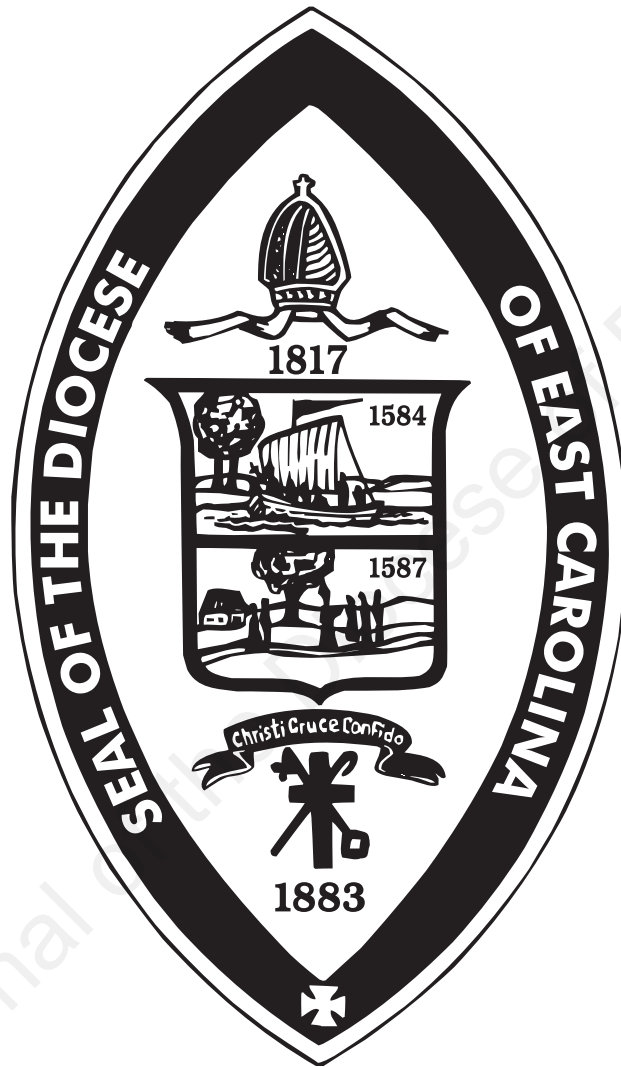

Journal of Convention



The Episcopal Diocese of
East Carolina

2012

INTERDIOCESAN
INSTITUTIONS

THE UNIVERSITY of the SOUTH
Sewanee, Tennessee 37383
919-598-1000

SAINT MARY'S SCHOOL
900 Hillsborough Street
Raleigh, North Carolina 27603
919-424-4100

THOMPSON CHILD & FAMILY FOCUS
6000 Saint Peter's Lane
Matthews, North Carolina 28105
704-536-0375

SAINT AUGUSTINE'S COLLEGE
1315 Oakwood Avenue
Raleigh, North Carolina 27611
919-516-4000

KANUGA CONFERENCES, INC.
130 Kanuga Chapel Drive
Hendersonville, North Carolina 28739
828-692-9136

JOURNAL OF THE
ONE HUNDRED TWENTY-NINTH
ANNUAL CONVENTION
OF THE
PROTESTANT EPISCOPAL CHURCH
IN THE
DIOCESE OF EAST CAROLINA

NEW BERN, NORTH CAROLINA
FEBRUARY 3 and 4, 2012

Including the Constitution,
Canons and Rules of Order

Charter and By-laws
of the Episcopal Foundation

Table of Contents

Mission Statement.....	1
Directory of the Diocese.....	2
Diocesan House Staff.....	14
Directory of Churches.....	15
Parish Admission Dates to the Diocese.....	25
Canonical Listing of Clergy.....	29
Necrology.....	34
List of Lay Delegates.....	35
Journal of Proceedings.....	44
The Bishop Diocesan's Address.....	68
Response from the Committee on the Bishop' Diocesan's Address.....	74
Bishop Diocesan's 2011 Calendar of Events.....	77
The Bishop Assisting's Sermon.....	85
The Bishop Assisting's Report.....	88
The Bishop Assisting's Calendar of Events.....	95
Resolutions Adopted at Convention.....	99
Canon Changes.....	114
Executive Council Minutes.....	117
Convention Reports.....	126
Anti-Racism Commission.....	126
Camp Trinity-Fall and Winter Youth Conferences.....	127
Campus Ministry Commission.....	128
Chaplain for Retired Clergy, Clergy Spouses & Surviving Spouses.....	129
Christian Education Formation Committee.....	130
Compensation and Benefits Committee.....	131
2012 Clergy Compensation Review and Recommendation.....	133
Companion Relationship Committee.....	130
Cursillo.....	148
Daughters of the King.....	148
Disciplinary Board.....	149
Education for Ministry (EfM).....	150

