and Campus Ministry**

Campus Ministry in the Diocese of East Carolina continues to grow and change. The dynamics of all ministries change each semester as new students come in and other graduate. All of groups have been active in 2019.

In April many students from two campus ministries gathered at Trinity Center for their annual Cross Campus Ministry Retreat. The Rev'd Sarah Smith of St. Andrew's on the Sound, Wilmington served as the retreat leader.

In June Mrs. Alfreda Gee, Campus Minister in Wilmington, the Rev'd Donna Kraus, Campus Minister in Greenville, and Mrs. Deb Rosenberg past campus ministry coordinator in Pembroke travels to Boston to attend Uncharted, a conference hosted by the Episcopal and Lutheran Church's offices for Campus and Young Adult Ministries. This was an opportunity to learn more about partnered campus and young adult ministries as well as to participate in workshops, networking, and worship. Those involved in the leadership of Campus Ministries across the diocese meet quarterly for a check-in with the Program Officer as well to be of support to one another. These meetings happen both online via ZOOM and in person.

#### **Pamlico Deanery**

The Rev. Donna Kraus a Lutheran Pastor in Greenville serves as the Campus Minister for The Well: ELCM.

The Advisory Council has representation from both Lutheran and Episcopal students, St. Timothy's, St. Paul's, and Our Redeemer, Lutheran. They meet at once every other month and more often if needed. Pastor Donna sends out weekly email and maintains regular "office" hours on campus for students and faculty. She also maintains an office at Our Redeemer Lutheran.

Highlights from this year include:

- Explored other faiths by sharing time with the Muslim and Jewish campus ministries
- Represented the Christian faith by sharing information on Advent at an ECU Cultural Events fair
- Engaged in service events such making blankets for hospice and sharing time with the residents of University Towers (low income housing apartment)
- Explored topics such as racial reconciliation, the Reformation, the Enneagram, and managing stress
- Grew as a community of faith through fellowship and worship

#### **Lower Cape Fear Deanery**

ECCO continues to meet on Tuesday night community at Church of the Servant in Wilmington.

The theme for our work this school year is The Way of Love. Using the 7 words as action they ministry as focused on the following in the Spring and Fall semesters of 2019:

Learn: What the scriptures say to us

Skills from each other

To ask hard questions and sit without answers

To grow loving community

Pray: In gratitude for blessings and gifts  
 For help for self and others  
 For clarity  
 For forgiveness

Worship: By the ocean at Trinity Center  
 In a circle of kindness  
 Around many meals  
 In quiet and in laughter

Bless: Children with Easter fun  
 Women mistreated by a broken world  
 Students in crunch time with kindness  
 Each other with support

Go: On campus, at home and at work

Rest: At retreats at Trinity and Agape'  
 While goofing around at ECCO  
 At coffee on campus

Turn: From that broken world to God, the Source  
 To prayer, the means for turning  
 To each other, for renewal

The Advisory Council meets bi-monthly and representation consists of students as well as clergy and lay representatives from Church of the Servant, Holy Cross, and St. Andrew's-on-the-Sound, and are looking to expand the group to include some other parishes in the Wilmington area.

#### Upper Cape Fear Deanery UNC-Pembroke

The Rev'd Gene Wayman is serving as the Campus Ministry Coordinator for the Episcopal Lutheran Ministry for students at UNC-Pembroke. He was assisted in the Fall and Spring semesters by Deb Rosenberg from St. Mark's Lutheran, Lumberton. The ministry will be looking for a new support person from St. Mark's moving into 2020. This group met every other week on campus for Eucharist, conversation and dinner.

This ministry is in a bit of a transition as a number of students graduated in the Spring of 2019. The fall semester was spent working on regrouping and developing a new strategy moving into 2020.

Over the summer Lindsey Harts, Communications Coordinator for the diocese and the Program Officer met with the Campus Ministry coordinators to talk about improving communications and utilizing social media.

#### Fayetteville State University

Volunteers from St. Joseph's, Fayetteville remains faithful in their commitment to this ministry. They have increased their regular presence on campus. They will continue their efforts on campus in 2020, having made a connection with the Director of Residential Life at FSU.

Over the summer Lindsey Harts, Communications Coordinator for the diocese and the Program Officer met with the Campus Ministry coordinators to talk about improving communications and utilizing social media.

#### **Young Adult Ministry**

This ministry continues to be one of support and connection of young adults to broader opportunities offered

through The Episcopal Church, including the Episcopal Service Corps and the Young Adult Service Corps.

In September of 2019, Alex Norwood of Christ Church, New Bern and former East Carolina Youth Council member began his year long experience with the Episcopal Service Corps in Seattle Washington. Alex is assigned to The Church Council of Greater Seattle where he is a community organizer.

We continue to support parishes actively engaged in ministries with young adults.

Respectfully submitted,

Emily Gowdy Canady  
Program Officer for Youth, University & Campus, and Young Adult Ministries

**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA  
2019 FUND REPORT**

<u><b>DESIGNATED FUNDS</b></u>	<u><b>12/31/2019 Balance</b></u>
<b><u>George Jeffreys Memorial Fund</u></b> Designated for maintenance and improvements at Trinity Center	\$ 356,510
<b><u>Bishop Wright Fund</u></b> No specific restriction-per convention journals	12,079
<b><u>Price N Poe Memorial Fund</u></b> Designated for building and rebuilding church buildings in Diocese and for training men and women for Christian work	342,420
<b><u>R.A. Williams Fund</u></b> Designated for education of Episcopal ministers	52,899
<b><u>Mary Smith Fund</u></b> Designated for theological education	27,680
<b><u>Bishop Strange Fund</u></b> Designated for missionary work in the Diocese	9,269
<b><u>Anne Shepard Graham Building Fund</u></b> Designated for capital improvements of missions, camps, conference centers, schools and other properties operated by Diocese	159,276
<b><u>Priest Education Fund</u></b> Designated for domestic continuing education for clergy	61,720
<b><u>Louis Alston Fund</u></b> Designated for theological education, religious work among college students and to supplement salaries for lower paid clergy	2,498,426
<b><u>Therapeutic Support Fund</u></b> Designated for therapeutic support of clergy	83,412
<b><u>S. Williams Family Fund</u></b> Designated for charitable causes with priority to programs providing food clothing or shelter to those in need.	105,907
<b><u>Clergy Foreign Travel Fund</u></b> Designated for clergy foreign travel	117,001
<b><u>Smithson Fund</u></b> Designated for Trinity Center	340,863
<b><u>Youth and Young Adult</u></b> Designated for youth, young adult and campus ministries	29,044
<b><u>Trinity and Beyond Capital Campaign Endowment</u></b> General endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center maintenance and improvements	136,764
<b><u>Seale Trinity Center Permanent Maintenance Endowment</u></b> Separately named endowment portion of Trinity and Beyond Capital Campaign designated for Trinity Center	296,736
<b><u>Willie S. Grimes Fund</u></b> Designated for use by Bishop to provide for those in need	38,726
<b>TOTAL DESIGNATED FUNDS</b>	<u><u>\$ 4,668,732</u></u>



**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA  
2019 FUND REPORT**

<b><u>OTHER BENEFICIARY FUNDS</u></b>	<b><u>12/31/2019 Balance</u></b>
<b><u>FUNDS HELD ON BEHALF OF CHURCHES AND DIOCESE:</u></b>	
St. Thomas Episcopal Church, Windsor	\$ 74,441
St. Thomas Episcopal Church (Memorial), Windsor	62,900
St. Thomas Episcopal Church, Windsor	19,587
St. Francis By-The-Sea (R Seale Match), Salter Path	138,545
St. Francis By-The-Sea (N Seale Match), Salter Path	64,108
St. Francis By-The-Sea Episcopal Church, Salter Path	136,412
Grace Episcopal Church, Plymouth	161,643
St. Thomas Episcopal Church, Ahoskie	358,594
Trinity Episcopal Church (Endowment), Lumberton	163,450
Trinity Episcopal Church, Lumberton	207,607
St. Thomas Episcopal Church, Bath	287,185
St. Paul's Episcopal Church, Greenville	580,630
St. Paul's Episcopal Church (Huber Fund), Greenville	240,885
St. James The Fisherman, Shallotte	153,090
Church of the Servant, Wilmington	223,715
St. Luke's/St. Anne's Episcopal Church, Roper	44,988
Holy Trinity Episcopal Church (Endowment), Fayetteville	745,917
Holy Trinity Episcopal Church (Dr. Robert King Fund), Fayetteville	12,025
Holy Trinity Episcopal Church (Melissa Gardner Fund), Fayetteville	27,139
Holy Trinity Episcopal Church (White Bequest Fund), Fayetteville	15,312
Holy Trinity Episcopal Church, Hertford	609,239
William & Phyllis Walker Fund (Bishop's Discretionary Fund for Diocese)	468,997
John Wood Foreman (Trustee Fund)	526,225
Trustees of Diocese of East Carolina	681,880
Holy Trinity Episcopal Church, Hampstead	47,367
Trinity Center Endowment Fund, Trinity Center	99,993
Trinity Center Bishop's Chapel, Trinity Center	32,676
St. Georges, Engelhard	106,890
St. Christopher's, Havelock	124,795
St. Andrew's. Morehead	263,872
	<u>6,680,107</u>
<b><u>FOUNDATION ASSETS WITH SPECIFIED BENEFICIARY:</u></b>	
Helen Mardre Memorial Fund-annual income to St. Thomas Episcopal Church, Windsor	46,493
W. H. Ward Fund-annual income to Grace Episcopal Church, Plymouth	282,874
Winslow Merrick Fund-annual income to St. Mark's Episcopal Church, Wilmington	28,890
L&N Lastinger Fund-annual income to Trinity Episcopal Church, Chocowinity	80,748
Lucile M. Marvin Fund-annual income to St. Andrew's On-The-Sound, Wilmington and Bishop's Discretionary Fund	21,413
Edward Forbes Fund-annual income to Christ Church, New Bern and Diocese	207,183
Susan S. and Wallace C. Murchison Fund-annual income to St. John's Wilmington	430,107
	<u>1,097,708</u>
<b>TOTAL OTHER BENEFICIARY FUNDS</b>	<b><u>\$ 7,777,815</u></b>



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**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA  
2019 FUND REPORT**

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**UNDESIGNATED FUND**

**12/31/2019  
Balance**

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The Foundation maintains one undesignated fund to account for funds contributed with no designated purpose. These funds are generally used to provide grants throughout the Diocese. Contributions to the undesignated fund consist of gifts from:

Bequest of Elizabeth P. Gilliam  
 Bequest of William Carlyle Powell  
 Bequest of Waverly C. Broadwell  
 Bequest of William G. Gaither  
 Bequest of Lucile Murchison Marvin in memory of her husband, Walter R. Marvin  
 Gifts in memory of Rt. Reverend Alfred Augsutine Watson (Bishop of Diocese)  
 Bequest of Fanny Murchison Curtis  
 Gifts of Mrs. Lucile Murchison Marvin and bequest in memory of her parents Lucy Giles and David Murchison  
 Gift from Charlotte Thompson  
 Bequest of Fanny Murchison and Jennie Atkinson Murchison in memory of their sister Lucy M. Mallett  
 Gifts of the Sarah Graham Keenan Foundation  
 Gifts from various donors for Future Ministries  
 Bequest of Mary W. Ralph  
 Bequest of Thurman Williams  
 Bequest of Gertrude S. Rosevear  
 Gift of Margaret U. Griffin  
 Bequest of Sherry Tabb  
 Gift from Ray Tait

**TOTAL UNDESIGNATED FUNDS**

**\$ 1,498,312**

**EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA**  
**2019 FUND REPORT**

<u>DESIGNATED FUND</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>
George Jeffreys Memorial Fund	16,814	16,814	17,079
Bishop Wright Fund	525	525	550
Price N Poe Memorial Fund	16,482	16,482	16,782
RA Williams Fund	2,500	2,500	2,561
Mary Smith Fund	1,233	1,233	1,287
Bishop Strange Fund	427	427	436
Graham Building Fund	7,554	7,554	7,752
Priest Education Fund	2,907	2,907	2,983
Louis Alston Fund	121,172	121,172	123,298
Therapeutic Support Fund	3,688	-	3,846
S Williams Family Fund	5,046	5,046	5,163
Clergy Travel Fund	5,208	3,000	5,473
Smithson Fund	16,021	16,021	16,343
Youth/Young Adult	1,293	1,293	1,342
Willie Grimes	1,751	1,751	1,837
Seale Trinity Center Permanent Maintenance Endowment	8,136	8,136	10,091
Trinity and Beyond Capital Campaign Endowment	4,554	4,554	5,884
	<u>215,311</u>	<u>209,415</u>	<u>222,707</u>

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
<b>Revenues</b>			
<b>Pledges</b>			
<b>Current Year Annual Pledges</b>			
1-4010-00 - Annual Parish Pledges	\$1,356,848.92	\$1,356,345.00	(\$503.92)
<b>Total Current Year Annual Pledges</b>	\$1,356,848.92	\$1,356,345.00	(\$503.92)
<b>Prior Year Pledges</b>			
1-4013-00 - Prior Year Pledges	\$14,911.91	\$14,912.00	\$0.09
<b>Total Prior Year Pledges</b>	\$14,911.91	\$14,912.00	\$0.09
<b>Total Pledges</b>	\$1,371,760.83	\$1,371,257.00	(\$503.83)
<b>Other Income</b>			
1-4119-00 - Other Operating Income	\$346.65	\$2,000.00	\$1,653.35
1-4199-00 - Prior Year Funds Carried Forward	\$0.00	\$218,206.00	\$218,206.00
<b>Total Other Income</b>	\$346.65	\$220,206.00	\$219,859.35
<b>Earnings on Investments</b>			
1-4210-00 - Interest Income	\$5,583.42	\$1,000.00	(\$4,583.42)
<b>Total Earnings on Investments</b>	\$5,583.42	\$1,000.00	(\$4,583.42)
<b>Foundation Support</b>			
1-4300-00 - Foundation General Support	\$159,138.96	\$159,139.00	\$0.04
<b>Total Foundation Support</b>	\$159,138.96	\$159,139.00	\$0.04
<b>Total Revenues</b>	\$1,536,829.86	\$1,751,602.00	\$214,772.14
<b>Expenses</b>			
<b>The Episcopate</b>			
<b>Episcopate Personnel Expenses</b>			
1-5001-00 - Bishops Salary, Housing, SECA	\$179,443.00	\$178,443.00	(\$1,000.00)
1-5002-01 - Executive Assistant to the Bishop	\$42,101.50	\$50,263.00	\$8,161.50
1-5003-01 - Bishop Health/Life	\$14,723.21	\$17,264.00	\$2,540.79
1-5003-02 - Bishop Pension	\$29,970.21	\$32,120.00	\$2,149.79
1-5003-07 - Episcopate Staff Health/Life	\$12,792.76	\$15,813.00	\$3,020.24
1-5003-08 - Episcopate Staff Pension	\$3,815.10	\$4,524.00	\$708.90
1-5004-00 - Episcopate Staff Payroll Taxes	\$2,689.96	\$3,845.00	\$1,155.04
<b>Total Episcopate Personnel Expenses</b>	\$285,535.74	\$302,272.00	\$16,736.26
<b>Episcopate Operational Expense</b>			
1-5010-00 - Bishop's Automobile	\$6,086.90	\$4,500.00	(\$1,586.90)
1-5011-00 - Bishop Business & Travel Exp.	\$8,824.49	\$15,120.00	\$6,295.51
1-5011-02 - Bishop Con Ed	\$594.47	\$3,000.00	\$2,405.53
1-5011-03 - Episcopate Staff Travel	\$99.18	\$500.00	\$400.82
1-5012-00 - Bishop Sabbatical Fund Transfer	\$2,000.00	\$2,000.00	\$0.00
1-5012-02 - Episcopate Staff Con Ed.	\$1,923.50	\$400.00	(\$1,523.50)
1-5013-00 - Bishop Supplies	\$749.03	\$1,500.00	\$750.97
1-5013-02 - Episcopate Staff Supplies	\$166.56	\$405.00	\$238.44
1-5014-00 - Bishop Cell Phone	\$1,904.03	\$1,140.00	(\$764.03)
1-5060-00 - Chancellor Expenses	\$2,652.83	\$6,650.00	\$3,997.17
<b>Total Episcopate Operational Expense</b>	\$25,000.99	\$35,215.00	\$10,214.01
<b>Total The Episcopate</b>	\$310,536.74	\$337,487.00	\$26,950.26
<b>Diocesan Administration</b>			
<b>Admin Personnel Expenses</b>			
1-5101-03 - New Diocesan Administrator	\$52,698.97	\$51,400.00	(\$1,298.97)
1-5102-01 - Administrative Assistant	\$29,721.43	\$32,505.00	\$2,783.57
1-5102-03 - Sexton	\$6,600.00	\$6,500.00	(\$100.00)
1-5102-04 - Part-time Receptionist	\$20,279.26	\$10,905.00	(\$9,374.26)
1-5103-02 - Administrative Staff-Health/Life	\$24,385.02	\$29,314.00	\$4,928.98
1-5103-03 - Administrative Staff-Retirement	\$5,367.81	\$7,551.00	\$2,183.19

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Accounts	YTD Actual	Annual Budget	Annual Budget Remaining
1-5104-00 - Administrative Staff Payroll Taxes	\$7,634.52	\$7,253.00	(\$381.52)
<b>Total Admin Personnel Expenses</b>	<b>\$146,687.01</b>	<b>\$145,428.00</b>	<b>(\$1,259.01)</b>
<b>Admin Operational Expenses</b>			
1-5110-00 - Administrative Travel	\$99.97	\$350.00	\$250.03
1-5111-00 - Administrative Con Ed.	\$1,424.80	\$1,025.00	(\$399.80)
1-5112-00 - Audit & Professional Fees	\$14,800.00	\$12,000.00	(\$2,800.00)
1-5113-00 - Insurance	\$18,615.00	\$18,000.00	(\$615.00)
1-5114-00 - Office Supplies	\$4,232.57	\$6,750.00	\$2,517.43
1-5114-01 - Hospitality Supplies	\$1,024.77	\$1,000.00	(\$24.77)
1-5116-00 - Journal Production and Mailing	\$0.00	\$300.00	\$300.00
1-5117-00 - Postage and Shipping	\$3,821.80	\$5,100.00	\$1,278.20
1-5118-00 - Office Equipment-Leases	\$18,450.78	\$16,500.00	(\$1,950.78)
1-5119-00 - Computer Expenses	\$10,029.63	\$12,000.00	\$1,970.37
1-5120-00 - Dues & Publications	\$512.00	\$2,584.00	\$2,072.00
1-5121-00 - Telephone/Internet	\$6,708.93	\$6,000.00	(\$708.93)
1-5122-00 - Utilities	\$12,878.71	\$12,600.00	(\$278.71)
1-5123-00 - Building Maintenance	\$10,695.60	\$12,000.00	\$1,304.40
1-5124-00 - Yard Maintenance	\$5,230.00	\$6,000.00	\$770.00
1-5125-00 - Contract Services	\$79.99	\$2,000.00	\$1,920.01
1-5125-01 - Volunteer Treasurer Travel	\$300.00	\$300.00	\$0.00
1-5126-00 - Bank Charges & Fees	\$365.90	\$600.00	\$234.10
1-5140-00 - Staff Planning	\$256.37	\$1,000.00	\$743.63
1-5155-01 - Repairs-Hurricane Florence	\$1,000.00	\$0.00	(\$1,000.00)
<b>Total Admin Operational Expenses</b>	<b>\$110,526.82</b>	<b>\$116,109.00</b>	<b>\$5,582.18</b>
<b>Total Diocesan Administration</b>	<b>\$257,213.83</b>	<b>\$261,537.00</b>	<b>\$4,323.17</b>
<b>Office of the Canon to the Ord</b>			
<b>Personnel Expenses</b>			
1-5201-00 - Cn to Ordinary Salary/Housing/SECA	\$110,473.32	\$113,372.00	\$2,898.68
1-5202-00 - Administrative Asst to Canon to Ord	\$35,576.08	\$32,505.00	(\$3,071.08)
1-5203-01 - Canon to Ordinary-Health/Life	\$14,289.22	\$21,009.00	\$6,719.78
1-5203-02 - Canon to Ordinary-Pension	\$19,424.15	\$20,407.00	\$982.85
1-5203-03 - Canon Staff Health/Life	\$12,877.64	\$13,447.00	\$569.36
1-5203-05 - Canon Staff Retirement	\$3,253.84	\$2,925.00	(\$328.84)
1-5204-00 - Canon Staff Payroll Taxes	\$2,676.13	\$2,487.00	(\$189.13)
<b>Total Personnel Expenses</b>	<b>\$198,570.38</b>	<b>\$206,152.00</b>	<b>\$7,581.62</b>
<b>Operational Expense</b>			
1-5210-00 - Canons Automobile	\$3,619.70	\$6,500.00	\$2,880.30
1-5211-00 - Canon Business & Travel Exp.	\$1,279.35	\$1,900.00	\$620.65
1-5211-02 - Asst. to Canon Travel	\$0.00	\$200.00	\$200.00
1-5212-00 - Congregational Con Ed.	\$0.00	\$1,580.00	\$1,580.00
1-5212-02 - Asst to Canon Con Ed	\$0.00	\$500.00	\$500.00
1-5213-00 - Congregational Supplies	\$1,952.32	\$3,335.00	\$1,382.68
1-5214-00 - Congregational Cell Phone	\$674.42	\$1,000.00	\$325.58
<b>Total Operational Expense</b>	<b>\$7,525.79</b>	<b>\$15,015.00</b>	<b>\$7,489.21</b>
<b>Total Office of the Canon to the Ord</b>	<b>\$206,096.17</b>	<b>\$221,167.00</b>	<b>\$15,070.83</b>
<b>Office of Spanish Ministry</b>			
<b>Personnel</b>			
1-5215-00 - Sp Min Coord Salary/Housing/SECA	\$78,533.50	\$77,871.00	(\$662.50)
1-5215-01 - Sp. Min. Coord. Health/Life	\$13,753.44	\$13,398.00	(\$355.44)
1-5215-02 - Sp. Min. Coord. Pension	\$14,133.75	\$14,017.00	(\$116.75)
1-5216-00 - La Sagrada Priest Sal/Hou	\$31,866.31	\$39,466.00	\$7,599.69
1-5216-01 - La Sagrada Priest Insurance	\$9,180.00	\$11,016.00	\$1,836.00
<b>Total Personnel</b>	<b>\$147,467.00</b>	<b>\$155,768.00</b>	<b>\$8,301.00</b>



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<b>Sp. Min. Operational Expenses</b>			
1-5215-03 - Sp. Min. Program Expenses	\$2,057.89	\$15,800.00	\$13,742.11
1-5215-04 - Sp. Min. Automobile	\$6,232.43	\$5,000.00	(\$1,232.43)
1-5215-05 - Sp. Min. Coord Business & Trvl Exp	\$917.38	\$2,500.00	\$1,582.62
1-5215-06 - Sp. Min. Coord Con Ed.	\$2,107.39	\$2,330.00	\$222.61
1-5215-07 - Sp. Min. Coord. Supplies	\$88.47	\$240.00	\$151.53
1-5215-08 - Sp. Min. Cell Phone	\$891.64	\$1,000.00	\$108.36
1-5215-10 - Sp. Min. Student Fees	\$0.00	(\$12,300.00)	(\$12,300.00)
1-5215-99 - Lehto Grant for Sp. Ministry	(\$20,000.00)	(\$50,000.00)	(\$30,000.00)
1-5216-02 - Missioner Travel	\$702.96	\$2,000.00	\$1,297.04
1-5216-99 - Spanish Cong. Support for Missioner	(\$4,289.72)	(\$7,000.00)	(\$2,710.28)
<b>Total Sp. Min. Operational Expenses</b>	<b>(\$11,291.56)</b>	<b>(\$40,430.00)</b>	<b>(\$29,138.44)</b>
<b>Total Office of Spanish Ministry</b>	<b>\$136,175.44</b>	<b>\$115,338.00</b>	<b>(\$20,837.44)</b>
<b>Office of Diocesan Life</b>			
<b>Personnel</b>			
1-5217-00 - Dio Life Canon Salary/Housing/SECA	\$79,626.00	\$79,626.00	\$0.00
1-5217-01 - Dio Life Canon Health/Life Ins	\$13,802.28	\$13,953.00	\$150.72
1-5217-03 - Dio Life Canon Pension	\$14,449.59	\$14,333.00	(\$116.59)
1-5218-00 - Dio Life Admin Asst. Salary	\$30,209.30	\$28,913.00	(\$1,296.30)
1-5218-01 - Dio Life Admin Health/Life Ins	\$12,644.96	\$13,604.00	\$959.04
1-5218-03 - Dio Life Admin Retirement	\$2,764.31	\$2,602.00	(\$162.31)
1-5218-10 - Dio Life Payroll Taxes	\$2,261.10	\$2,212.00	(\$49.10)
<b>Total Personnel</b>	<b>\$155,757.54</b>	<b>\$155,243.00</b>	<b>(\$514.54)</b>
<b>Diocesan Life Operational Exp.</b>			
1-5217-04 - Dio Life Automobile	\$3,138.79	\$4,000.00	\$861.21
1-5217-05 - Dio Life Business & Travel Exp	\$8.67	\$1,500.00	\$1,491.33
1-5217-06 - Dio Life Continuing Education	\$0.00	\$500.00	\$500.00
1-5217-07 - Dio Life Office Supplies	\$149.99	\$500.00	\$350.01
1-5217-08 - Dio Life Cell Phone	\$1,005.25	\$1,000.00	(\$5.25)
1-5218-04 - Admin Asst Travel	\$44.25	\$300.00	\$255.75
1-5218-05 - Admin Asst Continuing Education	\$50.92	\$500.00	\$449.08
1-5218-06 - Admin Asst Supplies	\$681.80	\$3,000.00	\$2,318.20
<b>Total Diocesan Life Operational Exp.</b>	<b>\$5,079.67</b>	<b>\$11,300.00</b>	<b>\$6,220.33</b>
<b>Total Office of Diocesan Life</b>	<b>\$160,837.21</b>	<b>\$166,543.00</b>	<b>\$5,705.79</b>
<b>Diocesan Programs</b>			
1-5220-00 - Transition Ministry	\$2,068.47	\$4,000.00	\$1,931.53
1-5221-00 - Communications Ministry	\$8,143.84	\$12,000.00	\$3,856.16
1-5223-00 - Education for Ministry	\$800.00	\$3,600.00	\$2,800.00
1-5224-00 - Deacon Formation/Education	\$5,231.61	\$19,257.00	\$14,025.39
1-5225-00 - Seminarians Education/Support	\$29,112.12	\$38,300.00	\$9,187.88
1-5225-02 - Seminarians Trustee Funding	(\$17,194.28)	(\$20,000.00)	(\$2,805.72)
1-5226-00 - Clergy Domestic Education	\$1,525.00	\$2,400.00	\$875.00
1-5228-00 - Retired Clergy Liaison	\$0.00	\$200.00	\$200.00
1-5229-00 - Hatteras Ministry	\$0.00	\$25,000.00	\$25,000.00
1-5229-02 - Hatteras Ministry Trustee Funding	\$0.00	(\$25,000.00)	(\$25,000.00)
1-5230-00 - Stewardship Committee	\$0.00	\$2,000.00	\$2,000.00
1-5235-00 - Clergy Conference	\$14,209.86	\$10,000.00	(\$4,209.86)
1-5235-01 - Clergy Conf. Participant payments	(\$6,402.00)	\$0.00	\$6,402.00
1-5237-00 - Retired Clergy Conference	\$0.00	\$500.00	\$500.00
1-5239-01 - Dio Life/ Leadership Conferences	\$6,377.23	\$10,000.00	\$3,622.77
1-5240-00 - Diocesan Sponsored Min Dev & Train	\$516.97	\$4,400.00	\$3,883.03
1-5242-00 - Diocesan Committee Hospitality	\$771.05	\$1,000.00	\$228.95
<b>Total Diocesan Programs</b>	<b>\$45,159.87</b>	<b>\$87,657.00</b>	<b>\$42,497.13</b>

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<b>Youth and Young Adult Ministry</b>			
<b>Youth &amp; Young Adult Personnel</b>			
1-5301-00 - Youth Director Salary	\$46,880.47	\$46,231.00	(\$649.47)
1-5303-01 - Youth Staff Insurance/Life	\$1,373.40	\$1,173.00	(\$200.40)
1-5303-02 - Youth Staff Retirement	\$4,251.71	\$4,161.00	(\$90.71)
1-5304-00 - Youth Staff Payroll Taxes	\$3,586.15	\$3,537.00	(\$49.15)
<b>Total Youth &amp; Young Adult Personnel</b>	<b>\$56,091.73</b>	<b>\$55,102.00</b>	<b>(\$989.73)</b>
<b>Youth Operational Expenses</b>			
1-5310-00 - Youth Staff Business & Travel Exp	\$1,929.78	\$3,000.00	\$1,070.22
1-5311-00 - Youth Staff Con Ed.	\$1,268.66	\$1,545.00	\$276.34
1-5312-00 - Youth Staff Supplies	\$2,728.40	\$536.00	(\$2,192.40)
1-5313-00 - Youth Staff Cell Phone	\$1,206.58	\$1,200.00	(\$6.58)
<b>Total Youth Operational Expenses</b>	<b>\$7,133.42</b>	<b>\$6,281.00</b>	<b>(\$852.42)</b>
<b>Youth &amp; Young Adult Programs</b>			
1-5350-00 - Youth Program Funds	\$47,381.84	\$86,250.00	\$38,868.16
1-5350-03 - Youth Participant Fees	(\$35,930.48)	(\$55,495.00)	(\$19,564.52)
1-5350-04 - Youth Program Scholarships	\$1,135.99	\$5,000.00	\$3,864.01
1-5351-00 - Campus Ministry Program Funds	(\$486.55)	\$0.00	\$486.55
1-5351-01 - Campus Ministry Prog.Fds-Greenville	\$6,809.96	\$10,000.00	\$3,190.04
1-5351-02 - Campus Ministry Prog.Fds-Wilmington	\$6,646.79	\$9,675.00	\$3,028.21
1-5351-03 - Campus Ministry Prog.-Pembroke	\$2,049.39	\$9,125.00	\$7,075.61
1-5351-04 - Campus Ministry Prog-Fayetteville	\$491.23	\$3,000.00	\$2,508.77
1-5352-00 - Campus Ministry Salary-Greenville	\$16,727.96	\$16,993.00	\$265.04
1-5352-01 - Campus Ministry Salary-Wilmington	\$16,134.20	\$16,017.00	(\$117.20)
1-5353-00 - Campus Ministry Payroll Taxes	\$2,462.05	\$2,525.00	\$62.95
1-5357-00 - Diocesan College/Young Adult Prog	\$302.07	\$1,240.00	\$937.93
1-5359-04 - LEHTO Grant Income	(\$1,535.46)	(\$10,000.00)	(\$8,464.54)
1-5359-06 - Lutheran Synod Support	(\$2,125.00)	(\$1,000.00)	\$1,125.00
1-5512-00 - Christian Formation Education	\$24.65	\$1,550.00	\$1,525.35
<b>Total Youth &amp; Young Adult Programs</b>	<b>\$60,088.64</b>	<b>\$94,880.00</b>	<b>\$34,791.36</b>
<b>Total Youth and Young Adult Ministry</b>	<b>\$123,313.79</b>	<b>\$156,263.00</b>	<b>\$32,949.21</b>
<b>Canon Required Commissions</b>			
1-5501-00 - Executive Council	\$2,414.79	\$2,300.00	(\$114.79)
1-5502-00 - Standing Committee	\$102.37	\$300.00	\$197.63
1-5503-00 - Commission on Ministry	\$2,119.13	\$5,135.00	\$3,015.87
1-5504-00 - Archives/Historian	\$0.00	\$1,000.00	\$1,000.00
1-5505-00 - Diocesan Convention	\$70,697.04	\$65,525.00	(\$5,172.04)
1-5505-01 - Convention Participant Payments	(\$46,097.25)	(\$40,000.00)	\$6,097.25
1-5506-00 - General Convention	\$15,000.00	\$15,000.00	\$0.00
1-5509-00 - Racial Reconciliation Training	\$1,401.38	\$7,250.00	\$5,848.62
1-5510-00 - Ecumenical Relations	\$6,300.00	\$6,300.00	\$0.00
1-5511-00 - Liturgical: Music Conference	\$29,287.00	\$25,500.00	(\$3,787.00)
1-5511-01 - Liturgical: Music Conf. Partpnt Fee	(\$29,287.00)	(\$25,500.00)	\$3,787.00
1-5511-03 - Liturgical Commission	\$1,319.00	\$2,000.00	\$681.00
1-5513-00 - Disciplinary Board	\$0.00	\$1,400.00	\$1,400.00
<b>Total Canon Required Commissions</b>	<b>\$53,256.46</b>	<b>\$66,210.00</b>	<b>\$12,953.54</b>
<b>Other Diocesan Ministries</b>			
1-5801-00 - Trinity Center	\$60,000.00	\$60,000.00	\$0.00
1-5802-00 - CSM - Epis. Farmworker Min.	\$42,000.00	\$42,000.00	\$0.00
1-5802-01 - CSM -Interfaith Refugee Min.	\$5,000.00	\$5,000.00	\$0.00
1-5803-00 - Global Development Goals	\$8,500.00	\$8,500.00	\$0.00
1-5804-00 - Companion Diocese Program	\$0.00	\$5,400.00	\$5,400.00
1-5806-00 - Camp Trinity	\$22,000.00	\$22,000.00	\$0.00

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1-5810-00 - General Church Program	\$182,577.00	\$180,000.00	(\$2,577.00)
1-5811-00 - Province IV Assessment	\$2,473.00	\$4,000.00	\$1,527.00
1-5812-00 - Anglican Comm/Lambeth Fd Transfer	\$2,000.00	\$2,000.00	\$0.00
1-5815-00 - Special Insurance Assistance	\$15,000.00	\$15,000.00	\$0.00
1-5815-01 - Special Ins Assis Nat Trust Funding	(\$10,000.00)	(\$10,000.00)	\$0.00
1-5816-00 - ERD Training	\$724.00	\$500.00	(\$224.00)
1-5852-00 - Sewanee Support	\$2,000.00	\$2,000.00	\$0.00
1-5859-00 - Compass Rose Society	\$3,000.00	\$3,000.00	\$0.00
<b>Total Other Diocesan Ministries</b>	<b>\$335,274.00</b>	<b>\$339,400.00</b>	<b>\$4,126.00</b>
<b>Total Expenses</b>	<b>\$1,627,863.50</b>	<b>\$1,751,602.00</b>	<b>\$123,738.50</b>
<b>Net Total</b>	<b>(\$91,033.64)</b>	<b>\$0.00</b>	<b>\$91,033.64</b>
<b>Fndation Specific Allocations</b>			
1-4211-00 - Specific Ministry Support	\$50,276.00	\$56,172.00	\$5,896.00
<b>Total Fndation Specific Allocations</b>	<b>\$50,276.00</b>	<b>\$56,172.00</b>	<b>\$5,896.00</b>
<b>Other Expenses</b>			
<b>Fndation Specific Disbursement</b>			
1-5901-00 - Trinity Center	\$45,525.00	\$45,525.00	\$0.00
1-5902-00 - Clergy Foreign Travel	\$3,000.00	\$5,208.00	\$2,208.00
1-5903-00 - Bishop's Relief Fund	\$0.00	\$3,688.00	\$3,688.00
1-5904-00 - Thompson Child & Fam. Focus	\$1,751.00	\$1,751.00	\$0.00
<b>Total Fndation Specific Disbursement</b>	<b>\$50,276.00</b>	<b>\$56,172.00</b>	<b>\$5,896.00</b>
<b>Total Other Expenses</b>	<b>\$50,276.00</b>	<b>\$56,172.00</b>	<b>\$5,896.00</b>
<b>Net Operating Total</b>	<b>(\$91,033.64)</b>	<b>\$0.00</b>	<b>\$91,033.64</b>



## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed Budget	Approved Budget	Projected Actuals Budget	Approved Budget
<b>REVENUES</b>				
Pledge and Other Operating Income				
1-4010-00 - Annual Parish Pledges	1,512,274	1,356,345	1,356,345	1,385,060
1-4013-00 - Prior Year Pledges	5,000	14,912	14,912	5,000
1-4119-00 - Other Operating Income	2,000	2,000	33	14,000
1-4210-00 - Interest Income	1,000	1,000	5,448	6,000
1-4014-00 - Individual Operating Gifts	-	-	-	-
Foreman Gift	-	-	-	25,000
<b>Total Pledge and Other Operating Income</b>	<b>1,520,274</b>	<b>1,374,257</b>	<b>1,376,738</b>	<b>1,435,060</b>
<b>Foundation Support</b>	<b>159,139</b>	<b>159,139</b>	<b>159,139</b>	<b>162,152</b>
<b>TOTAL REVENUES</b>	<b>1,679,413</b>	<b>1,533,396</b>	<b>1,535,877</b>	<b>1,597,212</b>
<b>EXPENSES:</b>				
<b>OFFICE OF THE BISHOP</b>				
Episcopate Personnel Expenses				
1-5003-00 - Bishop & Staff Salaries, Housing, SECA	228,706	228,706	224,517	217,054
1-5003-01 - Bishop Health/Life	17,264	17,264	17,264	18,559
1-5003-02 - Bishop Pension	32,120	32,120	32,120	32,634
1-5003-07 - Episcopate Staff Health	15,813	15,813	14,250	13,447
1-5003-08 - Episcopate Staff Pension	4,524	4,524	3,731	3,218
1-5004-00 - Episcopate Staff Payroll Taxes	3,845	3,845	2,503	2,735
<b>Total Episcopate Personnel Expenses</b>	<b>302,272</b>	<b>302,272</b>	<b>294,385</b>	<b>287,647</b>
Episcopate Operational Expense				
1-5010-00 - Bishop Automobile	4,500	4,500	4,275	8,700
1-5011-00 - Bishop Business & Travel Exp.	15,120	15,120	7,358	8,523
1-5011-01 - Bishop Continuing Education	3,000	3,000	558	3,000
1-5011-02 - Episcopate Staff Travel	500	500	120	500
1-5012-00 - Bishop Sabbatical Fund Transfer	2,000	2,000	2,000	2,000



## 2020 Proposed Budget

	2019	2019	2019	2019	2020
	Proposed Budget	Approved Budget	Projected Actuals Budget	Approved Budget	Approved Budget
1-5012-02 - Episcopate Staff Continuing Education	400	400	1,924	299	
<b>BEST CONFERENCE</b>	-	-	-	2,255	
1-5013-00 - Bishop Supplies	1,500	1,500	46	2,100	
<b>Dues and Publications</b>	-	-	-	370	
1-5013-02 - Episcopate Staff Supplies	405	405	167	405	
<b>Episcopate Staff Dues and Publications</b>	-	-	-	270	
1-5014-00 - Bishop Cell Phone	1,140	1,140	1,565	2,340	
1-5060-00 - Chancellor Expenses	6,650	6,650	2,661	8,050	
<b>Total Episcopate Operational Expense</b>	35,215	35,215	20,674	38,812	
<b>Total Episcopate</b>	337,487	337,487	315,059	326,459	
<b>Canon Personnel Expenses</b>					
1-5203-00 - Personnel Salaries/Housing/SECA	145,877	145,877	142,678	100,000	
1-5203-01 - Canon to Ordinary-Health/Life	21,009	21,009	14,289	17,735	
1-5203-02 - Canon to Ordinary-Pension	20,407	20,407	19,424	18,000	
1-5203-03 - Canon Staff Health/Life	13,447	13,447	12,994	-	
1-5203-05 - Canon Staff Retirement	2,925	2,925	3,085	-	
1-5204-00 - Canon Payroll Taxes	2,487	2,487	3,000	-	
<b>Total Canon Personnel Expenses</b>	206,152	206,152	195,470	135,735	
<b>Canon Operational Expense</b>					
1-5210-00 - Canon Automobile	6,500	6,500	2,644	5,000	
1-5211-00 - Canon Travel	1,900	1,900	1,031	1,100	
1-5212-00 - Canon Continuing Education	1,580	1,580	-	3,260	
1-5213-00 - Canon Supplies	3,335	3,335	869	2,740	
1-5214-00 - Canon Cell Phone	1,000	1,000	594	1,000	
1-5212-02 - Canon Admin Asst. Con Ed	500	500	-	-	
<b>Dues and Publications</b>	-	-	-	1,100	
1-5211-02 - Canon Admin Asst Travel	200	200	-	-	
1-5213-02 - Canon Admin Asst Supplies	-	-	-	-	
<b>Total Canon Operational Expense</b>	15,015	15,015	5,138	14,200	

## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed Budget	Approved Budget	Projected Actuals Budget	Approved Budget
<b>Total Canon</b>	221,167	221,167	200,608	149,935
<b>Other Ministries and Commissions</b>				
1-5220-00 - Transition Ministry				
1-5222-00 - Mission and Development	4,000	4,000	743	4,600
1-5224-00 - Deacon Formation/School for Ministry				
1-5225-00 - Seminarians Education/Support	19,257	19,257	5,400	10,000
1-5225-02 - Seminarians Trustee Funding	38,300	38,300	28,385	45,500
1-5235-00 - Clergy Conference	(20,000)	(20,000)	(10,744)	(20,000)
1-5237-01 - Retired Clergy Conference	10,000	10,000	(2,999)	6,700
1-5238-01 - Parish leadership training	500	500	-	500
1-5244-00 - Fresh Start Training	-	-	-	-
1-5240-00 - Diocesan Sponsored Ministry Dev & Train.	4,400	4,400	76	4,400
1-5501-00 - Executive Council	2,300	2,300	1,750	2,500
1-5502-00 - Standing Committee	300	300	102	300
1-5503-00 - Commission on Ministry	5,135	5,135	2,139	5,000
1-5504-00 - Archives/Historian	1,000	1,000	-	1,000
1-5505-00 - Diocesan Convention	40,000	65,525	70,697	62,326
1-5505-01 - Diocesan Convention Participant Fees	(40,000)	(40,000)	(46,097)	(64,600)
1-5505-02 - Convention Special Event	-	-	-	-
1-5506-00 - General Convention	15,000	15,000	15,000	15,000
1-5506-01 - General Convention Fund Transfer	-	-	-	-
1-5507-00 - Synod Meeting	-	-	-	-
1-5513-00 - Disciplinary Board	1,400	1,400	-	1,400
1-5804-00 - Companion Diocese Program	5,400	5,400	-	5,400
1-5506-02 - ECW Triennial Transfer	-	-	-	-
<b>Total Other Ministries and Commissions</b>	86,992	112,517	64,452	80,026
<b>TOTAL OFFICE OF THE BISHOP</b>	645,646	671,171	580,119	556,420

## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed	Approved	Projected Actuals	Approved
	Budget	Budget	Budget	Budget
<b>RESOURCES:</b>				
<b>Administration Personnel Expenses</b>				
1-5120-00 - Administrative Personnel Salaries	94,810	94,810	99,546	91,640
1-5120-03 - Sexton	6,500	6,500	6,050	6,500
1-5103-02 - Administrative Staff-Health	29,314	29,314	25,111	15,000
1-5103-03 - Administrative Staff-Retirement	7,551	7,551	5,260	8,248
1-5104-00 - Administrative Staff Payroll Taxes	7,253	7,254	7,470	7,267
<b>Total Administration Personnel Expenses</b>	<b>145,428</b>	<b>145,429</b>	<b>143,437</b>	<b>128,655</b>
<b>Administration Operational Expenses</b>				
1-5110-00 - Administrative Travel	350	350	100	705
1-5111-00 - Administrative Continuing Education	1,025	1,025	1,425	847
<b>EBAC</b>				
1-5112-00 - Audit	12,000	12,000	17,800	18,000
1-5113-00 - Insurance	18,000	18,000	14,659	18,000
<b>Administrative supplies</b>	-	-	-	2,400
1-5114-00 - Office Supplies	6,750	6,750	2,861	4,000
1-5114-01 - Hospitality Supplies	1,000	1,000	1,025	1,250
1-5116-00 - Journal Production and Mailing	300	300	-	300
1-5117-00 - Postage and Shipping	5,100	5,100	3,822	5,100
1-5118-00 - Office Equipment - Leases	16,500	16,500	16,910	16,500
1-5119-00 - Computer Expenses	12,000	12,000	8,562	12,000
1-5120-00 - Dues & Publications	2,584	2,584	476	700
1-5121-00 - Telephone/Internet	6,000	6,000	5,660	6,000
1-5122-00 - Utilities	12,600	12,600	11,150	12,600
1-5123-00 - Building Maintenance	12,000	12,000	2,933	8,200
1-5124-00 - Yard Maintenance	6,000	6,000	4,400	6,000
1-5125-00 - Contract Services	2,000	2,000	80	500
1-5125-01 - Volunteer Treasurer Travel	300	300	-	300
1-5126-00 - Bank Charges & Fees	600	600	224	400
1-5140-00 - Staff Planning Retreat	1,000	1,000	300	1,500
1-5155-00 - Frozen pipes damage/Ins claim 1/8	-	-	-	-

## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed Budget	Approved Budget	Projected Actuals Budget	Approved Budget
1-5155-01 - Repairs-Hurricane Florence	-	-	(7,599)	-
1-5199-00 - Contingency Expenses	-	-	-	-
<b>Total Administration Operational Expenses</b>	116,109	116,109	84,788	117,002
<b>TOTAL RESOURCES</b>	261,537	261,538	228,225	245,657
<b>DIOCESAN LIFE</b>				
<b>Diocesan Life Personnel Expenses</b>				
Canon for Diocesan Life	108,539	108,539	102,368	-
1-5217-01 - Canon for Diocesan Life Health/Life	13,953	13,953	13,802	-
1-5217-03 - Canon for Diocesan Life Retirement Benefits	14,333	14,333	13,255	-
Diocesan Life Personnel Salaries/Housing/SECA				81,426
1-5218-01 - Admin Asst to Diocesan Life Health/Life	13,604	13,604	12,645	13,604
1-5218-03 - Admin Asst to Diocesan Life Retirement	2,602	2,602	2,622	2,732
1-5218-10 - Admin Asst to Diocesan Life Payroll taxes	2,212	2,212	2,174	2,322
Ministry coordinator Health/Life	-	-	-	16,762
Ministry coordinator Retirement	-	-	-	4,596
Ministry coordinator Payroll Taxes	-	-	-	3,907
<b>Total Canon for Diocesan Life Personnel Expenses</b>	155,243	155,243	146,867	125,349
<b>Diocesan Life Operational Expenses</b>				
1-5217-04 - Automobile	4,000	4,000	2,879	-
1-5217-05 - Travel	1,500	1,500	-	-
1-5217-06 - Continuing Education	500	500	380	-
1-5217-07 - Office Supplies	500	500	150	-
1-5217-08 - Cell Phone	1,000	1,000	839	-
1-5218-04 Dio Life Admin Asst Travel	300	300	44	300
1-5218-05 - Dio Life Admin Asst Con Ed	500	500	51	1,350
<b>Episcopal Communicators conference</b>	-	-	-	1,650
1-5218-06 - Dio Life Admin Asst Supplies	3,000	3,000	783	155



## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed	Approved	Projected Actuals	Approved
	Budget	Budget	Budget	Budget
Dues and Publications	-	-	-	2,125
Ministry coordinator Continuing Education	-	-	-	299
Ministry coordinator Travel	-	-	-	500
Ministry coordinator supplies	-	-	-	2,391
<b>Total for Diocesan Life Operational Expenses</b>	11,300	11,300	5,126	8,770
<b>Total Canon for Diocesan Life</b>	166,543	166,543	151,993	134,119
<b>Spanish Language Ministry Personnel Expenses</b>				
1-5215-00 - Sp Min. Coordinator Salary/Housing/SECA	77,871	77,871	77,871	79,117
1-5215-01 - Sp Min. Coord. Health/Life Ins	13,398	13,398	13,753	12,594
1-5215-02 - Sp. Min. Coord. Pension	14,017	14,017	14,134	14,241
1-5216-00 - Priest for LaSagrada- Salary/Housing/SECA	39,466	39,466	31,046	63,200
Priest for LaSagrada-Pension	-	-	-	11,376
1-5216-01 - Priest for LaSagrada- Insurance	11,016	11,016	10,098	12,735
<b>Total Spanish Language Ministry Personnel Expenses</b>	155,768	155,768	146,902	193,263
<b>Spanish Language Ministry Operational Expenses</b>				
1-5215-03 - Sp. Min. Program Expenses	15,800	15,800	809	7,500
- Student fees	(12,300)	(12,300)	-	-
1-5215-04 - Sp. Min. Automobile	5,000	5,000	6,479	8,200
1-5215-05 - Sp. Min. Coord. Business & Travel exp.	2,500	2,500	917	1,000
1-5215-06 - Sp. Min. Coord. Con Ed	2,330	2,330	2,107	-
1-5215-07 - Sp. Min. Coord. Supplies	240	240	88	500
1-5215-08 - Sp. Min. Coord. Cell Phone	1,000	1,000	808	1,000
1-5216-02 - Missioner Travel	2,000	2,000	703	2,000
1-5215-99 - LEHTO Grant	-	-	-	-
1-5216-98 - Existing Restricted Funds (Cornerstone & Covenant)	-	-	-	-
1-5216-99 - Spanish Ministry support from other sources	(57,000)	(57,000)	(23,611)	(140,287)
Other grants as available	-	-	-	-
<b>Total Spanish Language Ministry Operational Expenses</b>	(40,430)	(40,430)	(11,700)	(120,087)

## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed Budget	Approved Budget	Projected Actuals Budget	Approved Budget
<b>Total Spanish Language Ministry</b>	115,338	115,338	135,203	73,176
<b>Other Ministries and Commissions</b>				
1-5221-00 - Communications Ministry	12,000	12,000	10,260	10,840
1-5223-00 - Education for Ministry	3,600	3,600	800	4,000
1-5226-00 - Clergy Domestic Education	2,400	2,400	1,525	2,400
1-5228-00 - Retired Clergy Liaison	200	200	-	200
1-5229-00 - Hatteras Ministry	25,000	25,000	-	25,000
1-5229-02 - Hatteras Ministry Trustee Funding	(25,000)	(25,000)	-	(25,000)
1-5229-03 - Hatteras Ministry Contributions	-	-	-	-
1-5230-00 - Stewardship Committee	2,000	2,000	-	2,000
1-5239-01 - Diocesan Life Conferences	10,000	10,000	6,377	12,000
1-5242-00 - Diocesan Committee Hospitality	1,000	1,000	1,100	1,000
1-5509-00 - Racial Reconciliation	7,250	7,250	1,398	4,000
1-5510-00 - Ecumenical Relations	6,300	6,300	4,200	6,300
1-5511-00 - Liturgical: Music Conference	25,500	25,500	29,287	35,000
1-5511-01 - Liturgical: Music Conf. Participant Fees	(25,500)	(25,500)	(33,911)	(35,000)
1-5511-03 - Liturgical Commission	2,000	2,000	1,319	1,500
1-5801-00 - Trinity Center	60,000	60,000	60,000	60,000
1-5802-00 - Christian Social Ministries - EFWM	42,000	42,000	42,000	42,000
1-5802-01 - Christian Social Ministries-IRM	5,000	5,000	5,000	5,000
1-5803-00 - Global Development Goals (previously MDG)	8,500	8,500	4,904	8,500
1-5806-00 - Camp Trinity	22,000	22,000	22,000	22,000
1-5810-00 - General Church Program	180,000	180,000	182,577	180,908
1-5811-00 - Province IV Assessment	4,000	4,000	2,473	2,473
1-5812-00 - Anglican Comm/Lambeth Fund Transfer	2,000	2,000	2,000	2,000
1-5815-00 - Special Insurance Assistance	15,000	15,000	5,169	15,000
1-5815-01 - Special Ins Assist Nat Trust Funding	(10,000)	(10,000)	(10,000)	(10,000)
1-5816-00 - ERD Training	500	500	724	860
1-5852-00 - Sewanee Support	2,000	2,000	2,000	2,000

## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed Budget	Approved Budget	Projected Actuals Budget	Approved Budget
1-5859-00 - Compass Rose Society	3,000	3,000	3,000	3,000
<b>Total Other Ministries and Commissions</b>	<b>380,750</b>	<b>380,750</b>	<b>344,201</b>	<b>377,981</b>
<b>Youth and Young Adult Ministry</b>				
<b>Youth &amp; Young Adult Personnel</b>				
1-5301-00 - Youth Director Salary	46,231	46,231	46,231	46,971
1-5303-01 - Youth Staff Health/Life	1,173	1,173	1,173	1,261
1-5303-02 - Youth Staff Retirement	4,161	4,161	4,161	4,227
1-5304-00 - Youth Staff Payroll Taxes	3,537	3,537	3,537	3,593
<b>Total Youth &amp; Young Adult Personnel</b>	<b>55,102</b>	<b>55,101</b>	<b>55,102</b>	<b>56,052</b>
<b>Youth Operational Expenses</b>				
1-5310-00 - Youth Staff Travel	3,000	3,000	2,026	3,000
1-5311-00 - Youth Staff Continuing Education	1,545	1,545	1,269	1,847
1-5312-00 - Youth Staff Supplies	536	536	2,722	686
<b>Dues and Publications</b>				129
1-5313-00 - Youth Staff Cell Phone	1,200	1,200	1,200	1,200
<b>Total Youth Operational Expenses</b>	<b>6,281</b>	<b>6,281</b>	<b>7,217</b>	<b>6,862</b>
<b>Youth &amp; Young Adult Programs</b>				
1-5350-00 - Youth Program Funds	86,250	86,250	43,510	86,250
1-5350-03 - Youth Participant Fees	(55,495)	(55,495)	(29,253)	(56,235)
1-5350-04 - Youth Scholarships	5,000	5,000	1,616	2,000
1-5351-00 - Campus Ministry Program Funds	-	-	-	-
1-5351-01 - Campus Ministry Program Fds-ECU, PCC	10,000	10,000	5,560	10,500
1-5351-02 - Campus Ministry Program Funds-UNCW	9,675	9,675	4,297	8,975
1-5351-03 - Campus Ministry Prog. - Pembroke	9,125	9,125	2,119	7,675
1-5351-04 - Campus Ministry Program Funds - Fayetteville	3,000	3,000	416	1,400
1-5352-00 - Campus Ministry Salary - ECU, PCC	16,993	16,993	16,993	17,265
1-5352-00 - Campus Ministry Salary - UNCW	16,017	16,017	16,017	16,273
1-5353-00 - Campus Ministry Payroll Taxes	2,525	2,525	2,525	2,938
1-5357-00 - Diocesan College/Young Adult Prog	1,240	1,240	302	650

## 2020 Proposed Budget

	2019	2019	2019	2020
	Proposed Budget	Approved Budget	Projected Actuals Budget	Approved Budget
1-5359-03 - Campus Ministry Escrowed Funds	-	-	-	-
1-5359-05 - DFMS Grant	-	-	-	-
1-5359-04 - LEHTO Grant	(10,000)	(10,000)	(1,903)	(1,775)
1-5359-06 - Lutheran Synod Support for Campus Min	(1,000)	(1,000)	(2,125)	(1,000)
1-5512-00 - Christian Formation Education	1,550	1,550	25	750
<b>Total Youth &amp; Young Adult Programs</b>	94,880	94,880	60,098	95,666
<b>Total Youth and Young Adult Ministry</b>	156,263	156,262	122,417	158,580
<b>TOTAL DIOCESAN LIFE</b>	818,894	818,893	753,814	743,856
1-5199-00 - Contingency Expenses				51,279
<b>Total Expenses</b>	1,726,077	1,751,602	1,562,158	1,597,212
<b>Operating Budget Revenues Over (Under) Expenses</b>	(46,664)	(218,206)	(26,281)	-
<b>1-4199-00 - Carry forward from Surplus</b>	46,664	218,206	-	-
<b>1-4211-00 FOUNDATION SPECIFIC ALLOCATIONS</b>	56,172	56,172	50,276	60,555
<b>FOUNDATION SPECIFIC DISBURSEMENTS</b>				
1-5902-00 - Clergy Foreign Travel	5,208	5,208	3,000	5,473
1-5903-00 - Bishop's Relief Fund	3,688	3,688	-	3,846
1-5901-00 - Trinity Center	45,525	45,525	45,525	49,399
1-5904-00 - Thompson Child/Family Focus	1,751	1,751	1,751	1,837
<b>Total</b>	56,172	56,172	50,276	60,555
<b>FOUNDATION SPECIFIC NET ALLOCATIONS OVER (UNDER)</b>	-	-	-	-





				2020 Pledge Data						
							2018 Operating Revenue	2020 10% Minimum	2020 Actual Pledge	2020 Pledge Percentage
All Saints Episcopal Church		Southern Shores	NC	27949			\$ 301,283	\$ 30,128	30128.3	10%
All Souls Episcopal Church		Leland	NC	28451			\$ 25,680	\$ 2,568	2568	10%
Christ Episcopal Church		Creswell	NC	27928			\$ 5,792	\$ 579	500	9%
Christ Episcopal Church		Elizabeth City	NC	27909			\$ 353,826	\$ 35,383	32,400.00	9%
Christ Episcopal Church		New Bern	NC	28563			\$ 1,137,000	\$ 113,700	86,000	8%
Church of the Advent Episcopal Church		Williamston	NC	27892			\$ 158,871	\$ 15,887	10,000	6%
Church of the Good Shepherd		Wilmington	NC	28402			\$ 72,923	\$ 7,292	7200	10%
Church of the Servant Episcopal Church		Wilmington	NC	28403			\$ 369,237	\$ 36,924	36,924	10%
Emmanuel Episcopal Church		Farmville	NC	27828			\$ 23,392	\$ 2,339		0%
Galilee Mission		Creswell	NC	27928			\$ 6,784	\$ 678	950.00	14%
Good Shepherd Episcopal Church		Fayetteville	NC	28306			\$ 16,637	\$ 1,664		0%
Grace Episcopal Church		Lewiston-Woodville	NC	27849			\$ 3,913	\$ 391	1000	26%
Grace Episcopal Church		Plymouth	NC	27962			\$ 71,529	\$ 7,153	7,152.90	10%
Grace Episcopal Church		Trenton	NC	28585			\$ 2,115	\$ 212		0%
Grace Episcopal Church		Whiteville	NC	28472			\$ 75,546	\$ 7,555	9,257.00	12%
Holy Cross Episcopal Church		Wilmington	NC	28409			\$ 312,530	\$ 31,253	15,000	5%
Holy Innocents Episcopal Church		Seven Springs	NC	28578			\$ 71,747	\$ 7,175	7,174.70	10%
Holy Trinity Episcopal Church		Fayetteville	NC	28305			\$ 531,213	\$ 53,121	53,121.30	10%
Holy Trinity Episcopal Church		Hampstead	NC	28443			\$ 162,014	\$ 16,201	12,000.00	7%
Holy Trinity Episcopal Church		Hertford	NC	27944			\$ 166,161	\$ 16,616	16,620.00	10%
La Iglesia de la Sagrada Familia		Newton Grove	NC	28366-0318			\$ 13,774	\$ 1,377	1,377.40	10%
St. Andrew's By-the-Sea Episcopal Church		Nags Head	NC	27959			\$ 374,955	\$ 37,496	37,496.00	10%
St. Andrew's Episcopal Church		Columbia	NC	27925			\$ 12,875	\$ 1,288	1287.5	10%
St. Andrew's Episcopal Church		Goldsboro	NC	27533-1333			\$ 55,970	\$ 5,597	4000	7%
St. Andrew's Episcopal Church		Morehead City	NC	28557			\$ 316,264	\$ 31,626	31,626.40	10%
St. Andrew's On-the-Sound Episcopal Church		Wilmington	NC	28403			\$ 691,028	\$ 69,103	69,108.00	10%
St. Anne's Episcopal Church		Jacksonville	NC	28540			\$ 179,146	\$ 17,915	10,000.00	6%
St. Augustine's Episcopal Church		Kinston	NC	28502			\$ 37,129	\$ 3,713	2000	5%
St. Christopher's Episcopal Church		Elizabethtown	NC	28337			\$ 19,157	\$ 1,916	1724.13	9%
St. Christopher's Episcopal Church		Havelock	NC	28532			\$ 41,916	\$ 4,192	4,192	10%
St. Cyprian's Episcopal Church		New Bern	NC	28563			\$ 9,619	\$ 962		0%
St. Francis by the Sea Episcopal Church		Salter Path	NC	28575			\$ 208,033	\$ 20,803	20,803	10%
St. Francis Episcopal Church		Goldsboro	NC	27532			\$ 123,173	\$ 12,317	3,000	2%
St. George's Episcopal Church		Engelhard	NC	27824			\$ 44,602	\$ 4,460	4,460.00	10%
St. James Episcopal Church		Belhaven	NC	27810			\$ 48,252	\$ 4,825	1000	2%
St. James Episcopal Church		Wilmington	NC	28401			\$ 1,243,906	\$ 124,391	124,500.00	10%
St. James the Fisherman Episcopal Church		Shallotte	NC	28459			\$ 239,124	\$ 23,912	16,739	7%