Episcopal Relief and Development (ERD).....	151
Foundation.....	151
Historiographer's Report.....	152
Interfaith Refugee Ministry.....	153
Kanuga Conference.....	156
Millennium Development Goals (MDGs) Committee.....	159
Mission and Development.....	161
Permanent Diaconate.....	163
Prison Ministry Commission.....	164
Sewanee: The University of the South.....	166
Stewardship Commission.....	169
Saint Mary's School.....	170
Thompson Child and Family Focus.....	171
Trinity Center.....	172
United Thank Offering (UTO).....	173
Youth, College Campus and Young Adult Ministries.....	174
Financial Reports.....	177
General Fund.....	177
2011 Treasurer's Report.....	189
2012 Ministry Spending Plan.....	194
2012 Pledge Worksheet.....	199
Vital Statistics.....	201
2011 Parochial Report- Memberships.....	201
2011 Parochial Report- Sacraments and Services.....	203
2011 Parochial Report- Financial.....	205
Constitution.....	207
ARTICLE I- Territorial Limits.....	207
ARTICLE II- Accession to Constitution of Protestant Episcopal Church in the United States of America.....	207
ARTICLE III- Time and Place of Meeting of Annual Convention.....	207
ARTICLE IV- Personnel of Convention.....	208
ARTICLE V- Powers of Convention.....	209
ARTICLE VI- Quorum.....	210

ARTICLE VII- Voting by Convention.....	210
ARTICLE VIII- Officers of Convention.....	211
ARTICLE IX- Standing Committee.....	211
ARTICLE X- Organization of Missionary Congregations.....	212
ARTICLE XI- Authority of Rectors.....	212
ARTICLE XII- Canons for Trial of Clergymen.....	212
ARTICLE XIII- Rule of Voting for Election of a Bishop Bishop Coadjutor, or Bishop Suffragan.....	213
ARTICLE XIV- Qualifications for Voting in Parochial and Mission Elections: Definitions.....	213
ARTICLE XV- Method of Amending Canons.....	214
ARTICLE XVI- Method of Amending the Constitution.....	214
ARTICLE XVII- When Amendments Become Effective.....	214
Canons of the Diocese of East Carolina.....	215
TITLE I. Convention of the Diocese; Diocesan Officers and Representatives.....	215
CANON 1- Members of Convention.....	215
CANON 2- Worship at Convention.....	217
CANON 3- Rules of Order.....	217
CANON 4- Secretary.....	218
CANON 5- Treasurer.....	218
CANON 6- Chancellor.....	219
CANON 7- Historiographer.....	220
CANON 8- The Executive Council.....	220
CANON 9- Deputies to General Convention.....	223
CANON 10- Delegates to Provincial Synod.....	224
CANON 11- Trustees of the University of the South.....	224
CANON 12- Trustees of the Diocese.....	225
CANON 13- Diocesan Commission on Ministry.....	226
TITLE II: Deaneries; Parishes and Missions of the Diocese.....	227
CANON 1- Deaneries.....	227
CANON 2- Congregations of the Diocese.....	228
CANON 3- Parish Meetings.....	230

CANON 4- Vestries.....	231
CANON 5- Duties of the Members of the Church.....	233
CANON 6- Dissolution and Suspension of Parishes and Missions.....	234
CANON 7- Archdeacons.....	234
TITLE III. Bishops, Priests and Deacons.....	235
CANON 1- The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan.....	235
CANON 2- Salary of the Bishop.....	235
CANON 3- Call of a Minister; Clergy Assistants.....	236
CANON 4- Registration, Reports, etc.....	237
CANON 5- Clergy Liable to Missionary Duty.....	239
CANON 6 -Dissolution of the Relationship between Congregation and Priest.....	239
CANON 7- Trial of Members of the Clergy.....	241
CANON 7A Ecclesiastical Discipline.....	242
TITLE IV. Church Institutions.....	245
CANON 1- The Episcopal Foundation of The Diocese of East Carolina, Incorporated.....	245
CANON 2- The Church Pension Fund.....	246
CANON 3- Trinity Center.....	248
CANON 4- Commission on Planning, Design and Construction.....	248
CANON 5- Trustees of the University of the South.....	248
TITLE V. Amendment; Effective Date; Repealer.....	249
CANON 1- Amendment of Canons.....	249
CANON 2- Effective Date of Canons.....	250
CANON 3- Official Copies of Constitution and Canons.....	250
CANON 4- Citation of Canons.....	250
CANON 5- Repealer of Prior Canons.....	250
Rules of Order.....	251
The Charter of the Episcopal Foundation.....	254
By-Laws of the Episcopal Foundation.....	257
Bequest Form	260
Diocesan Map.....	261

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.”

2012 Elected Offices of the Diocese

BISHOP

The Rt. Rev'd Clifton Daniel, 3rd, D.D.

SECRETARY OF CONVENTION

The Rev'd Canon Matthew E. Stockard

CHANCELLOR

Mrs. Joan Geiszler-Ludlum

VICE-CHANCELLOR & PARLIAMENTARIAN

Mr. Dick Archie

DISCIPLINARY BOARD

The Rev'd John Bonner to 2013

Mrs. Beverly McGee to 2013

The Rev'd Phillip Glick to 2014

Mrs. Bettie Lyons to 2014

The Rev'd Mary Reese to 2014

Mrs. Ann Woodley to 2014

The Rev'd Paul Canady to 2015

Mr. Steve Otto to 2015

The Rev'd Thomas Wilson to 2015

EXECUTIVE COUNCIL

The Rt. Rev'd Clifton Daniel, 3rd, D.D., Chair

Pamlico Deanery Representatives

To 2014:

Mr. Samuel Deans

To 2015:

The Rev'd Jill Beimdiek

Upper Cape Fear Deanery Representatives

To 2014:

Ms. Laura Manigault

To 2015:

The Rev'd Raymond Brown

Albemarle Deanery Representatives

To 2014:

The Rev'd Phillip Glick

To 2015:

Mrs. Susan MacRae

Trinity Deanery Representatives

To 2014:

Ms. Sara Pope

To 2015:

The Rev'd Albert Eaton

Lower Cape Fear Deanery Representatives

To 2014:

The Rev'd Robert Spainhour

To 2015:

Mr. Robert Swindell, Jr.

At-Large Members

To 2013:

Mr. Brewster Brown

The Rev'd David Williams

The Rev'd Brent Melton

To 2015:

Mrs. Jane Squires

Mr. Tom Secules

The Rev'd Anne Dale

Diocesan President of Episcopal Church Women: Mrs. Martha Clark

Ex-Officio Members:

Mrs. Joan Geiszler-Ludlum, Chancellor

Mrs. Tess Judge, Treasurer

Mr. Raymond Tait, President, Foundation

The Rev'd Kevin Johnson, President, Standing Committee

The Rev'd Canon Matthew E. Stockard, Secretary of Convention

The Very Rev'd John Frazier, Dean, Upper Cape Fear Deanery

The Very Rev'd Dr. Peter Stube, Dean, Trinity Deanery

The Very Rev'd John Bonner, Dean, Albemarle Deanery

The Very Rev'd Catherine Powell, Dean, Lower Cape Fear Deanery

The Very Rev'd Mary Lacy, Dean, Pamlico Deanery

The Rt. Rev'd Clifton Daniel, 3rd, Chair

2012 GENERAL CONVENTION DEPUTATION

Clerical Deputies

The Rev'd Joseph Malcolm Browne, Chair

The Very Rev'd Mary Lacy

The Rev'd John Pollock

The Very Rev'd Dr. Peter Stube

Lay Deputies

Mrs. Tess Judge

Mrs. Susan Holmes

Mrs. Ann Bustard

Mrs. Joan Geiszler-Ludlum

Clerical Alternates

The Rev'd Mary Frances Curns

The Rev'd Ronald Abrams

The Rev'd Richard Elliott

The Rev'd Thomas Wilson

Lay Alternate

Ms. Casey Ludlum

HISTORIOGRAPHER

Ms. Mamre' Wilson

STANDING COMMITTEE

The Rev'd Kevin Johnson, President, to 2014
The Ven. Joseph Malcolm Browne, III to 2013
Mrs. Jane Martin to 2013
Mr. Brian Buss to 2014
The Rev'd Robert Alves to 2015
Mrs. Cheryl Taft to 2015

TREASURER

Mrs. Tess Judge

TRUSTEES OF THE DIOCESE

The Rt. Rev'd Clifton Daniel, 3rd, D.D.
Ms. Shirley Guion to 2013
The Rev'd John Pollock to 2013
Ms. Jo Anne Kilday to 2014
The Rev'd Dr. Thomas Barnett to 2014
Mrs. Joan Geiszler-Ludlum, Chancellor, Ex-Officio

TRUSTEES - UNIVERSITY OF THE SOUTH

The Rt. Rev'd Clifton Daniel, 3rd, D.D.
Mr. Daniel Stroud to 2013
The Rev'd Robert Alves to 2014
Mr. Thomas Sutton to 2015

2012 Appointments by the Bishop

AD HOC ON PARISH VIBILITY

The Rev'd Jim Horton
The Rev'd John Pollock
Mrs. Pat Polk
The Rt. Rev'd Santosh Marray
Mr. Brian Buss
The Very Rev'd John Bonner

ARCHDEACONS

The Ven. Joseph Malcolm Browne, III

The Ven. John Gaskill

BOARD OF DIRECTORS OF
THE EPISCOPAL FOUNDATION OF
THE DIOCESE OF EAST CAROLINA, INC.

The Rev'd Clifton Daniel, 3rd, D.D., Chairman

Mr. Raymond Tait, President

Mr. Hodges Hackney, Vice-President

Mrs. Joan Geiszler-Ludlum, Chancellor

Mrs. Tess Judge, Treasurer

The Rev'd John Pollock, Trustee

Ms. Shirley Guion, Trustee

Ms. Jo Anne Kilday

The Rev'd Dr. Thomas Barnett

To 2013:

The Rev'd Dr Thomas Barnett

Mr. Terry Everett

Mr. Nehemiah Parker

Mrs. Rebekah Lambdin

Mrs. Bettie Lyons

Mr. Robert Powell

To 2014:

Mr. Brewster Brown

Mrs. Susan Holmes

Ms. Kathy Thaman

Mr. George Davis

Mr. Raymond Tait

Mr. Earl Miller

To 2015:

Mr. Hodges Hackney

Dr. Walker Campbell

Mr. David Rohr

Mr. Victor Bustard

Mr. Richard Hoggard

Mr. John Griffin

To 2016:

Mr. Earl Willis, Jr.