St. John's Episcopal Church	Fayetteville	NC	28302-0722	\$	580,528	\$	58,053	58,053	10%
St. John's Episcopal Church	Grifton	NC	28530	\$	29,320	\$	2,932	2932	10%
St. John's Episcopal Church	Wilmington	NC	28403	\$	579,153	\$	57,915	50,939.00	9%
St. Joseph's Episcopal Church	Fayetteville	NC	28302	\$	88,866	\$	8,887	8,886.60	10%
St. Luke's Episcopal Mission	Currituck	NC	27929	\$	32,727	\$	3,273	4,020.00	12%
St. Luke's/St. Anne's Episcopal Church	Roper	NC	27970	\$	14,604	\$	1,460	800	5%
St. Mark's Episcopal Church	Wilmington	NC	28401	\$	132,871	\$	13,287	13,300	10%
St. Mary's Church	Burgaw	NC	28425	\$	57,367	\$	5,737	5800	10%
St. Mary's Episcopal Church	Gatesville	NC	27938	\$	18,040	\$	1,804		0%
St. Mary's Episcopal Church	Kinston	NC	28501-3655	\$	502,124	\$	50,212	50,212.40	10%
St. Paul's Episcopal Church	Beaufort	NC	28516-2103	\$	458,843	\$	45,884	45,884.30	10%
St. Paul's Episcopal Church	Clinton	NC	28328	\$	156,032	\$	15,603	15,600	10%
St. Paul's Episcopal Church	Edenton	NC	27932	\$	533,732	\$	53,373	53,373.00	10%
St. Paul's Episcopal Church	Greenville	NC	27858	\$	786,551	\$	78,655	66,000.00	8%
St. Paul's Episcopal Church	Wilmington	NC	28401	\$	600,386	\$	60,039	35,000.00	6%
St. Paul's in-the-Pines Episcopal Church	Fayetteville	NC	28304	\$	88,640	\$	8,864		0%
St. Peter's by the Sea Episcopal Church	Swansboro	NC	28584	\$	231,569	\$	23,157	23,156.90	10%
St. Peter's Episcopal Church	Sunbury	NC	27979	\$	11,723	\$	1,172	1200	10%
St. Peter's Episcopal Church	Washington	NC	27889	\$	517,622	\$	51,762	45000	9%
St. Philip's Episcopal Church	Holly Ridge	NC	28445	\$	45,625	\$	4,563	5018.75	11%
St. Philip's Episcopal Church	Southport	NC	28461	\$	581,510	\$	58,151	58,151.00	10%
St. Stephen's Episcopal Church	Goldsboro	NC	27533	\$	438,570	\$	43,857	43,857.00	10%
St. Thomas Episcopal Church	Ahoskie	NC	27910	\$	205,973	\$	20,597	20,597	10%
St. Thomas Episcopal Church	Bath	NC	27808	\$	216,789	\$	21,679	21,679.00	10%
St. Thomas Episcopal Church	Oriental	NC	28571	\$	173,783	\$	17,378	17,378	10%
St. Thomas Episcopal Church	Windsor	NC	27983	\$	133,706	\$	13,371	10,700	8%
St. Timothy's Episcopal Church	Greenville	NC	27858	\$	314,471	\$	31,447	29817	9%
Trinity Episcopal Church	Chocowinity	NC	27817	\$	170,379	\$	17,038	12,000.00	7%
Trinity Episcopal Church	Lumberton	NC	28358	\$	193,700	\$	19,370	17,500	9%
Zion Episcopal Church	Washington	NC	27889-1329	\$	131,115	\$	13,112	6,894.98	5%
				\$	15,553,435	\$	1,555,344	\$ 1,385,059.96	9%

## Diocese of East Carolina

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2019

City	Congregation	Plate & Pledge Income	REVENUE		EXPENSE		
			21.00	2,019.00	Operating Expense	To the Diocese	Total Expense
Ahoscie	Church of St Thomas	162,099		212,344	212,344	18,000	220,570
Bath	St Thomas Episcopal Church	217,978		225,328	201,712	19,318	201,712
Beaufort	St Pauls Episcopal Church	450,631		476,554	504,978	48,939	603,151
Belhaven	St James Episcopal Church	38,169		46,062	44,084	4,241	85,399
Burgaw	St Marys Episcopal Church	65,686		73,786	59,900	5,950	70,336
Chocowinity	Trinity Episcopal Church	134,404		149,465	154,960	12,000	154,960
Clinton	St Pauls Episcopal Church (2018)	134,773		156,032	157,464	14,174	157,464
Columbia	St Andrews Episcopal Church	22,404		22,404	24,442	2,889	24,442
Creswell	Christ Episcopal Church	5,947		8,947	9,856	550	10,797
Creswell	Galilee Mission / Lake Phelps	6,302		6,302	5,141	1,272	5,141
Currituck	St Lukes Episcopal Mission (2018)	32,727		32,727	32,093	4,604	35,929
Edenton	St Pauls Episcopal Church	517,782		519,206	495,851	51,302	564,837
Elizabeth City	Christ Episcopal Church	338,435		357,540	364,262	31,400	366,762
Elizabethtown	St Christophers Episcopal Church	17,577		18,602	20,954	1,406	20,954
Engelhard	St Georges Episcopal Church	15,959		42,399	35,003	5,304	35,833
Farmville	Emmanuel Episcopal Church	54,838		54,838	35,493	2,705	35,738
Fayetteville	Church of the Good Shepherd	34,430		34,430	18,572	1,800	18,572
Fayetteville	Holy Trinity Episcopal Church	479,704		523,568	514,450	53,053	764,848
Fayetteville	St Johns Episcopal Church	482,584		574,642	574,642	62,125	943,717
Fayetteville	St Josephs Episcopal Church	140,085		140,085	129,639	7,600	129,639
Fayetteville	St Pauls in the Pines Epis Ch	90,952		93,591	94,426	0	98,368
Gatesville	St Marys Episcopal Church	2,118,752		2,118,752	21,187	2,500	21,187
Goldsboro	St Andrews Episcopal Church	62,619		62,619	66,249	4,467	73,047
Goldsboro	St Francis Episcopal Church	105,458		106,410	101,313	11,443	102,047
Goldsboro	St Stephens Church	0		0	0	0	0
Greenville	St Pauls Episcopal Church (2018)	724,284		786,551	859,234	64,170	1,087,689
Greenville	St Timothy's Episcopal Church	286,242		292,968	304,521	33,445	350,644
Grifton	St John Episcopal Church	21,441		26,441	31,765	2,709	32,061
Hampstead	Holy Trinity Episcopal Church	130,938		147,098	135,907	9,000	138,331

## Diocese of East Carolina

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2019

		21.00	2,019.00	REVENUE		EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense	
Have lock	St Christophers Episcopal Church	41,248	41,248	73,248	41,725	3,820	6,955	48,063	
Hertford	Holy Trinity Episcopal Church	159,656	170,683	180,472	173,076	17,673	6,938	180,761	
Holly Ridge	St Philips Episcopal Church	45,076	45,076	58,539	48,757	5,196	13,995	66,718	
Jacksonville	St Annes Episcopal Church	212,051	214,335	403,550	211,275	9,000	112,941	326,059	
Kinston	St Augustines Episcopal Church	24,803	28,096	30,837	25,607	2,000	3,516	29,123	
Kinston	St Marys Episcopal Church	466,882	509,799	1,459,448	555,288	55,520	230,996	802,868	
Leland	All Souls Episcopal Church (2017)	26,895	26,895	28,849	21,021	2,612	6,382	22,021	
Lewiston Woodville	Grace Episcopal Church	1,315	2,315	2,315	4,355	1,000	0	4,355	
Lumberton	Trinity Episcopal Church	0	0	0	0	0	0	0	
Morehead City	St Andrews Church	249,598	274,586	360,438	332,354	27,467	153,582	517,540	
Nags Head	Church of St Andrews by the Sea	359,125	368,595	377,004	318,879	37,639	3,200	321,349	
New Bern	Christ Episcopal Church	881,827	1,022,011	1,318,268	1,043,662	89,759	260,454	1,287,771	
New Bern	St Cyprians Episcopal Church	11,210	11,210	16,210	8,718	100	8,618	8,718	
Newton Grove	La Iglesia de la Sagrada Familia	10,413	10,413	10,413	7,872	1,433	5,665	13,537	
Oriental	St Thomas Church	182,102	182,102	255,332	104,581	16,735	80,438	180,019	
Plymouth	Grace Episcopal Church	69,476	89,804	90,529	155,199	8,375	7,347	155,199	
Roper	St Lukes & St Annes Epis Church	5,345	9,345	9,345	14,375	1,000	0	14,375	
Salter Path	St Francis by the Sea	198,540	214,843	240,911	205,260	17,000	39,816	253,081	
Seven Springs	Church of the Holy Innocents	58,146	67,205	67,885	6,535	5,845	4,721	10,649	
Shallotte	St James the Fisherman Church	222,056	314,649	330,472	204,123	11,271	89,071	284,322	
Southern Shores	All Saints Episcopal Church	213,601	294,414	385,633	298,469	37,209	161,007	437,986	
Southport	St Philips Episcopal Church	615,575	615,575	1,413,094	591,066	51,324	422,125	1,050,599	
Sunbury	St Peters Episcopal Church (Sunbury)	6,385	11,575	11,575	11,323	2,100	0	12,038	
Swansboro	St Peters by the Sea Church	199,514	226,731	245,648	203,266	24,833	65,511	263,056	
Trenton	Grace Episcopal Church (2017)	2,115	2,115	2,115	5,905	0	0	5,905	
Washington	St Peters Episcopal Church	488,600	499,386	623,585	508,748	47,000	84,295	614,838	
Washington	Zion Episcopal Church	78,847	152,754	159,467	121,600	7,800	32,092	150,955	
Whiteville	Grace Episcopal Church	82,855	83,273	90,612	75,257	9,679	11,818	84,161	
Williamston	Church of the Advent	98,040	136,761	140,613	141,474	10,000	12,060	154,000	



## Diocese of East Carolina

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2019

## — BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Forfeitures	16 yrs and Older	Under 16 Years	Confirmed or Received
Ahoskie	Church of St. Thomas	138	131	8	34	84	0	0	0
Bath	St Thomas Episcopal Church	128	128	44	90	98	0	1	5
Beaufort	St Pauls Episcopal Church	639	399	22	71	101	0	3	0
Belhaven	St James Episcopal Church	46	43	10	32	54	1	2	0
Burgaw	St Marys Episcopal Church	54	46	8	28	52	0	0	0
Chocowinity	Trinity Episcopal Church	115	115	5	45	74	0	1	1
Clinton	St Pauls Episcopal Church (2018)	116	116	10	57	41	1	1	4
Columbia	St Andrews Episcopal Church	17	17	3	12	27	0	1	0
Creswell	Christ Episcopal Church	10	10	1	6	2	0	0	0
Creswell	Galilee Mission / Lake Phelps	3	3	0	5	0	0	0	0
Currituck	St Lukes Episcopal Mission (2018)	64	62	0	26	0	0	0	0
Edenton	St Pauls Episcopal Church	472	361	0	151	96	1	5	12
Elizabeth City	Christ Episcopal Church	251	251	27	101	99	0	1	0
Elizabethtown	St Christophers Episcopal Church	29	29	0	16	0	0	0	0
Engelhard	St Georges Episcopal Church	65	46	0	18	26	0	2	0
Farmville	Emmanuel Episcopal Church	27	27	0	12	0	0	0	0
Fayetteville	Church of the Good Shepherd	15	15	2	9	14	0	0	0
Fayetteville	Holy Trinity Episcopal Church	674	614	28	196	98	0	11	8
Fayetteville	St Johns Episcopal Church	819	819	50	142	107	0	4	5
Fayetteville	St Josephs Episcopal Church	51	51	0	38	36	0	0	0
Fayetteville	St Pauls in the Pines Epis Ch	144	130	5	43	80	0	4	0
Gatesville	St Marys Episcopal Church	28	28	0	12	0	0	2	0
Goldsboro	St Andrews Episcopal Church	25	25	1	21	35	0	0	6
Goldsboro	St Francis Episcopal Church	99	63	22	50	107	0	1	0
Goldsboro	St Stephens Church	332	292	30	93	102	0	2	0
Greenville	St Pauls Episcopal Church (2018)	1,065	460	114	197	101	0	8	2
Greenville	St Timothy's Episcopal Church	230	192	74	136	105	1	1	0
Grifton	St John Episcopal Church	21	17	0	16	28	0	0	0
Hampstead	Holy Trinity Episcopal Church	80	80	13	50	48	0	1	4
Havelock	St Christophers Episcopal Church	42	42	3	30	41	0	1	1
Hertford	Holy Trinity Episcopal Church	134	134	4	68	57	0	0	0
Holly Ridge	St Philips Episcopal Church	43	43	5	31	51	0	0	0
Jacksonville	St Annes Episcopal Church	255	168	89	93	98	1	1	1
Kinston	St Augustines Episcopal Church	22	22	0	15	15	0	0	0

## Diocese of East Carolina

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2019

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Kinston	St Marys Episcopal Church	339	311	52	150	104	0	7	0
Leland	All Souls Episcopal Church (2017)	31	31	0	21	54	0	0	0
Lewiston Woodville	Grace Episcopal Church	14	14	0	0	1	0	1	0
Lumberton	Trinity Episcopal Church	371	0	0	0	0	0	0	0
Morehead City	St Andrews Church	261	258	143	137	103	1	1	0
Nags Head	Church of St Andrews by the Sea	292	292	45	163	107	0	6	38
New Bern	Christ Episcopal Church	1,017	946	68	317	165	10	17	19
New Bern	St Cyprians Episcopal Church	26	23	0	10	10	0	0	0
Newton Grove	La Iglesia de la Sagrada Familia	524	524	0	150	51	0	27	14
Oriental	St Thomas Church	97	0	0	65	85	0	0	4
Plymouth	Grace Episcopal Church	46	38	5	20	0	0	0	0
Roper	St Lukes & St Annes Epis Church	26	0	0	0	0	0	0	0
Salter Path	St Francis by the Sea	201	201	74	145	45	2	2	11
Seven Springs	Church of the Holy Innocents	90	59	59	30	25	0	0	3
Shallotte	St James the Fisherman Church	319	319	0	129	147	0	1	0
Southern Shores	All Saints Episcopal Church	239	239	18	106	106	0	2	2
Southport	St Philips Episcopal Church	578	355	88	239	120	1	1	10
Sunbury	St Peters Episcopal Church (Sunbury)	26	0	0	6	12	0	0	1
Swansboro	St Peters by the Sea Church	225	209	0	137	100	0	0	4
Trenton	Grace Episcopal Church (2017)	9	9	0	9	1	0	0	0
Washington	St Peters Episcopal Church	571	447	19	174	146	0	4	13
Washington	Zion Episcopal Church	48	48	14	32	50	0	2	0
Whiteville	Grace Episcopal Church	56	35	4	26	51	0	0	2
Williamston	Church of the Advent	137	9	0	32	41	0	0	0
Wilmington	Church of the Good Shepherd	62	62	15	35	0	0	0	3
Wilmington	Church of the Servant	572	374	0	145	150	0	1	4
Wilmington	Holy Cross Episcopal Church	171	171	25	96	103	1	3	0
Wilmington	St Andrews on-the-Sound Church	857	728	85	266	208	0	8	8
Wilmington	St James Episcopal Church	1,261	880	0	340	152	0	18	20
Wilmington	St John Episcopal Church	436	353	163	207	152	0	4	21
Wilmington	St Mark Episcopal Church	71	71	4	46	63	0	2	6
Wilmington	St Pauls Church	364	319	29	173	102	0	3	0
Windsor	St Thomas Episcopal Church	126	109	4	43	45	0	2	5
Total		15,716	12,393	1,492	5,393	4,376	20	165	237

# Constitution

## ARTICLE I Territorial Limits

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

## ARTICLE II Accession to Constitution of Protestant Episcopal Church in the United States of America

The Churches in this Diocese accede to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof.

## ARTICLE III Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Executive Council.

Section 2. But the time and place of such meeting may be changed or Special Conventions may be called by the Bishop and Executive Council, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the convention at least twenty days before the meeting of such Special Convention to each member of the clergy entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds of both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions, but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention - subject to the provisions of Article IV, Sections 3 and 4 of this Constitution - shall hold over.



ARTICLE IV  
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders - Clerical and Lay. The Bishop of the Diocese, or in the Bishop's absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the conventions. The Bishop Coadjutor and the Bishop-Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. (a) Every member of the Clergy of the Church Canonically resident in the Diocese shall be entitled to a seat and vote in the Convention (b) The Convention may grant seat and voice in the Convention to: (i) Clergy not canonically resident, but serving churches within the diocese for an extended period; (ii) Military chaplains serving within the diocese; (iii) Clergy who are guests of the convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31 preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church. (b) When the Ecclesiastical Authority has recognized an Episcopal College or University Campus Ministry as a community of faith, the Campus Ministry shall be entitled to elect a student lay delegate as its representative to the Annual Convention. The student lay delegate shall be an adult confirmed communicant in good standing in this Church elected by the Campus Ministry from its membership.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be lawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any lawful requirement of the Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension. (b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall

be denied any representation at the next Annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

## ARTICLE V

### Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds, and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

## ARTICLE VI

### Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any fewer number shall be competent to receive reports and to adjourn.

ARTICLE VII  
Voting by Convention

Section 1. (A). Unless otherwise provided, voting upon all questions before the Convention shall be by Delegates, with a simple majority of all ballots cast to determine the issue. (B).

Upon any question before the Convention the two Orders shall vote separately,

(i) when required by this Constitution or by the Canons or

(ii) when any Lay or Clergy delegate moves for a vote by Orders after the introduction of the question and before the question is called for a vote, seconded by a member of the other Order, and with the approval of a majority of the Convention. Such motion shall take precedence over any other motion on the floor and is not subject to debate.

When a vote by Orders is required, each clerical member shall be entitled to one vote and each lay member to one vote, and a concurrence of majorities of both Orders shall be necessary to a decision.