Mr. Philip Stine

Ms. Jane Horrocks

Ms. Annette Bryant

Mr. Jordan Whichard, III

The Rev'd Thomas Rickenbaker

Mr. Frank Hamilton

BOARD OF TRINITY CENTER

To January 31, 2013:

Mr. Cornell McGill
Ms. Jennifer Warner

The Rev'd Everett Thomas
Mrs. Anna Fay Campbell

To January 31, 2014:

The Rev'd Mary Ogus
Dr. John Rozier

Mrs. Jean Moore
Mr. Robert Underwood

To January 31, 2015:

The Rev'd Thomas Warren
Mrs. Joyce Loughin

Mr. Richard Seale
Mrs. Nancy Brake

Ex-Officio:

Mr. Penn Perry
The Rev'd Canon Matthew E. Stockard
The Rt. Rev'd Santosh Marray
The Rt. Rev'd Clifton Daniel, 3rd

CANON THEOLOGIAN

The Very Rev'd Canon Dr. Peter Stube

CAPITAL CAMPAIGN: TRINITY AND BEYOND

Mr. Carl Ragsdale, Campaign Chair
Mrs. Cheryl Taft, Pamlico Deanery
The Rev'd Mark Powell, Lower Cape Fear Deanery
Mrs. Jane Martin, Lower Cape Fear Deanery
Mr. James Kyle, Upper Cape Fear Deanery
Mrs. Nancy Broadwell, Upper Cape Fear Deanery
Mrs. Tess Judge, Albemarle Deanery
Mrs. Ellen Chance, Trinity Deanery
Mrs. Susan Holmes, Ex-Officio
Mr. Penn Perry, Ex-Officio
The Rev'd Canon Matthew E. Stockard, Ex-Officio
The Rt. Rev'd Clifton Daniel, 3rd, Ex-Officio

CHAPLAIN TO RETIRED CLERGY

The Rev'd Nan Chandler

COMMISSION ON MINISTRY

To 2013:

Mr. Carl Salisbury
The Rev'd Barry Kubler

The Rev'd Mary Reese

To 2014:

The Rev'd Mary Frances Curns
Mr. Brett Jellerson

The Rev'd Pamela Stringer

To 2015:

The Rev'd Gerald Blackburn
Ms. Martha Blount Simpson

The Rev'd Paul Canady
The Rev'd Deacon Jean Miller

To 2016:

Ms. Jacquelyn Warren
The Rev'd Eugene Carpenter

The Rev'd Deacon Kay Swindell

CLERGY CONTINUING EDUCATION COMMITTEE

The Rev'd Pamela Stringer
The Rev'd Deacon Catherine Davis
The Rev'd Phillip Glick

COMMISSION ON ANTI-RACISM

The Rev'd Mary Reese, Co-Chair
Mr. Charles Hannibal, Co-Chair
The Rev'd Bonnie Clarke
The Ven. John Gaskill
The Rev'd Jeffrey Douglas
The Rev'd Deacon Barbara Houston
Ms. Linda Hadden
Ms. Tezra Blake
The Rev'd Deacon Herrietta Williams

129th COMMITTEE ON THE BISHOP'S ADDRESS

The Rev'd Gerald Blackburn
Mrs. Sarah Davis
Mrs. Barbara Lassiter
The Rev'd Deacon Caleb Lee
The Rev'd Eric Zubler

COMMITTEE ON CONSTITUTION AND CANONS

Mr. Dick Archie, Chair
The Rev'd Richard Elliott
The Rev'd Raymond Brown
Mrs. Mary Duane Hale

Ex-Officio
Mrs. Joan Geiszler-Ludlum
The Rev'd Canon Matthew E. Stockard

129th COURTESY COMMITTEE

Ms. Lisa Richey, Chair
The Rev'd Deacon Grace Marie Wood
Dr. Orlando Stovall

129th CREDENTIALS COMMITTEE

The Very Rev'd John Bonner, III, Chair
Mrs. Rebecca Bean
Ms. Dionne Johnson
The Rev'd Pamela Stringer

CURSILLO

Ms. Christine Wineholt

129th DIOCESAN CONVENTION COMMITTEE

Mr. David Abbott, Chair
Mrs. Susan Holmes
Mrs. Janet Heath
Mr. William Wheeler
The Ven. Joseph Malcolm Browne, III
The Ven. Joy Doshier
The Very Rev'd Canon Dr. Peter Stube
Mrs. Delle Curry
Mr. Alex Russell
Ms. Mamre' Wilson
Mrs. Emily Gowdy-Canady
Ex-Officio:
The Rt. Rev'd Clifton Daniel, 3rd
The Rt. Rev'd Santosh Marray
The Rev'd Canon Matthew E. Stockard

COMPANION DIOCESE COMMITTEE

The Rev'd Clifton Daniel, 3rd
The Rev'd Mark Powell, Chair
The Rev'd Michael Singer
Ms. Jo Anne Kilday
Ms. Edith Elmore
The Rev'd Jeffery Douglas

ECUMENICAL RELATIONS COMMITTEE

The Rev'd Eugene Carpenter, Chair
The Rev'd Jeremiah Day
The Rev'd Anne Natoli
The Rev'd Jim Lupton

EDUCATION FOR MINISTRY (EFM)

Ms. Lisa Richey

129th ELECTIONS COMMITTEE

Mrs. Annie Jacobs, Chair
The Rev'd Anne Dale
The Rev'd Jeremiah Day
Ms. Jo Anne Kilday
The Rev'd Mark Powell
Mr. James Robbins

EMPLOYEE COMPENSATION & BENEFITS COMMITTEE

The Rev'd Richard Elliott, Chair
Mrs. Tess Judge
The Rev'd John Pollock
Mrs. Katherine Dodd
The Rev'd Susan Dankel
Mrs. Arleen Oliver
Mrs. Jennifer Spivey
Mrs. Janet Heath
The Rt. Rev'd Clifton Daniel, 3rd

EPISCOPAL RELIEF & DEVELOPMENT REPRESENTATIVE

Mrs. Nancy Broadwell

FARMWORKER'S MINISTRY BOARD

The Rt. Rev'd Clifton Daniel, 3rd.
The Rt. Rev'd Santosh Marray
The Rev'd Jesus Rojas
Mr. Lowell Warnecke
The Rev'd Ronald Abrams
The Rev'd Augustine Joseph
Ms. Naomi Hammeke
Ms. Alice Calder
Mr. Thomas Pollard
Ms. Tempe Garriott

FINANCE COMMITTEE

The Rev'd David Davis
Mrs. Harriette Wagner
Mrs. Dencie Lambdin
The Rev'd Raymond Brown
Mrs. Jean Moore
Mr. Raymond Tait
The Rev'd Eugene Carpenter
The Rev'd Thomas Wilson
Mrs. Judy Whichard
Mrs. Tess Judge
The Very Rev'd Mary Lacy
Mr. Pete Clow
Mrs. Rebekah Lambdin
Mr. Thomas Sutton

HISTORIC PROPERTIES COMMISSION

The Rt. Rev'd Clifton Daniel, 3rd
Ms. Susan McRae
Ms. Jo Anne Kilday
Mrs. Joan Geiszler-Ludlum
The Rev'd Anne Dale
Mr. Brian Buss
The Rev'd Dr. Thomas Barnett
The Rev'd Robert Alves
Ms. Mamre Wilson

HISTORY & ARCHIVES COMMITTEE

Ms. Mamre Wilson, Chair
Ms. Betty Cochran

Mr. William Davis
Mr. Chuck Enhrenfried
Ms. Linda Hadden
Mr. Robert Hayes
Mr. Brett Jellerson
Mr. Charles Pollock
Mrs. Mrytle Pritchard
Mr. Thomas Pritchard
Mr. David Skaggs

LITURGICAL COMMISSION

The Ven. Joseph Malcomn Browne, III, Chair
The Rev'd Anne Dale
The Rev'd Mary Frances Curns
Ms. Gen Bolena
Mr. Brett Jellerson
The Rev'd Marquita Hutchens
Mr. Lewis Moore
Mr. Carl Salisbury
Mr. Andrew Scanlon
The Rev'd Everett Thomas
Ms. Ginger Powell
The Rev'd Canon Matthew E. Stockard, Ex-officio
The Rt. Rev'd Santosh Marray, Ex-officio
The Rt. Rev'd Clifton Daniel, 3rd, D.D.

MILLENNIUM DEVELOPMENT GOALS

The Rev'd Michael Singer, Chair
The Rev'd Stephen Mazingo
Ms. Nancy Broadwell
Dr. Walker Campbell
Mrs. Charlotte Campbell
Mrs. Rosemary Stark
Ms. Mamre Wilson
Ms. Eileen Alleyne
Mrs. Betty Anderson
Mrs. Lee Fordyce
Ms. Patricia Holmes

MISSION AND DEVELOPMENT COMMITTEE

The Rt. Rev'd Santosh Marray, Chair
The Rev'd Canon Matthew Stockard
The Very Rev'd Mary Lacy
Mr. David Smith
The Very Rev'd Canon Dr. Peter Stube
The Very Rev'd John Frazier
The Very Rev'd John Bonner, III
The Very Rev'd Catherine Powell

PERSONNEL COMMITTEE

The Rt. Rev'd Clifton Daniel, 3rd
The Rev'd Raymond Brown, Chair
Mrs. Tess Judge
Mrs. Jane Martin
Mrs. Susan Holmes
Mr. David Smith
The Rev'd Canon Matthew E. Stockard, Ex-Officio
The Rev'd Santosh Marray, Ex-Officio

PRISON MINISTRY COMMITTEE

Mrs. Jane Merritt, Chair
Ms. Linda Chamberlain
Mrs. Ellen Chance
Mr. C.B. Evans
Mrs. Linda McElwain
Mr. Alex McIlwraith

129th RESOLUTIONS COMMITTEE

The Very Rev'd John Frazier, Chair
The Rev'd Mary Ogus
The Rev'd Mary Reese
Mr. Raymond Tait
Mr. Daniel Stroud
Ms. Laura Manigault
Mrs. Dorothy Hodder
The Rev'd Paul Canady

STEWARDSHIP COMMISSION

The Rev'd Jill Beimdiek
The Rev'd John Carlisto
The Rev'd Richard Elliott
The Very Rev'd Mary Lacy
Mr. Charlie Griffin
Mr. Thomas Holt
Ms. Lorraine Armstrong
Mr. Thomas Secules
The Rev'd Eugene Carpenter
The Rev'd David Davis
The Very Rev'd John Frazier
The Rev'd Thomas Wilson
Mrs. Tess Judge
Mr. Richard King
Mrs. Harriett Wheeler
The Rt. Rev'd Santosh Marray, Ex-Officio

TRUSTEE OF SAINT MARY'S COLLEGE

Mrs. Cheryl Taft

Diocesan House Staff

(as of October 2012)