(C). A vote by Orders and Parishes is required in the election of a Bishop, or Bishop Co-adjutor, or a Bishop Suffragan, as provided by Article XIII. A vote by Orders and Parishes is required to amend this Constitution, as provided by Article XVI. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote and each Parish shall be entitled to the same number of votes as the number of its lay delegates. For example, a Parish with five lay delegates shall be entitled to five votes, and a Parish with four lay delegates shall be entitled to four votes. A vote by Orders and Parishes shall be conducted in this manner: First, a quorum for the purpose of voting shall be necessary. A quorum for voting by orders and Parishes shall mean the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy), and the presence of delegates of two-thirds of the Parishes entitled to representation and vote. Second, the vote shall be taken by first calling the roll of the clergy with each clerical member depositing his or her ballot with the Tellers, and then calling the roll of the Parishes with one lay delegate depositing the ballots of the parish with the Tellers. Third, a majority of both Orders on the same ballot shall be required for an election or an affirmative vote to amend the Constitution.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII  
Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall have the power to fill the vacancy till such time as election shall be held.

## ARTICLE IX Standing Committee

Section 1. The Standing Committee shall consist of three Clergy of the Diocese and three lay persons, confirmed communicants in good standing sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one Clergy and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for reelection, or appointment to fill a vacancy, until one year after the expiration of that term. The Committee shall elect its President and Secretary annually and shall have the power to fill any vacancy that may occur on the Committee until the next annual Convention. However, a person otherwise qualified to serve on the Standing Committee who is appointed to fill a vacancy until the next Annual Convention may be elected to complete any remaining time on that term or to a full term immediately.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to the Bishop by this Constitution shall be performed by the Bishop-Coadjutor (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. When there is no Bishop authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese. The Standing Committee acting as Ecclesiastical Authority may invite the temporary services of other Bishops and, for due cause, may change the time or place of the Annual Convention, and may also summon Special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one-third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published.

Section 4. No Vestry, Trustee, Board of Directors or other Body authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution of this Diocese shall purchase, mortgage, incumber or alienate, enter into a deed of trust or accept donation of the same or any part thereof without the written consent of the Bishop and the Standing Committee of this Diocese.

ARTICLE X  
Organization of Missionary Congregations

Section 1. Any ten or more confirmed communicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may be provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI  
Authority of Rectors

Section 1. Any Priest regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of office, the exclusive regulation, subject to the Rubrics of the Book of Common Prayer, the Constitution and Canons of the Church and this Diocese, and the pastoral direction of the Bishop, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church; to call meetings of the Vestry of congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII  
Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of members of the Clergy.

ARTICLE XIII  
Rule of Voting for Election of a Bishop  
Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the Clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All Clergy who have been retired on account of age or disability and all non-parochial Clergy are entitled

to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV  
Qualifications for Voting in  
Parochial and Mission Elections:  
Definitions

Section 1. The following definitions shall apply wherever these terms appear in this Constitution or in the Canons of the Diocese:

(a) Member: A person who has received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptism has been duly recorded in this Church. (b) Adult member: A member sixteen years of age and over. (c) Communicant: A member who has received Holy Communion in this Church at least three times during the preceding year. (d) Communicant in good standing: A member who for the previous year has been faithful in corporate worship, unless for good cause prevented, and has been faithful in working, praying, and giving for the spread of the Kingdom of God. (e) Adult communicant in good standing: A communicant in good standing who is sixteen years of age or older.

Section 2. Those entitled to vote in all Parish and Mission elections shall meet the following qualifications:

(a) Be an adult communicant in good standing in the Parish or Mission; and (b) Shall have subscribed to the following declaration: I do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in and by the General Convention of the Protestant Episcopal Church in the United States of America, and by the Constitution and Canons of the Diocese of East Carolina.

ARTICLE XV  
Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.



ARTICLE XVI  
Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention, and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII  
When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

# Canons of the Diocese of East Carolina

## TITLE I. Convention of the Diocese; Diocesan Officers and Representatives.

### CANON 1 Members of Convention

Section 1. Clergy. It shall be the duty of the Secretary, before the opening of the Annual Convention to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such list shall be prima facie evidence of said title, and from it the Secretary shall prepare the roll for the purpose of organization.

Section 2. Laity. The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election. One shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Convention Registrar, the latter two to be mailed at least six weeks before the time appointed for the opening session of the Convention. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presence of a quorum, and shall insert no name upon the list without evidence of one of said certificates, unless specifically directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 3. Ex-Officio Members. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina Incorporated, the Deans of the Deanery Council, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, Vice-Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote unless otherwise entitled to vote in the Convention by reason of status other than that enumerated in this section.

Section 4. The following committees shall constitute the Annual Committees of the Convention. The term of the following Annual Committee appointments or elections shall run from the close of the Convention at which the appointment or election is made until the close of the following Convention, unless otherwise provided. If a person appointed or elected dies, resigns or becomes incapacitated, a successor may be appointed by the Executive Council, upon nomination of the Ecclesiastical Authority, to serve the remainder of the term, unless otherwise provided. (a) The Committee on Constitution and Canons shall consist of three members of the clergy and three lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Convention. The Chancellor and the Secretary of the Convention shall be ex

1 officio members of the Committee. The Committee on Constitution and Canons shall recom-  
2 mend amendments, changes, additions, deletions and rewrites of the Constitution and Canons  
3 for Convention's consideration. The Committee shall also review all changes proposed to  
4 Convention by the delegates, Departments or other committees and recommend the proper  
5 form of any Constitution or Canon changes before Convention acts. The Committee shall  
6 conduct any hearing on a proposed change during Convention and may recommend to Con-  
7 vention any revised versions arising out of the hearings as the Committee may in its discretion  
8 determine appropriate and helpful to Convention's consideration. (b) The Diocesan Conven-  
9 tion Committee shall consist of three members of the clergy and four lay persons, nominated  
10 by the Ecclesiastical Authority and confirmed by the Annual Convention. The Secretary of the  
11 Convention and the Chair of the Liturgical Commission shall be ex-officio members of the  
12 Committee. The Committee shall make recommendations with regard to the dates and places  
13 of Annual and Special Conventions, shall make proper arrangements for each meeting, shall  
14 set registration fees and other charges, shall prepare and submit annually to the Finance Com-  
15 mittee a budget for expenses of the Conven-tion and for publication of the Diocesan Journal,  
16 shall keep records of receipts, disbursements and proceedings, and shall perform such other  
17 duties as may be assigned by the Convention or by the Bishop. (c) The Committee on Resolu-  
18 tions shall consist of four clergy and four lay persons, nominated by the Ecclesiastical Author-  
19 ity and confirmed by the Annual Convention. The Ecclesiastical Authority shall appoint one  
20 of the members as Chair. The Committee shall receive and organize the resolutions for sub-  
21 mission to the Convention and shall determine the order of their presentation. The Committee  
22 shall conduct any hearing on a proposed Resolution scheduled during the Convention and may  
23 recommend to Convention any revised versions arising out of the hearings as the Committee  
24 may in its discretion determine appropriate and helpful to Convention's consideration. (d) The  
25 Finance Committee shall consist of the Treasurer and additional members, one lay person and  
26 one clergy person, representing each Deanery of the Diocese, nominated by the Ecclesiastical  
27 Authority and confirmed by the Annual Convention. The members should have expertise or  
28 experience in budgeting, financial management or accounting. The Committee shall advise  
29 the Ecclesiastical Authority, Executive Council and the Convention on the financial affairs of  
30 the Diocese. The Finance Committee shall conduct any hearings scheduled for discussion and  
31 consideration of the annual budget and shall recommend changes, amendments and revisions  
32 for Convention's consideration. (e) The Elections Committee shall consist of two clergy and  
33 two lay persons, nominated by the Ecclesiastical Authority and confirmed by the Annual Con-  
34 vention. The Committee shall receive nominations for the offices to be filled by the Conven-  
35 tion, recommend nomination and voting procedures, prepare ballots and act as tellers for all  
36 elections during the Convention. (f) The Nominations Committee shall consist of one mem-  
37 ber of the clergy and one lay person representing each deanery, elected by the Deanery no later  
38 than 60 days prior to the Annual Convention and confirmed by the Annual Convention. The  
39 Bishop shall be an ex-officio member of the committee. The Ecclesiastical Authority shall  
40 name the chair of the Nominations Committee from the elected membership. Members of the  
41 Nominations Committee may serve up to three (3) consecutive annual terms. Thereafter, no

1 member who has served on the Committee for three (3) consecutive terms shall be eligible for  
2 re-election or appointment to fill a vacancy until one year after the expiration of the members  
3 previous term of office. The Committee shall establish and publish nomination procedures,  
4 solicit and receive nominations for the offices to be elected by Convention, examine the quali-  
5 fications of nominees to assure conformity with any Constitutional or Canonical requirements  
6 for the office, present a slate equal to at least the number of vacancies to be filled which is  
7 broadly representative of this Diocese, and prepare a brief biographical profile on each nomi-  
8 nee and assure inclusion of the profiles in the information provided to the members of the An-  
9 nual Convention. These procedures shall not preclude additional nominations from the floor  
10 of the Annual Convention.

11  
12 Section 5. The following committee shall constitute Regular Committees of Convention. The  
13 members of the Regular Committees shall be appointed during the organization of the Con-  
14 vention after the Convention is called to order. The members shall serve until the adjournment  
15 of the Convention at which they were appointed. (a) The Committee on the Bishop's Address  
16 shall consist of two members of the clergy and three lay persons who are members of Conven-  
17 tion, appointed by the Bishop. The committee shall consider the Bishop's Annual Address  
18 and shall report to the Convention as the committee deems appropriate. (b) The Committee  
19 on Courtesy shall consist of three persons who are members of the Convention, appointed by  
20 the Bishop. The committee shall make such report to the Convention as the committee deems  
21 appropriate. (c) The Committee on Credentials shall consist of two members of the clergy  
22 and two lay persons who are members of the Convention, appointment by the Bishop. The  
23 committee shall verify the list of clergy and lay delegates qualified to vote in the Convention,  
24 determine the presence of a quorum, and report to the Convention.

25  
26 Section 6. Expenses of Delegates. Each clerical and lay delegate to an annual or special Dioc-  
27 esan Convention, actually attending the same, shall be entitled to have the necessary expenses  
28 incurred by such attendance paid by the parish or mission which he or she represents; pro-  
29 vided, that the amount in each case shall not exceed such limits as may be fixed by the vestry  
30 of such parish or mission.

## 31 32 CANON 2 33 34 Worship at Convention

35  
36 The Holy Eucharist shall be celebrated on the first day of each annual or special convention of  
37 the Diocese, and any other services of worship may be held at the discretion of the Ecclesiasti-  
38 cal Authority.

1                                    CANON 3  
2                                    Rules of Order  
3

4    The Convention shall adopt rules of order, which shall continue in force until altered, and in  
5    the absence of such action, its proceedings shall be governed by the latest edition of “Robert’s  
6    Rules of Order, Revised Edition.”  
7

8  
9                                    CANON 4  
10                                  Secretary  
11  
12

13   Section 1. The Secretary shall issue notices of all meetings of the Convention under direction  
14   of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Dele-  
15   gates entitled to seats therein; in the absence of both the Bishop and the President of the Stand-  
16   ing Committee, shall call the Convention to order for the purpose of organization; shall keep a  
17   record of its proceedings, under its direction, in a suitable form to be kept for that purpose; and  
18   shall be admitted to a seat in the Convention and to participation in its deliberations, without  
19   the right of voting, unless otherwise entitled to vote in the Convention.  
20

21   Section 2. The Secretary shall prepare and issue the Journals as may from time to time be  
22   directed by the Convention, and shall preserve sufficient copies of the same for the use of the  
23   members of the next succeeding Convention, together with such other records in his or her  
24   keeping as may be required for reference. The Secretary shall also prepare a complete list of  
25   the Parishes and Missions entitled to representation and shall publish such list in the Journal.  
26

27   Section 3. The Secretary is hereby authorized upon voucher approved by the Chair, or other  
28   designated member of the Department of Administration, to draw upon the Treasurer for  
29   the amount of expenses necessarily incurred from time to time in discharging the duties pre-  
30   scribed by this Canon.  
31

32   Section 4. The Secretary of the Vestry of each Parish or Mission is directed to transmit to the  
33   Secretary of the Convention, as soon as practical after the election of delegates to each Annual  
34   Convention of the Diocese, a list showing the names of the delegates and alternates to said  
35   Convention from his or her Parish or Mission.  
36

37   Section 5. The Convention may elect one or more Assistant Secretaries to assist the Secretary  
38   in discharging the duties prescribed by this Canon. An Assistant Secretary shall be admitted  
39   to a seat in the Convention and to participation in its deliberations, without the right of voting,  
40   unless otherwise entitled to vote in the Convention.  
41

## CANON 5

### Treasurer

Section 1. The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by the Episcopal Foundation of the Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer underdirection of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his or her custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). The Treasurer shall give bond for the faithful discharge of duties of the office in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. The Treasurer shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Treasurer

Section 2. The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

## CANON 6

### Chancellor

Section 1. The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. The Chancellor shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese, and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Chancellor.



1 Section 2. If the Chancellor dies, resigns or becomes incapacitated, a successor shall be ap-  
2 pointed by the Bishop to serve until the next Annual Convention.

3  
4 Section 3. Upon advice of the Chancellor and nomination of the Bishop, the Convention may  
5 elect one or more Vice Chancellors for a one year term to assist the Chancellor. A Vice Chan-  
6 cellor shall have the same qualifications as the Chancellor.

## 7 8 CANON 7 9 Historiographer 10

11 Section 1. The duty of the Historiographer shall be to receive and safely keep all books, docu-  
12 ments and manuscripts belonging to the Diocese not required to be kept by any other persons  
13 or officer; to collect and preserve such materials as can be obtained relative to the history of  
14 the Diocese and of particular Parishes; and to catalogue and classify all books, documents and  
15 papers, so as to make their contents accessible for reference.

16  
17 Section 2. The Historiographer shall annually report in writing to the Convention, showing  
18 with such detail as may be expedient, the condition of the materials in the possession of the  
19 Diocese, and the additions made to them from time to time, with such suggestions as may be  
20 proper. The Historiographer shall be admitted to a seat in the Convention, and to participation  
21 in its deliberations without the right of voting, unless otherwise entitled to vote in the Conven-  
22 tion by reason other than holding the office of Historiographer.

## 23 24 CANON 8 25 The Executive Council 26

27  
28 Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on  
29 the missionary, educational and social work of the Church in this Diocese, of which work the  
30 Bishop shall be the executive head.

31  
32 Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention  
33 between the adjournment of the Annual Convention and the convening of the next Annual  
34 Convention, except:

- 35  
36 (a) admission of a parish or mission to union with the Diocese according to Canon II.2;  
37 (b) dissolution or suspension of a parish or mission according to Canon II.6;  
38 (c) election of a Bishop, Bishop Coadjutor or Bishop Suffragan according to Canon III.1;  
39 (d) admendment to the Canons according to Article XV of the Constitution and Canon V.1;  
40 (e) admendment to the Constitution according to Article XVI of the Constitution.

1 All actions of the Executive Council shall conform to the Constitution and Canons of  
2 The Episcopal Church and this Diocese.

3

4 Section 3. The Executive Council shall be composed of the following members:

5 (a) the Bishop, and the Bishop Coadjutor or the Bishop Suffragan, if there be either;

6 (b) the President of the Standing Committee, the Secretary of Convention, the Treasurer, the  
7 Chancellor, and the President of The Episcopal Foundation of the Diocese of East Carolina,  
8 Inc. shall be ex officio members, with seat and voice but no right of voting;

9 (c) sixteen members, nominated and elected as follows:

10 (i) six “at large” members, three of whom shall be clergy and three of whom shall be lay  
11 persons who are confirmed communicants in good standing of any congregation in the  
12 diocese and are 16 years of age or older, nominated by any delegate to Convention un-  
13 der such guidelines as may be published by the Secretary from time to time and elected  
14 by Convention as set forth herein; and

15 (ii) 2 members representing each Deanery of the Diocese, one clergy person, and one  
16 lay person who is a confirmed communicant in good standing, nominated by the Dean-  
17 ery Council under guidelines published by the Secretary from time to time and elected  
18 by the Convention annually as set forth herein;

19 (d) the Diocesan President of Episcopal Church Women

20

21 Section 4. The members of the Executive Council shall be elected by vote of Convention for  
22 three year terms. A member who has served two consecutive terms on the Executive Council  
23 shall not be eligible for re-election, or for appointment to fill a vacancy, until one year after  
24 the expiration of his or her second term. The Executive Council shall have power to fill any  
25 vacancy in the Council that may occur through death or resignation of any member, provided  
26 that the person elected to fill an unexpired term shall meet the classifications for membership  
27 of the person whose vacancy is being filled. Appointments to fill any such vacancy shall expire  
28 at the close of the next annual Convention following appointment. Any person appointed to fill  
29 a vacancy who is eligible for election but is not elected to the Executive Council at the next  
30 following Annual Convention may not be appointed to fill any subsequent vacancy for a pe-  
31 riod of one year following such Convention.

32

33 Section 5. The Bishop shall chair the Executive Council. The Council may elect one of its  
34 own members, whether clerical or lay, as Vice Chair and prescribe the duties of the office.

35 The Secretary of the Convention shall be the Secretary of the Executive Council.

36

37 Section 6. The Executive Council shall provide for a Department of Administration and shall  
38 have power, from time to time, to organize such other departments and committees as it may  
39 deem necessary or advisable to carry out its responsibilities, and it shall determine the scope  
40 of the work of all departments and committees. The standing departments of the Diocese shall  
41 be the following, unless changed by the Executive Council: the Department of Communica-

tions; the Department of Mission & Development; the Department of Christian Social Ministries; the Department of Christian Formation; the Department of Administration; and the Department of Youth and Young Adults. The Bishop shall appoint the chair and members of each department or committee of the Diocese. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and unrestricted income from The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The Diocese of East Carolina, Incorporated), subject, however, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with the Bishop's concurrence shall appoint, at least twice a year, and at such other times as the Bishop shall convene it. Nine voting members of the Executive Council, including at least five in the Clerical Order and four in the Lay Order, with the Bishop or Vice-Chair, shall constitute a quorum; the Vice-Chair, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chair, at any time upon written request of at least five members of the Executive Council. The Secretary shall give ten days notice of a called meeting.

Section 9. All salaries, other than that of the Bishop, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; the Committee on Canons; the Committee on Relationship to and Communications from the General Convention; the Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee appointed by the Bishop which is directly responsible and to report only to the Bishop; and any committee appointed or elected by Convention or under its authority which is directed to be responsible and report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. No committee, commission or department shall be created by the Bishop or by the Executive Council or by the Convention of the Diocese without, at the time of its creation, such committee, commission or department being denominated a “standing” committee, commission or department of the Diocese, or if not, there being a fixed period of duration or a specified task to be performed by the committee, commission or department, at the expiration or conclusion of which the committee, commission or department shall cease to exist without further action by the Bishop, the Executive Council or the Convention of the Diocese.

Section 12. The Bishop may appoint members of the clergy and lay persons of the Diocese, not exceeding eighteen in number, as members of a Consulting Committee. Members of the committee shall serve for one year. They may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting unless otherwise entitled to vote on the Executive Council by reason of status other than that enumerated in this section.

## CANON 9

### Deputies to General Convention

Section 1. At each annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four Clerical Deputies, who are Presbyters or Deacons canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be confirmed communicants in good standing of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies, subject to the same qualifications as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four

highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. (a) The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each. In the case of the same number of votes having been cast for two or more nominees in either Order, precedence shall be given to the Clerical Deputies and Alternates in the order of date of canonical residence, and to Lay Deputies and Alternates in the order of date of confirmation or reception in The Episcopal Church. The Secretary shall insert the names of the Deputies and Alternates in this order upon the Journal. (b) The members of the deputation shall elect one of their members to serve as Chair of the deputation. (c) The deputies and first alternates so elected shall also serve as the representatives of this Diocese to the Provincial Synod of Province IV, Province of Sewanee.

Section 3. Deputies and first alternates elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice to the Diocesan Secretary, who shall at once notify the proper alternate.

Section 4. Each Deputy and first alternate to the General Convention and the Provincial Synod, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

Section 5. The elected clergy and lay deputies and alternates to General Convention shall report the actions of the General Convention and, together with the Secretary of the Annual Convention, shall assure that any necessary action in response to the actions of General Convention is taken and communicated back to the General Convention.