The Bishop

The Rt. Rev'd Clifton Daniel, 3rd

Canon to the Ordinary

The Rev'd Canon Matthew E. Stockard

Executive Secretary to the Bishop

Mrs. Bonnie Holton

Executive Assistant

to the Office of the Bishop Diocesan
and to the Canon to the Ordinary

Mrs. Jimi Paderick

Director for Finance & Administration

Mrs. Donna Goodson

Program Officer for Youth, Young Adult and Campus Ministry

Mrs. Emily Gowdy Canady

Administrative Assistants

Mrs. Mallory Beverly

Ms. Hannah Jarman

Mrs. Chanda Platani

Receptionist

Mrs. Jean Hussey

Directory of Churches

(as of February 2012)

Ahoskie

St. Thomas Episcopal Church
424 West Church Street
www.saintthomasahoskie.com

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

The Rev'd Jeff Douglas, Rector

Aurora

Church of the Holy Cross Episcopal Church
640 Main Street

(252) 923-2181 Phone

Bath

St. Thomas Episcopal Church
Craven Street
www.stthomaschurchbathnc.com

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

The Rev'd Eric Zubler, Rector

Beaufort

St. Paul's Episcopal Church
215 Ann Street
www.stpaulsbeaufort.com

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

The Rev'd John Carlisto, Rector
The Rev'd Deacon Caleb Lee

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.stmaryschurchburgaw.org

(910) 259-5541 Phone

The Rev'd Robert Spainhour, Priest in Charge

Chocowinity

Trinity Episcopal Church
182 NC Highway 33 W
www.trinitychocowinity.com

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

The Ven. Sonny Browne, Rector

Clinton

St. Paul's Episcopal Church
110 West Main Street
www.stpaulsclinton.org

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

The Rev'd Joseph Running, Priest in Charge

Columbia

St. Andrew's Episcopal Church
106 S. Road Street

Creswell

Christ Episcopal Church
100 Middle Street

Galilee Mission
2323 Lake Shore Road

(252) 441-8542 Phone
(252) 441-8542 Fax

Edenton

St. Paul's Episcopal Church
101 West Gale Street
www.stpauls-edenton.org

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

The Rev'd Thomas Rickenbaker, Rector

Elizabeth City

Christ Episcopal Church
200 S. McMorrine Street
www.christchurch-ecity.org

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

The Rev'd Brent Melton, Rector
The Rev'd Deacon Grace Marie Wood

Elizabethtown

St. Christopher's Episcopal Church
2602 West Broad Street

(252) 896-3015 Phone

Engelhard (Lake Landing)

St. George's Episcopal Church
31655 US Hwy 264 East – 241 Riverview

(252) 925-1091 Phone

The Rev'd James Lupton, Rector

Farmville

Emmanuel Episcopal Church
3505 South Walnut Street

(252) 753-3737 Phone

Fayetteville

Church of the Good Shepherd Episcopal Church
1337 Hamlet Street

(910) 763-6080 Phone

(910) 763-2891 Fax

Holy Trinity Episcopal Church
1601 Raeford Road
www.holytrinityfay.org

(910) 484-2134 Phone

(910) 484-3198 Fax

The Rev'd Raymond Brown, Rector

St. John's Episcopal Church
302 Green Street
www.stjohnsfayetteville.com

(910) 483-7405 Phone

(910) 483-8980 Fax

The Rev'd Robert Alves, Rector

St. Joseph's Episcopal Church
509 Ramsey Street
www.stjoseph-episcopal.org

(910) 323-0161 Phone

(910) 323-9970 Fax

St. Paul's in the Pines Episcopal Church
1800 St. Paul's Avenue
www.stpaulsinthepines.net

(910) 485-7098 Phone

(910) 485-6627 Fax

The Very Rev'd John Frazier, Rector

Gatesville

St. Mary's Episcopal Church
207 Church Street

Goldsboro

St. Andrew's Episcopal Church
901 Harris Street

(919) 734-0550 Phone

(919) 736-8588 Fax

The Rev'd Mary Reese, Priest in Charge

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

The Rev'd Douglas Culton, Priest in Charge

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

The Rev'd Eugene Carpenter, Rector

Greenville

St. Paul's Episcopal Church (252) 752-3482 Phone
 401 E. 4th Street (252) 830-0229 Fax
 www.stpaulsepiscopal.com

The Rev'd Bob Hudak, Rector

The Rev'd Jill Beimdiek, Associate Rector

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

The Very Rev'd Mimi Lacy, Rector

Grifton

St. John's Episcopal Church (252) 524-5860 Phone
 2000 Cannon Price Road/6980 Church Street

Hampstead

Holy Trinity Episcopal Church (910) 270-4221 Phone
 107 Deerfield Road (910) 270-4221 Fax
 www.holytrinityhampstead.org

The Rev'd Pamela Stringer, Rector

Havelock

St. Christopher's Episcopal Church (252) 447-3912 Phone
 1100 East Main Street (252) 447-3912 Fax

Hertford

Holy Trinity Episcopal Church (252) 426-5542 Phone
 207 South Church Street
 www.holytrinityhertford.org

The Very Rev'd John Bonner, Rector

Holly Ridge (Thomas Landing)

St. Phillip's Episcopal Church
559 Tar Landing Road
www.stphillipsepiscopal.com

(910) 329-1514 Phone

The Rev'd Deacon Kay Swindell

Jacksonville

St. Anne's Episcopal Church
711 Henderson Drive
www.stanneschurch.net

(910) 347-3774 Phone

(910) 347-5051 Fax

The Rev'd Mary Frances Curns, Priest in Charge

Kinston

Holy Innocents Episcopal Church
6861 Hwy 55 West

(252) 569-3011 Phone

(252) 566-9233 Fax

The Rev'd Bonnie Clarke, Priest in Charge

St. Augustine's Episcopal Church
707 E. Lenoir Avenue

(252) 523-4032 Phone

(252) 523-4032 Fax

The Rev'd Bonnie Clarke, Rector

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

(252) 523-6146 Phone

(252) 523-5134 Fax

The Rev'd Michael Singer, Rector

Lake Phelps

Galilee Mission
2323 Park Road

(252) 793-1003 Phone

Lumberton

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

(910) 739-3717 Phone

(910) 739-3718 Fax

The Rev'd Roger Kappel, Rector

Morehead City

St. Andrew's Episcopal Church
2005 Arendell Street
www.standrewsmorehead.org

(252) 247-9093 Phone
(252) 232-0290 Fax

The Rev'd John Pollock, Rector
The Ven. John Gaskill, Jr.

Moyock-Currituck

St. Luke's Episcopal Mission
154 Maple Road
Post Office Box 935

(252) 435-0530 Phone

Nags Head

St. Andrew's Episcopal Church
4212 S. Virginia Dare Trail
www.standrewsobx.com

(252) 441-5382 Phone
(252) 441-9445 Fax

The Rev'd Phillip Glick, Rector

New Bern

Christ Episcopal Church
320 Pollock Street
www.christchurchnewbern.com

(252) 633-2109 Phone
(252) 514-4013 Fax

The Very Rev'd Canon Peter Stube, D. Min., Rector
The Rev'd Marquita Hutchens, Associate Rector
The Rev'd Paul Canady, Associate Rector

Peace Episcopal Church
2404 Hwy 70 E
www.peaceepiscopalnewbern.org

(252) 637-7766 Phone

St. Cyprian's Episcopal Church
604 Johnson Street

(252) 633-3816 Phone
(252) 633-9842 Fax

Newton Grove

La Iglesia de la Segrada Familia
2989 Easy Street

(910) 989-9942 Phone
(910) 897-6769 Fax

The Rev'd Jesús Rojas, Rector

Northwest

All Souls Episcopal Church
5087 Blue Banks Loop Road NE

(910) 655-8935 Phone

The Rev'd Nan Chandler, Rector

Oriental

St. Thomas Episcopal Church
402 Freemason Street
www.stthomas-oriental.net

(252) 249-0256 Phone

The Rev'd Jeremiah Day, Rector

Plymouth

Grace Episcopal Church
106 Madison Street
www.gracechurchplymouth.com

(252) 793-3295 Phone

Roper

St. Luke's/St. Anne's Episcopal Church
206 Bush Street

(252) 793-3295 Phone

Salter Path

St. Francis by-the-Sea Episcopal Church
920 Salter Path Road
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

(910) 754-9313 Phone

(910) 755-6263 Fax

The Rev'd Dave Davis, Rector

The Rev'd Deacon Jean Miller

Southern Shores

All Saints Episcopal Church
40 Pintail Trail
www.allsaints-eastcarolina.org

(252) 261-6674 Phone

(252) 261-1754 Fax

The Rev'd Tom Wilson, Rector

Southport

St. Philip's Episcopal Church
205 E. Moore Street
www.stphilipchurch.org

(910) 457-5643 Phone
(910) 457-6991 Fax

The Rev'd Barry Kubler, Rector
The Rev'd Deacon Henrietta Williams

Sunbury

St. Peter's Episcopal Church
Hwy 32

(252) 465-8505 Phone

Swansboro

St. Peter's by the Sea Episcopal Church
503 West Broad Street
www.saint-peters-by-the-sea.org

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

The Rev'd Bert Eaton, Rector

Trenton

Grace Episcopal Church
111 E. Lakeview

(252) 448-1390 Phone

Vanceboro

St. Paul's Episcopal Church
First & Harvey Street

(252) 244-2317 Phone
(252) 244-2317 Fax

Washington

St. Paul's Episcopal Church
409 West 7th Street

(252) 975-3339 Phone

St. Peter's Episcopal Church
101 North Bonner Street
www.saintpetersnc.org

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

The Rev'd Kevin Johnson, Rector

Zion Episcopal Church
7322 US Hwy 264 East
www.zionepiscopal.com

(252) 946-3367 Phone

The Rev'd Barbara Chaffee, Rector

Whiteville

Grace Episcopal Church (910) 642-4784
105 S. Madison Street
www.gracechrist.bizland.com

The Rev'd Anne Natoli, Rector

Williamston

Church of the Advent Episcopal Church (252) 792-2244 Phone
126 W. Church Street (252) 792-2244 Fax

The Rev'd James R. Horton, Rector

Wilmington

Church of the Good Shepherd Episcopal Church
515 Queen Street (910) 763-6080 Phone
www.goodshepherdepiscopalchurch.blogspot.com
The Rev'd Gerry Blackburn, Priest in Charge

Church of the Servant Episcopal Church (910) 395-0616 Phone
4925 Oriole Drive (910) 395-1600 Fax
www.cosepiscopal.com