## CANON 10

### Delegates to Provincial Synod

The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such elections.



## CANON 11

### Trustees of the Diocese

Section 1. The Bishop, or when there is no Bishop, or when the Bishop requests the Standing Committee in writing to serve as the Ecclesiastical Authority pursuant to Canon III.12.4 (c) of the Canons of The Episcopal Church, the President of the Standing Committee, together with two (2) lay persons and two (2) clergy canonically resident in this Diocese, nominated by the Bishop and elected by the Convention shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to the use of principal or income and under conditions that require holding the funds, monies or securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order and are authorized to provide an allowance for these purposes.

Section 2. The two (2) lay members and two (2) clergy canonically resident in this Diocese of the Board of Trustees shall serve a term of two (2) years and may not serve more than two consecutive terms. The terms of these two (2) lay persons and two (2) clergy canonically resident in this Diocese shall be staggered so that two (2) trustees, one lay and one clergy, will be elected at each Annual Convention. In 2004, one clergy person shall be elected to serve a one year term and one clergy person shall be elected to serve a two year term, as designated by the Bishop upon placing the names in nomination. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected. Persons eligible for election shall be eighteen (18) years of age or older, confirmed communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of the Diocese of East Carolina, Incorporated, to be held, managed and invested for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and of The Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive Council may require The Episcopal Founda-



tion of The Diocese of East Carolina, Incorporated, to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section 3.

Section 4. (a) Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the use and benefit of the Parish, the Trustees shall have the power to convey the property upon the written request of the Vestry of such Parish, subject to the written consent of the Bishop and the Standing Committee, if in the opinion of Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention. (b) Whenever title to real property is vested in the Trustees for the use and benefit of any Mission or organization of the Diocese other than a Parish, the Trustees shall have the power to convey the property upon written request and written approval of the Bishop and the Standing Committee, and shall have the power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization. (c) The title to all real estate belonging to the Diocese in its own right is declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are authorized to convey the property, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese, and subject to the written consent of the Bishop and the Standing Committee.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

## CANON 12

### Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight Priests canonically resident in the Diocese, two Vocational Deacons, and four lay persons, communicants of of this Church and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon shall be elected every two years. Two Priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election or appointment to fill a vacancy until one year after the expiration of the member's previous term of office. The Executive Council shall elect a person of the appropriate order, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between annual meetings of the Convention. The Bishop shall designate a Priest from the members of the Commission to serve as chair.

Section 2. The Commission shall perform the duties and functions prescribed in Canon III.2 of the Canons of General Convention, shall conduct and evaluate the examination of persons for Holy Order; support the development, training, utilization and affirmation of the ministry of the laity in the world; and perform such other duties as may be assigned to it by the Bishop.

## **TITLE II: Deaneries; Parishes and Missions of the Diocese.**

### **CANON 1 Deaneries**

Section 1. Deaneries. The Diocese shall be divided into Deaneries, the number and boundaries of which shall be fixed from time to time by the Bishop, with the advice and consent of the Executive Council.

Section 2. Purpose. Deaneries are established for the following purposes:

- (a) To provide a means of communication among the Congregations, Bishop, Diocesan Staff, and other Diocesan entities as shall from time to time become appropriate.
- (b) To provide a regional forum, which the Congregations of the Deanery may use for organizing and conducting events and programs, including but not limited to shared mission, liturgical, educational and community building opportunities, contributing to the enrichment of Congregational and Diocesan life.

Section 3. Membership. Each Deanery shall include:

- (a) The members of the parishes or missions within the deanery.
- (b) The clergy within the Deanery who are canonically resident or licensed to serve in the Diocese.

Section 4. Deanery Council.

- (a) The Vestry of each parish or mission within the Deanery may select two lay deanery representatives who shall be adult confirmed communicants in good standing for a term decided upon by the Vestry to serve with the clergy within the Deanery as the Deanery Council.
- (b) The Deanery Council shall meet regularly to give leadership to the life and ministry of the Deanery.
- (c) The Deanery Council shall conduct an annual meeting of the Deanery no later than 60 days prior to the Annual Convention at which: (i) one clergy person and one lay person who is an adult confirmed communicant in good standing shall be elected to represent the Deanery for a one year term on the Annual Convention's Nominations Committee and may subsequently be elected for a total of three consecutive terms; and (ii) when necessary to fill vacancies, one

clergy person and one lay person who is an adult confirmed communicant in good standing shall be nominated to represent the Deanery on The Executive Council for a three year term upon election by the Annual Convention, as set forth in Title I. Canon 8; (iii) other business of the Deanery Council may be conducted.

(d) The Deanery Council shall conduct an annual pre-convention meeting of the Deanery at which the delegates to the Annual Convention and other members of the Deanery congregations shall be given an opportunity to review items on the proposed Convention agenda.

#### Section 5. Officers.

(a) The Bishop shall annually appoint one or more Deans, clergy or lay, from among the congregations of each Deanery, who shall convene and preside over any meetings of the Deanery and the Deanery Council and who shall meet together with one another and the Bishop, when invited to do so.

(b) In addition the Deanery Council may elect such other officers as it deems expedient for the transaction of its business.

Section 6. Conferences with the Bishop. The Bishop may provide for occasional conferences with clergy or lay groups within the Deaneries.

## CANON 2

### Congregations of the Diocese

Section 1. Types of Congregations. There shall be two types of congregations recognized in the Diocese: parishes and missions. There shall be no distinction between parishes and missions of the Diocese with regard to representation and voting rights in conventions of the diocese, which rights shall be determined in conformity with Article IV of the Constitution of the Diocese, or representation and voting rights in the Deaneries of the Diocese, which rights shall be determined in conformity with Title II, Canon 1, of the Canons of the Diocese.

Section 2. Boundaries of Congregations. Congregational boundaries shall coincide with the fixed civil political boundaries, as fixed by the laws of the state of North Carolina, of towns, cities, or counties. The boundaries of any parish or mission of the Diocese shall be the largest such political subdivision of the State of North Carolina in which there exists only one congregation of the Diocese. In the event that more than one congregation is located within the corporate boundaries of a town or city, the boundaries of each of the congregations so located shall be the corporate limits of such town or city, and the parochial cures of each such congregation shall be the same.

Section 3. Missions. An organized mission of the Diocese is a congregation of ten or more confirmed communicants in good standing of the Episcopal Church, 16 years of age or older,

1 together with such other persons who desire to be members thereof, which has not been admit-  
2 ted into union with convention as a parish, and which has been recognized and accepted as a  
3 mission of the Diocese in accordance with this Canon. A mission may be formed by any of the  
4 following methods:

5 (a) by voluntary association of confirmed communicants of the Episcopal Church in accor-  
6 dance with Section 4 of this Canon;

7 (b) by extension of any existing parish into a mission congregation with the consent of the  
8 Bishop and under the supervision of the Department of Mission and Development; or

9 (c) by establishment of a mission by the Bishop with the advice and consent of the Executive  
10 Council of the Diocese under plans formulated by the Department of Mission and Develop-  
11 ment.

12

13 Section 4. Admission of Organized Missions. A congregation as described in Section 2 of this  
14 Canon shall be admitted into union with convention and recognized as an organized mission  
15 of the Diocese upon vote of convention after certification by the Department of Mission and  
16 Development, in consultation with the Deanery Council of the relevant Deanery of the Dio-  
17 cese, that the following requirements and conditions have been met:

18 (a) Consent of the Bishop to the organization of the congregation;

19 (b) Consent of the Rector or other clergy in charge of any congregation within the boundaries  
20 of which the petitioning congregation intends to locate its primary place of worship;

21 (c) Adoption, with the consent of the Bishop, of a name by which the congregation shall be  
22 known;

23 (d) Election of a Vestry in accordance with the Canons of the Diocese;

24 (e) Provision, both financial and otherwise, of a schedule and place of at least weekly worship,  
25 with provision for the celebration of Holy Eucharist at least one Sunday of each month;

26 (f) Adoption of a plan of development and mission which has been approved by the Depart-  
27 ment of Mission and Development under such guidelines as the Department may adopt from  
28 time to time, with provision for adequate congregational financial support and a commitment  
29 to the mission, program and financial support of the Diocese;

30 (g) Adoption of the following statement by at least ten confirmed communicants in good  
31 standing, sixteen years of age or older, who are members of the proposed mission, signi-  
32 fied by their signatures upon a copy of said statement, submitted to the Bishop prior to the  
33 consideration of convention of the request for admission: "We, the undersigned, being con-  
34 firmed communicants of the Episcopal Church, and being at least sixteen years of age, having  
35 formed ourselves into a congregation known as \_\_\_\_\_, at

36 \_\_\_\_\_, North Carolina, do hereby certify that all requirements  
37 and conditions for admission to union with the Convention of the Diocese of East Carolina as  
38 contained in the Constitution and Canons of the Diocese have been met. We further certify that  
39 we hereby consent to be governed by the Constitution and Canons of the Episcopal Church, as  
40 established by its General Convention, and by the Constitution and Canons of the Diocese of  
41 East Carolina, and we recognize the Bishop of East Carolina as the Ecclesiastical Authority of

the Diocese, and as chief pastor and spiritual and ecclesiastical authority of the congregations of the Diocese. We hereby request recognition as an organized mission of the Diocese and admission into union with the convention thereof In witness whereof, we have hereunto signed our names, this the \_\_\_\_ day of \_\_\_\_\_, 20\_\_.”

(h) Establishment of a relationship with a priest selected by the Bishop with the consent of the Vestry, with provision for worship services and pastoral care for the congregation under terms and conditions approved by the Bishop. Upon an affirmative vote of convention to any such petition, the mission thus admitted shall immediately be seated in the convention of the diocese, with full voice and vote, in accordance with the Constitution and Canons of the Diocese, and shall thereafter comply fully with all the requirements of said Constitution and Canons, and of the Constitution and Canons of the General Convention of the Episcopal Church and be known as an organized mission of the Diocese of East Carolina.

Section 5. Parishes. A recognized congregation of the Diocese of East Carolina with at least twenty-five confirmed communicants in good standing, 16 years of age or older, and in the case of a new parish, which has existed as an organized mission of the diocese for at least one year, and which has been admitted to union with the Convention of the Diocese as such, shall be recognized as a parish. A mission of the Diocese shall be admitted to status as a parish by vote of convention after certification by the Department of Mission and Development that the following requirements and conditions have been met:

- (a) Existence as an organized mission of the Diocese for a period of at least one year;
- (b) Maintenance of a regular place of worship;
- (c) Establishment of a relationship with a Rector under the Canons of the Diocese who is compensated in accordance with guidelines established by the Clergy Salary Study Commission of the Department of Administration;
- (d) Full participation in the life of the Deanery in which it is located and in the life, mission and ministry of the Diocese of East Carolina.

## CANON 3

### Parish Meetings

Section 1. Annual Meeting. The Vestry shall call for an annual meeting of the communicants of the parish. The annual meeting shall occur on the first Sunday of Advent unless the Vestry designates another date. The annual meeting shall conduct Vestry elections, hear reports from the Rector, the Wardens and each parish committee and organization, and discuss other matters of interest to the congregation. Motions, resolutions, elections and all other matters presented to a parish meeting for vote shall be decided by vote of the qualified members present and voting.



Section 2. Other Parish Meetings. Upon the call of the Vestry, a meeting of the communicants of the parish may be held at any stated time, upon notice of not less than one week to the Rector and the communicants.

Section 3. Persons Qualified to Vote in Parish Meetings. A person who meets the qualifications set forth in Article XIV of the Constitution of this Diocese may vote when present at any meeting of the parish.

Section 4. Bylaws. (a) A parish meeting may adopt bylaws

(1) for the orderly conduct of parish meetings;

(2) for the adoption of a rotating Vestry system as authorized by Canon 4, Section 3;

(3) for the election of members of the Vestry and, if so authorized by the Vestry, delegates to the Annual Convention; and

(4) for the orderly conduct of Vestry meetings and other business of the parish.

(b) Bylaws shall be consistent with the Constitution and Canons of this Church and this Diocese.

(c) The Rector and the Senior Warden shall file a copy of the parish bylaws and any amendment thereto, certified by the Clerk of the Vestry, within thirty days after their adoption with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, upon the advice of the Chancellor, disapprove any bylaw which is inconsistent with the Constitution or Canons of the General Convention of the Protestant Episcopal Church in the United States of America, or with the Constitution or Canons of this Diocese. Any bylaw rejected by the Ecclesiastical Authority shall be severable from the remainder and shall not alter the effectiveness of the remainder of the parish bylaws.

## CANON 4

### Vestries

Section 1. Vestry Declaration and Promise. Every person chosen as a member of a Vestry of a parish or mission of this Diocese shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do consent to be governed by the doctrine, discipline and worship of the Protestant Episcopal Church in the United States of America; and I promise that I will faithfully execute the office of member of the Vestry of \_\_\_\_\_ Parish or Mission in \_\_\_\_\_ (City or County), according to the best of my ability."

Section 2. Size and Composition. A Vestry shall have not fewer than three (3) or more than (12) members, confirmed adult communicants in good standing of the Episcopal Church as defined in Article XIV of the Constitution of this Diocese.

Section 3. Terms of Office. (a) The annual parish meeting shall elect a Vestry in accordance with one of the following alternative plans:



- 1 (1) Vestry Plan One. At each annual parish meeting all the members of the Vestry shall be  
2 elected to serve until the next annual parish meeting or until their successors are elected.
- 3 (2) Vestry Plan Two. The annual parish meeting may select, by vote of the annual parish  
4 meeting or bylaw, a rotating Vestry system with three-year terms. At the first election fol-  
5 lowing the adoption of this plan, one-third of the members shall be elected to serve one year,  
6 one-third for two years and one-third for three years. Thereafter, at the annual parish meeting,  
7 one-third of the Vestry shall be elected. Members of the Vestry shall serve until their succes-  
8 sors are elected.  
9
- 10 (3) Vestry Plan Three. The annual parish meeting may select, by vote of the annual parish  
11 meeting or bylaw, a rotating Vestry system with two-year terms. At the first election following  
12 the adoption of this plan, one-half of the Vestry shall be elected for one year and one-half shall  
13 be elected for two years. Thereafter, at each annual parish meeting, one-half of the Vestry  
14 shall be elected. Members of the Vestry shall serve until their successors are elected.
- 15 (b) A parish may provide that a retiring member of the Vestry shall not be eligible for re-  
16 election until a period of one year has elapsed between terms. No member shall serve for a  
17 period greater than three consecutive years on any Vestry until a period of at least one year has  
18 elapsed between terms, except as provided in Section 10(b) of this Canon.  
19  
20
- 21 Section 4. Wardens. (a) The Vestry shall elect annually a Senior Warden and a Junior Warden  
22 from among their own number. The Rector shall nominate the Senior Warden. If there is no  
23 Rector, the election of the Senior Warden shall proceed without such nomination.
- 24 (b) The Wardens shall: (1) provide the Elements for the Eucharist; (2) keep and disburse the  
25 alms when there is no Rector or Priest-in-Charge; (3) provide for the celebration of public  
26 worship and instruction of the congregation by clergy or a lay person licensed by the Eccle-  
27 siastical Authority; and (4) when there is no Rector or Priest-in-Charge, the Senior Warden  
28 shall preside at all meetings of the Vestry, Parish or Mission.  
29
- 30 Section 5. Clerk of the Vestry. (a) The Vestry shall annually elect a Clerk, who is not required  
31 to be a member of the Vestry. (b) The Clerk of the Vestry shall: (1) take and record the min-  
32 utes of all meetings of the Vestry; (2) attest to or certify the public acts of the Vestry; (3)  
33 preserve all records and papers of the Parish or Mission; (4) perform all other duties legally  
34 assigned to the Clerk of the Vestry; and (5) faithfully and promptly deliver all books, records,  
35 files and documents, including electronic files and storage devices, of the Parish or Mission to  
36 the succeeding Clerk.  
37
- 38 Section 6. Treasurer. (a) The Vestry shall elect a Treasurer, who is not required to be a member  
39 of the Vestry. (b) The Treasurer shall: (1) receive and disburse all monies collected under the  
40 direction of the Vestry or parish bylaw; (2) keep an accurate account of all monies received  
41 and report to the Vestry at least semi-annually or as directed (3) faithfully and promptly deliv-

er all books, records of account and financial documents, including electronic files and storage devices, of the Parish or Mission to the succeeding Treasurer.

Section 7. Duties of the Vestry. (a) The Vestry shall act as the Trustees of the Parish or Mission, and shall take charge of the property of the Parish or Mission. (b) The Vestry shall regulate the temporal concerns of the Parish or Mission. (c) The Vestry shall elect and call a Rector for the Parish and provide for the Rector's maintenance. (d) The Vestry shall keep order in the Parish or Mission. (e) The Vestry shall act as helpers to the Rector or Priest-in-Charge in whatever is appropriate to the laity for the furtherance of the Gospel.

Section 8. Powers of the Rector. (a) The Rector or Priest-in-Charge of the Parish or Mission, or a member of the Vestry designated by the Rector, shall preside in all meetings of the Vestry. Where there is no Rector or Priest-in-Charge, the Senior Warden shall preside at Vestry meetings as provided in Title II, Canon 4, Section 4 (b) (4). No Interim Rector shall preside at Vestry meetings unless so appointed by the Bishop.

(b) The Rector or Priest-in-Charge is entitled to vote only in case of a tie on any question except those in which he or she may be personally concerned.

(c) The Rector or Priest-in-Charge shall have the power to call special meetings of the Vestry at any time, giving reasonable notice and specifying the business for which the meeting is called.

Section 9. Vestry Meetings. (a) Regular meetings of the Vestry shall be held as the Vestry and Rector or Priest-in-Charge may determine, but there shall be no less than four meetings of the Vestry each year. (b) Upon request of three members of the Vestry, the Rector or Priest-in-Charge shall call a meeting of the Vestry. (c) Should the Rector or Priest-in-Charge refuse to call a meeting of the Vestry when required, the Wardens or any three Vestry members may call a meeting, provided they give reasonable notice to the Rector. (d) When the Rector or Priest-in-Charge is absent or the office is vacant, the Senior Warden or any two members of the Vestry may call special Vestry meetings, upon giving reasonable notice.

Section 10. Vacancies on Vestry. (a) A vacancy on the Vestry may occur by death, resignation or removal. A parish bylaw may authorize the remaining Vestry members to fill the vacancy by appointment to serve the remainder of the unexpired term or to serve until the next annual parish meeting when the meeting shall elect a person to serve the remainder of the unexpired term. (b) A parish bylaw may provide that a person who serves one year or less of an unexpired term may be eligible immediately for election to a full term.

Section 11. All Vestries of the Diocese of East Carolina shall be required to pay the insurances associated with the operation of their parish in accordance with Diocesan policy. These insurances shall include, but are not limited to the following: (a) adequate property, liability and casualty insurance, (b) workers compensation, (c) Officer and Director's Liability, (d) clergy and lay pension premiums, (e) clergy and lay medical and dental insurance.

## CANON 5

## Duties of the Members of the Church

Section 1. The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to public worship. Section 2. It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism, and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

## CANON 6

## Dissolution and Suspension of Parishes and Missions

Section 1. When, in the judgment of the Bishop of the Diocese, a parish does not give promise of such sufficient strength as will enable it to maintain its organization, whether from lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which shall thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by the Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may require an audit of the assets and liabilities of Parish or Mission, to be paid for out of the assets of the Parish or Mission. The Trustees may dispose of the personal property, and shall retain the proceeds in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Mission and Development and to the Executive Council. If the Department and the Executive Council determine together that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered and disposed of by the Trustees as property of the Diocese in its own right as provided by Canon I.12. Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish or Mission, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

## CANON 7

### Archdeacons

Section 1. The Bishop shall have the power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters or Deacons canonically resident in the Diocese, and who shall, if practicable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him or her in writing by the Bishop. The Archdeacon shall be amenable to the Bishop in all acts and appointments, and shall make such reports as the Bishop may require.

## **TITLE III. Bishops, Priests and Deacons.**

### CANON 1

#### The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. The Secretary shall call the roll of the Clergy, and as the name of each member of the Clergy is called the member's ballot shall be deposited with the Tellers. The roll of the parishes and missions shall then be called by the Secretary, and as each is called it shall deposit its ballots with the Tellers. The Tellers shall count the vote of each Order separately and report the results to the Chair who shall announce the same. If the same person shall receive the necessary votes of both Orders on the same ballot, that person shall be declared duly elected. If no person is elected, the delegates may continue to vote as above ordered until an election is made.

Section 3. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, after which the balloting shall be resumed in accordance with the provisions of Section 2 of this Canon.

## CANON 2

### Salary of the Bishop

The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget as adopted by the Annual Convention.

## CANON 3

### Call of a Minister; Clergy Assistants

Section 1. (a) When there is no Rector in a Parish of the Diocese, the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer a salary and allowances not less than the then existing minimums for members of the clergy recommended by the Clergy Salary Study Commission of the Department of Administration and adopted by the Diocesan Convention.

(b) When a vacancy occurs in a Mission of the Diocese, the Bishop may, in his or her discretion, appoint a priest-in-charge for a period of not more than two years, under such terms and conditions as the Bishop deems appropriate, after consultation with the Vestry of the Mission. In the event of such appointment, the priest-in-charge may be reappointed for successive terms. In the event that the Bishop determines that the Vestry should call a priest-in-charge, the Vestry shall make such call in accordance with these Canons.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services of a priest during the vacancy, it shall be the duty of the Bishop to take such measures as are expedient for the temporary maintenance of Divine Services therein.

Section 3. No Parish may elect a Rector until the names of the proposed nominees have been made known to the Ecclesiastical Authority, and sufficient time, not exceeding sixty days, has been given to the Ecclesiastical Authority to communicate with the Vestry, nor until the Vestry has considered any such communication at a meeting duly called and held for that purpose. If a church is receiving financial assistance from the Diocese, the Ecclesiastical Authority's written approval of the Vestry's choice shall be essential to the election of the Priest in Charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified minister who has accepted the office, the notice shall be sent



1 to the Secretary of Convention, who shall record it. Such record shall be sufficient evidence of  
2 the relation between the Minister and the Parish.

3  
4 Section 5. A Rector is settled, for all purposes here and elsewhere mentioned in these Canons,  
5 who has been engaged permanently by any parish, according to the rules of the Diocese, or for  
6 any term of not less than one year.

7  
8 Section 6. The Rector or Priest-in-Charge of a parish or mission shall have the authority to  
9 select and call an assistant, by whatever title called, with the consent of the Vestry of the par-  
10 ish or mission. Any assistant clergy shall serve under the authority and direction of the Rector  
11 or Priest-in-Charge. Before beginning the process of selection, the Rector or Priest-in-Charge  
12 shall discuss with the Bishop and the Vestry the Parish or Mission's readiness to call an assis-  
13 tant and present a draft job description. The Rector or Priest-in-Charge shall discuss a list of  
14 candidates and job description of the assistant with the Bishop before the final selection is  
15 made. Before issuing a call of any assistant the name of the Member of the Clergy proposed  
16 for selection shall be made known to the Bishop, and the Bishop shall have sufficient time,  
17 not exceeding sixty days to communicate with the Rector or Priest-in-Charge and the Vestry  
18 on the selection. Any assistant selected shall serve at the discretion of the Rector or Priest-  
19 in-Charge but may not serve beyond the period of service of the Rector or Priest-in-Charge  
20 except that, pending the call of a Rector, Priest-in-Charge, or full-time Interim Priest, the as-  
21 sistant may continue in the service of the Parish or Mission if requested to do so by the Vestry,  
22 and under such terms and conditions as the Bishop shall determine in consultation with the  
23 Vestry. No assistant may succeed directly to the position of Rector, Priest-in-Charge, or Inter-  
24 im Priest in any parish in which the assistant is currently serving in the event of the removal,  
25 resignation or death of the Rector or Priest-in-Charge.

26  
27 Section 7. When a parish is vacant, or when a mission is vacant and the Bishop has authorized  
28 the Vestry to call a priest-in-charge, a priest may be called as Interim Rector with the consent  
29 of the Bishop with all rights and responsibilities attaching to that office except tenure. The  
30 Interim Rector shall serve in accordance with the terms and conditions of a written letter of  
31 agreement mutually agreeable to the priest, the Vestry and the Bishop. An Interim Rector may  
32 or may not be eligible to become the settled Rector or Priest-in-Charge of the congregation,  
33 and such eligibility shall be determined in accordance with the wishes of the Bishop prior to  
34 entering into an agreement with the proposed Interim Rector and shall be set forth in the letter  
35 of agreement adopted by the parties.



## CANON 4

### Registration, Reports, etc.

Section 1. Private and Parish Registers. Each member of the Clergy of this Diocese shall keep a register of all baptisms, confirmations, marriages and funerals performed within his or her parish or cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite was performed, which register shall be transcribed at least once each month into a book provided for the purpose by the Vestry of the Parish or Mission.

Section 2. List of Communicants, etc. It shall also be the duty of each member of the Clergy to keep a list of the communicants within the Parish or Mission, and, so far as practicable, of the families and adult persons within the same, to remain for the use of the Parish and any successor called by the Parish.

Section 3. Parochial Reports.

(a) It shall be the joint duty of the Rector or Priest in Charge and the lay leadership to report annually to the Bishop, through the Secretary of Convention, not later than March 1st preceding the Annual Convention, all official acts performed since the last such report to and including December 31st of the preceding year, and all information concerning the state of the Parish, Mission or other Cure, according to the form prescribed by the Executive Council of the General Convention. Each such report shall also include all official acts performed by the Rector or Priest in Charge outside the Parish, Mission or Cure. The Vestry's approval is required before filing the Parochial Report. (b) In the case of a Parish without a Rector, Priest in Charge or Interim Rector, it shall be the duty of the Vestry to make the required Parochial Report. (c) In making the Parochial Report, all communicants shall be included, except those who have been repelled by the proper authority under Canon I.17 of the Canons of the General Convention.

Section 4. Annual Audit Report. The Vestry of each Parish or Mission shall provide for an Annual Audit of all accounts. Such audit shall conform to the requirements of Canon I.7 of the Canons of the General Convention. The Vestry shall review the Audit Report and recommendations and file them together with an action plan to correct any deficiencies with the Bishop or Ecclesiastical Authority not later than September 1 following the close of the Parish or Mission's fiscal year.

Section 5. Penalties. Failure to keep records or to file the reports required by this Canon or by the Canons of General Convention shall result in the imposition of those penalties set forth in Article IV, Section 5(b) of the Constitution of the Diocese.

Section 6. Transfer of Communicants. It shall be the duty of the Rector or Minister in Charge of every Parish or Mission, learning of the removal of any communicant of the minister's Parish or Mission to another cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer the communicant to the new Cure.

Section 7. Disclosure of Parish Register. It shall be the duty of the Rector or Minister in Charge of a Parish or Mission to submit for the Bishop's examination at the time of the Bishop's annual visitation the Parish Register. The Bishop shall determine that all entries are properly made, all members accounted for and that the register is properly indexed.

## CANON 5

### Clergy Liable to Missionary Duty

All members of the Clergy of the diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to time by the Executive Council.

## CANON 6

### Dissolution of the Relationship between Congregation and Priest

Section 1. Except under mandatory resignation by reason of age, a Rector may not resign as Rector of a congregation without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a congregation be removed therefrom by the Vestry against the Rector's will, except as provided in this Canon.

Section 2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relationship between the priest and the congregation, and the parties cannot agree, either the priest or the Vestry, but no other person or group, may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of Bishop under this Canon.

Section 3. Within sixty days of receipt of the written notice the Bishop as chief pastor of the Diocese shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper, including the appointment of a consultant to confer in the matter, and may appoint a committee of at least one priest and one lay person, none of whom may be members of the congregation involved, to make a report to the Bishop.

- 1 Section 4. If differences between the parties are not resolved after completion of the mediation,  
2 the Bishop shall proceed as follows:
- 3 (a) The Bishop shall give written notice to the Rector and the Vestry that a godly judgment will  
4 be rendered in the matter after consultation with the Standing Committee and that either party  
5 has the right within ten days to request in writing an opportunity to confer with the Standing  
6 Committee before it consults with the Bishop.
- 7 (b) If a timely request is made, the President of the Standing Committee shall set a date for a  
8 conference, which will be held within thirty days.
- 9 (c) At the conference, each party shall be entitled to representation and to present its position  
10 fully.
- 11 (d) Within thirty days after the conference or after the Bishop's notice if no conference is re-  
12 quested, the Bishop shall confer with and receive the counsel of the Standing Committee, which  
13 shall not be binding upon the Bishop and which the Bishop shall consider along with such other  
14 information as the Bishop deems proper; thereafter, the Bishop, as final arbiter and judge, shall  
15 render a godly judgment.
- 16 (e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the  
17 explanation is in writing, copies shall be delivered to both parties.
- 18 (f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on  
19 definitions of responsibility and accountability for the Rector and the Vestry.
- 20 (g) If the relation is to be dissolved:
- 21 (1) The Bishop shall direct the Secretary of Convention to record the dissolution.
- 22 (2) The judgment shall include such terms and conditions including financial settlements  
23 as shall seem to the Bishop just and compassionate.
- 24
- 25 Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest and  
26 the congregation.
- 27
- 28 Section 6. In the event of the failure or refusal of either party to comply with the terms of the  
29 judgment, the Bishop may impose such penalties as are consonant with the Constitution and  
30 Canons of the General Convention of the Episcopal Church, and of the Diocese of East Caro-  
31 lina, including the following: (a) In the case of a priest, suspend the priest from the exercise of  
32 the priestly office until the priest shall comply with the judgment. (b) In the case of the Vestry,  
33 invoke any available sanctions including those set forth in Article IV of the Constitution of the  
34 Diocese until it has complied with the judgment.
- 35
- 36 Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided  
37 that all be done to expedite these proceedings. All parties shall be notified in writing of the  
38 length of any extension.
- 39
- 40 Section 8. (a) Statements made during the course of proceedings under this Canon are not  
41 discoverable nor admissible in any proceedings under Title IV of the Canons of the Episcopal

1 Church, or under Title III, Canon 7 of the Canons of this Diocese, provided that this does not  
2 require the exclusion of evidence in any proceeding under the Canons which is otherwise dis-  
3 coverable or admissible.

4 (b) In the course of proceedings under this Canon, if a charge is made by the Vestry against  
5 the Rector that could give rise to a disciplinary proceeding under Title IV of the Canons of the  
6 Episcopal Church or Title III, Canon 7 of this Diocese, all proceedings under this Canon shall  
7 be suspended until the charge has been resolved or withdrawn.

## 10 CANON 7

### 11 Ecclesiastical Discipline

13 Section 1. Purpose. Those provisions of Title IV of the Canons of The Episcopal Church  
14 which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent,  
15 if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions  
16 of Title IV of the Canons of The Episcopal Church, the provisions of Title IV of the Canons of  
17 The Episcopal Church shall govern. Any terms not defined herein are defined in Title IV of the  
18 Canons of The Episcopal Church.

19 Section 2. Multi Diocese Agreement. The Diocese may enter into an Agreement to develop  
20 and share a Disciplinary Board and/or other resources necessary to implement Title IV of the  
21 Canons of The Episcopal Church with one or more other dioceses as authorized by Canon  
22 IV.5.3(i) of the Canons of The Episcopal Church (an "Agreement"). An Agreement and any  
23 amendment to it must be signed by the Bishop and ratified by Convention in like manner as for  
24 an amendment to the Diocese's Canons before becoming effective. During the effectiveness of  
25 an Agreement, the provisions of this Title below shall apply except as modified by the Agree-  
26 ment.

28 Section 3. Discipline Structure.

29 (a) Disciplinary Board. The Board shall consist of eleven persons, six of whom are  
30 members of the Clergy and five of whom are Laity.

32 (b) Clergy Members. The Clergy members of the Board shall be in good standing, and  
33 canonically and geographically resident in the Diocese.

35 (c) Lay Members. The lay members of the Board shall be confirmed Adult Communi-  
36 cants in Good Standing, and geographically resident in the Diocese.

38 (d) Election. The members of the Board shall be elected by the annual Diocesan Con-  
39 vention. Each member shall be elected for a three (3) year term; except, if a member is elected  
40 to fill a vacancy, the term of such member shall be the unexpired term of the member being  
41

1 replaced. The terms of the members shall commence on the day immediately after the conclu-  
2 sion of the Diocesan Convention in which they are elected. The terms of office of the Board  
3 shall be staggered and arranged into three classes.

4  
5 (e) Election of First Disciplinary Board. The Bishop, with the advice and consent of the  
6 Standing Committee, shall appoint the initial members of the Disciplinary Board. The term of  
7 the initial members of the Disciplinary Board shall be from July 1, 2011 until the conclusion  
8 of the 2012 Diocesan Convention. At the 2012 Diocesan Convention, the Convention shall  
9 elect all eleven members of the Disciplinary Board. Of the six clergy members, two shall serve  
10 a one year term, two shall serve a two year term, and two shall serve a three year term. Of the  
11 five lay members of the Disciplinary Board, one shall serve a one year term, two shall serve a  
12 two year term, and two shall serve a three year term. Beginning at the 2013 Diocesan Conven-  
13 tion and each Diocesan Convention thereafter all persons elected to the Disciplinary Board  
14 shall be elected to a three year term in accordance with the terms of Section 3(d) above.

15  
16 (f) Vacancies. Vacancies on the Board shall be filled as follows:

17 (i) If a vacancy is created for any reason other than pursuant to a challenge as  
18 provided below, the term of any person selected as a replacement Board member shall be until  
19 the next Diocesan Convention. If a vacancy results from a challenge, the replacement Board  
20 member shall serve only for the proceedings for which the elected Board member is not serv-  
21 ing as a result of the challenge.

22 (ii) The Standing Committee shall appoint replacement Board members.

23 (iii) Persons appointed to fill vacancies on the Board shall meet the same eligibil-  
24 ity requirements as elected Board members.

25 (iv) When a vacancy exists, the President of the Board shall notify the President  
26 of the Standing Committee and the Bishop of the vacancy and request appointment of a re-  
27 placement member of the same order as the member to be replaced.

28  
29 (g) Preserving Impartiality. In any proceeding under this Title, if any member of any  
30 panel of the Board at any stage of the process shall become aware of a personal conflict of  
31 interest or undue bias, that member shall immediately notify the President of the Board and  
32 request a replacement member of the Panel. Respondent's Counsel and the Church Attor-  
33 ney shall have the right to challenge any member of a Panel for conflict of interest or undue  
34 bias by motion to the Panel for disqualification of the challenged member. The members of  
35 the Panel not the subject of the challenge shall promptly consider the motion and determine  
36 whether the challenged Panel member shall be disqualified from participating in that proceed-  
37 ing.

38  
39 (h) President. Within sixty (60) days following the Diocesan Convention, the Board  
40 shall convene to elect a President to serve one annual term beginning upon the day of selection  
41 until the date the following year that the next President is selected.



(i) Intake Officer. After consultation with the Board, the Bishop shall appoint one or more Intake Officers. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

(j) Investigator. After consultation with the President of the Board, the Bishop shall appoint one or more Investigator(s). The Investigator may, but need not, be a Member of the Church.

(k) Church Attorney. Within sixty (60) days following each Diocesan Convention, the Bishop, with the advice and consent of the Standing Committee, shall appoint an attorney to serve as Church Attorney for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

(l) Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the Canons of General Convention. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Title.

(m) Advisors. In each proceeding under this Title, the Bishop shall make available an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include the Chancellor or any Vice Chancellor of this Diocese or any person likely to be called as a witness in the proceeding. No Respondent or Complainant shall be required to accept the services of any Advisor made available by the Bishop. Any Respondent or Complainant may use the services of any Advisor of his or her choice after designating that person as Advisor in writing to the Intake Officer.

(n) Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

#### Section 4. Costs and Expenses.

(a) Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese, subject to budgetary constraints.

(b) Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of an Accord approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be reimbursed by the Diocese, subject to budgetary constraints.



1 Section 5. Records.

2 (a) Records of Proceedings. Records of active proceedings before the Board, includ-  
3 ing the period of any pending appeal, shall be preserved and maintained in the custody of the  
4 Clerk, if there be one, otherwise by the Diocesan offices.

5 (b) Permanent Records. The Bishop shall make provision for the permanent storage of  
6 records of all proceedings under this Title at the Diocese and the Archives of The Episcopal  
7 Church, as prescribed in Title IV of the Canons of The Episcopal Church.

8

9

10 **TITLE IV. Church Institutions.**

11

12 **CANON 1**

13 **The Episcopal Foundation of The**  
14 **Diocese of East Carolina, Incorporated**  
15

16

17 Section 1. The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein  
18 called the Foundation, is a diocesan corporation created under the laws of the State of North  
19 Carolina for the purpose of holding, managing and investing property of the Diocese of East  
20

21 Carolina, either temporarily, for a specified or indefinite period of time, or permanently, and  
22 for the purpose of providing (1) funds, the income from which is to be used for the promotion  
23 of new work in the Diocese of East Carolina and for the development of the religious, educa-  
24 tional and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina,  
25

26 (2) funds to be used for making loans to parishes, missions, diocesan institutions and church  
27 organizations for capital improvements, and (3) funds for capital grants to parishes, missions,  
28 diocesan institutions and church organizations for capital improvements.

29 Section 2. The Foundation is authorized to receive gifts, devises and bequests of real and  
30 personal property from individuals, contributions or donations from churches, corporations  
31 and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Title I,  
32 Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Title I, Canon  
33 12, Section 3. Money or property given by donors to the Foundation without restrictions on  
34 disposition or use may be placed in an income fund, a loan fund, a capital grant fund or an  
35 unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be  
36 accepted subject to restrictions by donors that only income from gifts may be spent, that the  
37 principal may be used only for revolving loans or for capital grants, or that the gifts or the  
38 income therefrom may be used only for designated purposes in or for the benefit of the Dio-  
39 cese of East Carolina; provided, however, that the Foundation may decline to accept any gift,  
40 bequest or devise the purpose of which does not conform to the purposes set out in Section 1  
41 of this Canon and the charter of the Foundation, or which would be burdensome or impractical  
to administer.

1 Section 3. The operation of the Foundation shall be under the control of its Board of Directors,  
2 who shall be elected by the Diocesan Convention as set out in the by-laws of the Foundation.  
3 Foundation income available for expenditure for diocesan purposes, after payment of operat-  
4 ing expenses of the Foundation, and funds available for loans and grants to churches or other  
5 recipients thereof shall be paid to the Treasurer of the Diocese for disbursement.

6  
7 Section 4. The Board of Directors of the Foundation shall annually make a report to the Dioc-  
8 esan Convention showing the names of the several funds, trusts or endowments held by it, the  
9 sources, dates and amounts thereof, the terms governing the use of principal and income, the  
10 manner in which the funds are invested, the disbursements or payments made during the year  
11 and the purposes for which said disbursements have been made. The Board of Directors of the  
12 Foundation shall make a similar report to the Executive Council as often as required by the  
13 Executive Council and not less frequently than each six months.

## 14 15 16 CANON 2 17 18 The Church Pension Fund

19  
20 Section 1. In conformity with the legislation adopted by the General Convention of 1913, pur-  
21 suant to which The Church Pension Fund was duly incorporated, and in conformity with the  
22 Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended  
23 and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowl-  
24 edges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914  
25 of the State of New York as subsequently amended, as the authorized and approved pension  
26 system for the clergy of the Protestant Episcopal Church in the United States of America and  
27 for their dependents, and declares its intention of supporting said Fund in accordance with its  
28 Rules.

29  
30 Section 2. The Bishop of this Diocese shall appoint annually during the opening of Conven-  
31 tion a Church Pension Fund Committee to consist of three presbyters and two lay persons, for  
32 a term of one year and until their successors shall have been appointed or qualified, and the  
33 Bishop may from time to time fill by appointment any vacancies in said Committee caused by  
34 resignation, death or inability to act.

35  
36 Section 3. The duties of said Committee shall be as follows:

37 (a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension  
38 system created by the General Convention and committed to it by the Trustees of the Church  
39 Pension Fund, in order that the ordained clergy of the Church may be assured of pension pro-  
40 tection for themselves in the event of old age or total and permanent disability and for their  
41 surviving spouse and surviving minor children, if any, in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the

1 pension assessments payable to said Fund, under its Rules and as required by Canon Law, by  
2 this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Dio-  
3 cese.

4 (c) To make an annual report to the Convention of this Diocese on such matters relating to the  
5 Church Pension Fund as may be of interest to the said Convention.

6 (d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in  
7 the premises to the end that the Clergy of this Diocese may be assured of the fullest pension  
8 protection by said Fund under its established Rules.

9  
10 Section 4. It shall be the duty of this Diocese and of the Parishes and Missions and other eccle-  
11 siastical organizations therein, each through its Treasurer and other proper official, to inform  
12 the Church Pension Fund of salaries and other compensation paid to members of the Clergy by  
13 said Diocese, Parishes, Missions and other ecclesiastical organizations for services rendered,  
14 currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such  
15 salaries and other compensation as they occur; and to pay promptly to The Church Pension  
16 Fund the pension assessments required thereon under the Canons of the General Convention  
17 and in accordance with the Rules of said Fund.

18  
19 Section 5. It shall be the duty of every member of the Clergy canonically resident in or serv-  
20 ing in this Diocese to inform The Church Pension Fund promptly of such facts as date of birth,  
21 ordination, reception, or marriage, birth of children, deaths and changes in cures or salaries, as  
22 may be necessary for its proper administration and to cooperate with said Fund in such other  
23 ways as may be necessary in order that said Fund may discharge its obligations in accordance  
24 with the intention of the General Convention in respect thereto.

25  
26 Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other  
27 ecclesiastical institutions and organizations therein, to participate in all medical care, hospi-  
28 talization, health, accident and life insurance plans for clergy which are made mandatory on a  
29 nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or  
30 under its authority, and to pay promptly to The Church Pension Fund the premiums or assess-  
31 ments required to maintain such coverage in accordance with the Rules of the Fund. The Dioc-  
32 esan Convention, or when it is not sitting the Executive Council, shall make all decisions and  
33 take all action to carry out the provisions of this Canon.

34  
35 Section 7. Lay Pension Plans.

36 (a) All Parishes, Missions and other ecclesiastical organizations or bodies subject to the author-  
37 ity of this Diocese, and any other societies, organizations, or bodies in the Church which under  
38 the regulations of The Church Pension Fund have elected or shall elect to come into the pen-  
39 sion system, shall provide all lay employees who work a minimum of 1,000 hours annually,  
40 retirement benefits through participation in the Episcopal Church Lay Employees Retirement  
41 Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of

1 ECLERP. Such participation shall commence no later than January 1, 1993. At its commence-  
2 ment, if the plan is a defined benefit plan, the employer contribution shall be not less than 9  
3 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall  
4 contribute not less than 5 percent and agree to "match" employee contributions of up to an-  
5 other 4 percent.  
6 (b) The employer may impose a minimum age of 21 years and a minimum employment period  
7 not to exceed one year of continuous employment before an employee would be eligible to  
8 participate.  
9 (c) The Trustees of The Church Pension Fund shall have authority to increase or decrease the  
10 contribution percentages as required for the lay pension plan.  
11  
12  
13

### 14 CANON 3 15 Trinity Center 16

17 Section 1. There shall be a Board of Managers of Trinity Center consisting of twelve persons,  
18 clergy and lay, elected by the Convention on the nomination of the Bishop, for three year  
19 terms, provided that the terms of the initial members elected by Convention on nomination  
20 of the Bishop shall be four members elected for a one year term, four members elected for a  
21 two year term, and four members elected for a three year term. The Bishop shall be ex officio  
22 Chair of the Board of Managers.  
23

24 Section 2. The function of the Board of Managers is to oversee the operation and management  
25 of Trinity Center, including, but not limited to, the employment of a Director, formulating and  
26 administering an annual budget, performing an annual audit, establishing rules and regulations  
27 for sound and efficient management and performing such other duties as may be attendant  
28 thereto or directed by Convention.  
29

30 Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until  
31 the next Convention when a new member shall be elected upon nomination by the Bishop for  
32 the completion of the unexpired term.  
33

34 Section 4. The Board of Managers shall make an annual report to Convention.  
35  
36

### 37 CANON 4 38 Commission on Planning, Design and Construction 39 Reserved for future use. 40 41

## CANON 5

### Trustees of the University of the South

Section 1. The Convention in the Diocese of East Carolina shall elect one presbyter and two lay communicants to serve for a term of three (3) years as Trustees of the University of the South, which terms shall be staggered.

Section 2. Trustees so elected shall meet the following criteria:

(a) Trustees shall be personally committed to the aims and purposes of the University as set forth in its Mission Statement and Constitution, Ordinances and other governing documents.

(b) Each Trustee shall demonstrate his or her personal commitment to the University by, among other things, attending the Board of Trustees annual May meeting, such other special

meetings as may be called, and one orientation session for new Trustees, which sessions are held immediately prior to each annual meeting. Trustees shall also familiarize themselves with the Trustee Handbook and the University's governing documents, including its charter, as amended, Constitution and Ordinances.

(c) Trustees shall serve as direct communicators between the University and the Diocese from with the Trustee was elected, and shall timely inform the Diocese of the actions of the Boards of Trustees and Regents and the University administration.

(d) Trustees shall provide a meaningful level of annual financial support to the University as a symbol of their commitment to its mission and financial well-being.

Section 3. In the event a Trustee becomes unwilling or unable to serve, the Bishop of this Diocese shall nominate a qualified communicant to complete the remainder of the term.

### **TITLE V. Amendment; Effective Date; Repealer.**

## CANON 1

### Amendment of Canons

Section 1. Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

Section 2. The Chair of the Committee on Constitution and Canons, together with the Chancellor and the Secretary of Convention, or the designees of each of them, shall review all changes made to the Constitution and Canons within 120 days after the Convention adjourns. This subcommittee shall be known as the Editing Subcommittee and shall have the power to correct references made in any Canon to another, to renumber and determine the proper



arrangement of the Constitution and Canons, and make minor grammatical or editorial corrections that do not alter or change the substantive meaning or purpose of the enacted amendment, which changes shall then be certified by Executive Council. The Secretary of Convention shall publish the certified changes.

Section 3. (a) If a Canon, a Section of a Canon or Clause of a Section of a Canon is to be amended or added, the enactment shall be in substantially one of the following forms:

(i) “Canon (cited as provided in Title V, Canon 4) is hereby amended by adding a Section (or Clause) reading as follows: (here insert the text of the amendment or addition);”  
or

(ii) Canon (cited as provided in Title V, Canon 4) is hereby amended by adding Section (or Clause) reading as follows: (here insert the text of the new Section or Clause).”

(b) If amendments are to be made at one meeting of the Annual Convention to more than one-half of the Canons in a single Title of the Canons, the enactment may be in the following form: “Title (number) of the Canons is hereby amended to read as follows: (here insert the new wording of all Canons in the Title whether or not the individual Canon is amended).”

(c) In the event of insertion of a new Canon, or a new Section or Clause in a Canon, or of the repeal of an existing Canon, or of a Section or Clause, the numbering of the Canons, or of a division of a Canon, which follows shall be changed accordingly without the necessity of enacting an amendment or amendments to that effect.

## CANON 2

### Effective Date of Canons

These canons shall become effective upon ratification by the Convention of the Diocese of East Carolina, and all subsequent canons and amendments ratified by the Convention of the Diocese shall take effect immediately upon adjournment unless otherwise specified in the newly adopted canon or amendment. Additional canons enacted by the Convention of the Diocese shall be grouped under the appropriate title, and numbered consecutively within the separate titles of the canons.

## CANON 3

### Official Copies of Constitution and Canons

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by the Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese, and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary to each of said officials to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.



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CANON 4  
Citation of Canons

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All references to the Canons of the Diocese of East Carolina shall refer to Title, Canon and Section and Clause number, if any, in the following form: the Title, the Canon, the Section and the Clause, in each case separated by a period.

CANON 5  
Repealer of Prior Canons

All former canons of the Diocese of East Carolina, not specifically incorporated in these revised canons, are hereby repealed. Ratified in Convention and effective, February 13, 1993.

## Rules of Order

### RULES OF ORDER FOR CONVENTION

I. On the first day of the Convention, the Holy Eucharist shall be celebrated.

II. At the time appointed, the delegates shall assemble for the organization of the Convention and the transaction of business. The Presiding Officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall elect a Secretary and shall then proceed with the transaction of the business of Convention as set out in the Canons and these Rules of Order.

III. Convention shall elect officers as provided in the Constitution and Canons.

IV. The Bishop shall appoint all Committees unless otherwise provided by Constitution or Canon.

V. The Presiding Officer of Convention shall be determined in accordance with Article IV of the Constitution of the Diocese.

VI. The order of business proposed by the Presiding Officer and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as provided in Rule XXI or by majority vote of the Convention.

VII. After the Presiding Officer has taken the chair, no member shall continue standing, except to address the chair.

VIII. Speakers shall address the chair, and shall confine themselves to the point in debate.

(1) No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports that are given on the second legislative day, memorials and resolutions of appreciation, shall be introduced on the first legislative day of the Annual Convention and voted on the second legislative day. Those resolutions presented in conjunction with Department, Committee and Commission reports that are given on the second legislative day shall be voted on by the Convention on the second legislative day. All resolutions regardless of type shall be made in writing.

(2) Any delegate may submit a resolution on or before December 31 prior to the Annual Convention by submitting it in writing to the Secretary of Convention. Resolutions received by December 31 will be published prior to the Annual Convention.

(3) Resolutions submitted after December 31 must be signed by ten delegates from three different parishes, and submitted to the Secretary of Convention no later than 10:00 AM on the first legislative day of Convention for introduction.

IX. When the Presiding Officer is putting any question to a vote, the members shall continue in their seats, and shall not hold any private conversation.

X. When a question is under consideration, no other motion shall be in order, except a motion to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purpose shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All motions to amend shall be made in writing and, after being read to the Convention, shall be immediately submitted to the Secretary of Convention. All motions to amend shall be considered in the order in which they are made.

XIII. When a proposed motion to amend is under consideration, a substitute to the whole matter may be received. Any motion to substitute shall be made in writing and, after being read to the Convention, shall be immediately submitted to the Secretary of the Convention.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken. Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention, provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. The Presiding Officer shall decide all questions of order without debate, but any member may appeal the decision. On such appeal no member shall speak more than once without leave.

- 1 XVII. No member shall be absent from the session of the Convention without leave of the Pre-  
2 siding Officer. When the Convention is about to rise, every member shall keep his or her seat  
3 until the Presiding Officer leaves the chair.  
4
- 5 XVIII. On motion duly put and carried, the Convention may resolve itself into a Committee of  
6 the Whole, with or without closed doors, for the purpose of discussing such subjects as may be  
7 approved by the Convention.  
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- 9 XIX. The Presiding Officer may select and announce subjects for discussion: Provided, that if  
10 the motion to go into a Committee of the Whole has specified the subject to be discussed, that  
11 subject shall be disposed of.  
12
- 13 XX. The rules of order or any one of them may be suspended by a majority vote of the Conven-  
14 tion whenever the Presiding Officer decides that an urgent matter should come before that Con-  
15 vention for prompt action.  
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- 17 XXI. The Presiding Officer may in his or her discretion, to expedite the business of the Con-  
18 vention, transpose the regular order of business.  
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- 20 XXII. Where a question arises which is not controlled by any of the existing rules of order, the  
21 Diocesan Convention shall follow the rules of the General Church pertaining to said question,  
22 and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the  
23 current edition of Roberts Rules of Order.  
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**The Charter of  
The Episcopal Foundation of the  
Diocese of East Carolina Incorporated**  
(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Kinston, in the County of Lenoir, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious; educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvement.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise; to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefore has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purpose of the Corpo-

1 ration or disposed of as hereinafter provided. The Corporation is not organized and shall not  
2 operate for profit, and not part of its net earnings shall inure or may lawfully inure to the ben-  
3 efit of any private shareholder, incorporator, director, officer or individual. The above provi-  
4 sions, however, shall not prevent the payment of reasonable compensation to any person, orga-  
5 nization, firm or corporation for services rendered to this Corporation. No substantial part of  
6 the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempt-  
7 ing to influence legislation. The Corporation shall not participate in, or intervene in (including  
8 the publishing or distributing of statements) any political campaign on behalf of any candidate  
9 for public office. The Corporation shall not lend any part of its assets, property or income to  
10 any political campaign on behalf of any candidate for public office. The Corporation shall  
11 not lend any part of its assests, property or income to any incorporator, director or officer of,  
12 or any substantial contributor to, the Corporation, to any member of the family of any such  
13 person, or to any corporation controlled by any such person; nor shall the Corporation pay any  
14 compensation in excess of a reasonable allowance for salaries or other compensation for per-  
15 sonal service actually rendered, to any such persons or corporations; nor shall the Corporation  
16 make any part of its services available on a preferential basis to any such persons or corpora-  
17 tions; nor shall the Corporation make any substantial purchase of its securities or other prop-  
18 erty to any such persons or corporations for other than an adequate consideration in money or  
19 money's worth; nor shall the Corporation engage in any other transaction which results in a  
20 substantial diversion of its assests, property or income to any such persons or corporations.  
21 The Corporation shall not (i) accumulate its income if any such accumulations are unrea-  
22 sonable in amount or duration in order to carry out the religious, educational and charitable  
23 purpose for which it is organized or (ii) use any such accumulated income for purposes or  
24 functions other than the religious, educational and charitable purpose for which it is organized  
25 or (iii) invest any such accumulated income in such a manner to jeopardize the carrying out  
26 of the religious, educational and charitable purposes for which it is organized. The Corpora-  
27 tion shall distribute its income for each taxable year at such time and in such manner as not  
28 to become subject to the tax on undistributed income imposed by Section 4942 of the Internal  
29 Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The  
30 Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the In-  
31 ternal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.  
32 The Corporation shall not retain any excess business holdings as defined in Section 4943 of  
33 the Internal Revenue code of 1954, or corresponding provisions of any subsequent federal  
34 tax laws. The Corporation shall not make any investments in such manner as to subject it to  
35 tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of  
36 any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as  
37 defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provision  
38 of any subsequent federal laws. It is intended that the Corporation shall qualify as an organi-  
39 zation (I) which is exempt from income taxes under the United States Internal Revenue Code  
40 of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable  
41 laws of the State of North Carolina from time to time in effect and (II) contributions to which



1 are deductible for income, gift and estate tax purposes under said Internal Revenue Code of  
2 1954 and corresponding provisions of subsequent federal tax laws and under any applicable  
3 laws of the State of North Carolina from time to time in effect. In the event the Corporation is  
4 liquidated or dissolved, voluntarily or involuntarily the assets and property of the Corporation,  
5 after payment or arrangement for payment of its debts and obligations, shall be transferred,  
6 conveyed and delivered to the Trustees of the Diocese of East Carolina; provided, that any  
7 funds or property held by the Corporation upon any condition requiring the return, transfer or  
8 conveyance of said funds or property, or the unused portion thereof, upon liquidation or dis-  
9 solution of the Corporation shall be returned, transferred or conveyed in accordance with said  
10 condition.

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12 7th. The Trustees heretofore elected and now serving shall hereafter be known and designated  
13 as Directors and shall continue to serve in their respective offices until their successors have  
14 been duly elected and qualified, and said Directors shall be vested with all the same rights and  
15 subject to the same responsibilities as when designated as Trustees.

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17 8th. Subject to the approval of the Diocesan Convention, the Directors shall have full power  
18 and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their  
19 discretion will best promote the interest and purpose for which this corporation is created.

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21 9th. The period of existence of this Corporation is unlimited.

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23 The original Charter was revised and rewritten by Certificate of Amendment filed March 26,  
24 1957, in the Office of Secretary of State.

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26 An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved  
27 by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17,  
28 1971, in the Office of Secretary of State.

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**By-Laws of the Episcopal Foundation  
of the Diocese of East Carolina  
Incorporated  
(As Amended)**

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit-the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLES III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the Annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next Annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be persons who are interested in the work of the Episcopal church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position

1 as a Director in By-Laws of the Episcopal Foundation this Corporation. And all vacancies  
2 occurring on said Board of Directors shall be filled by the Board and such persons elected to  
3 fill such vacancies shall hold office for the unexpired portion of the terms of their respective  
4 predecessors.

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6 ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day  
7 prior to the assembling of the Annual Diocesan Convention of the Diocese of East Carolina, at  
8 the place where said Convention is to be held. If for any cause the meeting is not held on the  
9 day preceding the assembling of said Convention, it shall be held during the time of the Con-  
10 vention or as soon thereafter as is convenient. If for any reason the said annual meeting is not  
11 held at one of the times above provided, it shall be held at a time and place to be  
12 fixed by the Bishop after conference with the President and Secretary.

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14 ARTICLE VI: General or special meetings of the Directors of the Corporation may be called  
15 by the President or any three members of the Board of Directors at such time and place as  
16 shall be indicated in such call after at least three days notice by mail to all of the members of  
17 the Board of Directors.

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19 ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the Presi-  
20 dent of the Corporation, who are Ex-Officio members of said Executive Committee, and five  
21 Directors who shall be elected annually by the Board of Directors from its membership. The  
22 Secretary of the Executive Committee shall be appointed by the President of the Corporation  
23 but the Secretary need not be a Director of the Corporation. The Bishop or the President of  
24 the Corporation, together with three of the other members of the Executive Committee, shall  
25 constitute a quorum for the transaction of business and shall by majority vote possess and ex-  
26 ercise all the powers and duties of the  
27 Board of Directors with reference to all matters, but only when the Board of Directors is not  
28 in reference to all matters, but only when the board of Directors is not in session. The Execu-  
29 tive Committee shall keep a record of all of its proceedings which shall be certified by the  
30 Secretary of the Executive Committee under his hand and which record shall be read at the  
31 next meeting of the Board of Directors. The Secretary of the Executive Committee shall call  
32 meetings of the Executive Committee upon the request of the Bishop or of the President or  
33 upon request of any three members of the Executive Committee.

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35 ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the  
36 name of the corporation by the President or the Vice President and attested by the Secretary  
37 or Assistant Secretary of the Corporation and the corporate seal attached thereto. No convey-  
38 ances of real estate or bills of sale or transfers of securities, or stocks or other personal prop-  
39 erty shall be made except by authority of a resolution duly passed by majority vote at a duly  
40 constituted meeting of the Executive Committee.

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1 ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by  
2 the Board of Directors of the Corporation.

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4 ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a  
5 quorum for a valid meeting of the Board of Directors for the transaction of business and per-  
6 formance of duties imposed on the Board of Directors by the Charter of this Corporation or by  
7 the By-Laws thereof.

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9 ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation,  
10 which depository may also be Custodian of all securities of the Foundation, and the Directors  
11 in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for  
12 the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation  
13 shall be approved by the Board of Directors.

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15 ARTICLE XII: At the Annual Diocesan Convention at which Directors of the Corporation are  
16 to be elected as hereinbefore provided, the number of Directors for the ensuing term of four  
17 years shall be fixed by the Convention and the Convention shall then elect the number of Di-  
18 rectors so specified who shall hold office for four years from the adjournment of the Conven-  
19 tion at which they are elected until their successors are elected and qualified.

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21 ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of  
22 all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Caro-  
23 lina shall Ex-Officio be a member of the Board of Directors.

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25 ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the  
26 Board of Directors. Such change in By-Laws shall be reported to the next Annual Diocesan  
27 Convention for its consideration and approval.

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29 ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of  
30 Directors. Such alteration or amendment shall not be legally implemented under the laws of  
31 North Carolina until the same shall have been reported to the next Annual Diocesan Conven-  
32 tion.