The Very Rev'd Catherine Powell, Rector
The Rev'd Deacon Sonja Robinson

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

The Rev. Deacon Andy Atkinson

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

The Rev'd Richard Elliott, III, Rector
The Rev'd Deacon John Drewry

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

The Rev'd Ronald G. Abrams, Rector
The Rev'd Robert Spainhour, Associate Rector
The Rev'd Stephen Mazingo, Assistant Rector
The Rev'd Deacon Catherine Davis

St. John's Episcopal Church
1219 Forest Hills Drive
www.stjohnsepiscopalchurch.net

(910) 762-5273 Phone
(910) 762-1559 Fax

The Rev'd Dr. Thomas Barnett, Rector

St. Mark's Episcopal Church
600 Grace Street
www.saintmarksepiscopal.net

(910) 763-3858 Phone

St. Paul's Episcopal Church
16 North 16th Street
www.spechurch.com

(910) 762-4578 Phone
(910) 762-4579 Fax

The Rev'd Randy Green, Interim Rector

Windsor

St. Thomas Episcopal Church
302 South Queen Street

(252) 794-3420 Phone
(252) 794-1283 Fax

The Rev'd Joseph Cooper, Priest in Charge

Woodville (Lewiston)

Grace Episcopal Church
349 NC Hwy 11 South

(252) 793-3295 Phone

Parishes of the Diocese of East Carolina
Listed by date of admission into union with the Diocese
(* indicates that the parish is closed)

(Diocese of North Carolina created by General Convention - 1817)

(Diocese of East Carolina created by General Convention - 1883)

Edenton (Chowan County)	St. Paul	1817
Fayetteville (Cumberland County)	St. John	1817
New Bern (Craven County)	Christ Church	1817
Wilmington (New Hanover County)	St. James	1817
Bath (Beaufort County)	St. Thomas	1823
Chocowinity (Beaufort County)	Trinity	1823
Washington (Beaufort County)	Zion	1823
Washington (Beaufort County)	St. Peter	1824
Elizabeth City (Pasquotank County)	Christ	1830
Bonnerton (Beaufort County)	St. John	1833*
Vanceboro (Craven County)	St. Paul	1836
Roper (Washington County)	St. Luke	1842
Plymouth (Washington County)	Grace	1843
Windsor (Bertie County)	St. Thomas	1843
Grifton (Pitt County)	St. John	1845
Greenville (Pitt County)	St. Paul	1847
Falkland (Pitt County)	Gethsemane	1848*
Hertford (Perquimans County)	Holy Trinity	1848
Williamston (Martin County)	Advent	1850
Southport (Brunswick County)	St. Philip	1851
Clinton (Sampson County)	St. Paul	1854
Goldsboro (Wayne County)	St. Stephen	1854
Gatesville (Gates County)	St. Mary	1855
Lewiston/Woodville (Bertie County)	Grace	1855
Murfreesboro (Hertford)	St. Barnabas	1855*
Beaufort (Carteret County)	St. Paul	1856
Wilmington (New Hanover County)	St. Paul	1859
Wilmington (New Hanover County)	St. John	1860
Belhaven (Beaufort County)	St. James	1868
Kinston (Lenoir County)	St. Mary	1868
Lake Landing/Engelhard (Hyde County)	St. George	1869
Seven Springs (Lenoir County)	Holy Innocents	1871
Wilmington (New Hanover County)	St. Mark	1872

Fayetteville (Cumberland County)	St. Joseph	1873/1954
Hamilton (Martin County)	St. Martin	1873*
Hope Mills (Cumberland County)	Christ	1873
Makelyville (Hyde County)	St. John	1877*
Winton (Hertford County)	St. John	1877*
Edenton (Chowan County)	St. John the Evangelist	1881*
New Bern (Craven County)	St. Cyprian	1884
Snow Hill (Greene County)	St. Barnabas	1884
Trenton (Jones County)	Grace	1885
Aurora (Beaufort County)	Holy Cross	1888
(Cumberland County)	St. Thomas	1891*
Roxobel (Bertie County)	St. Mark	1892*
Maxton (Robeson County)	St. Matthew	1893*
Kinston (Lenoir County)	St. Augustine	1899
Columbia (Tyrrell County)	St. Andrew	1905
Elizabeth City (Pasquotank County)	St. Phillip	1906*
Winterville (Pitt County)	St. Luke	1906*
Fairfield (Hyde County)	All Saints	1907*
Sladesville (Hyde County)	St. John the Baptist	1907*
Wilmington (New Hanover County)	Good Shepherd	1907
Faison (Duplin County)	St. Gabriel	1910*
Sunbury (Gates County)	St. Peter	1911
Warsaw (Duplin County)	Calvary	1911*
Burgaw (Pender County)	St. Mary	1911
Belhaven (Beaufort County)	St. Mary	1915*
Lumberton (Robeson County)	Trinity	1915
Washington (Beaufort County)	St. Paul	1916
North West (Brunswick County)	All Souls	1917
Atkinson (Pender County)	St Thomas	1920
Ayden (Pitt County)	St. James	1921*
Red Springs (Robeson County)	St. Stephen	1922*
Whiteville (Columbus County)	Grace	1922
Goldsboro (Wayne County)	St. Andrew	1924
Swan Quarter (Hyde County)	Calvary	1924*
Wrightville Beach (New Hanover County)	St. Andrew	1924
Farmville (Pitt County)	Emmanuel	1925
Pikeville (Wayne County)	St. George	1929
Yeatesville (Brunswick County)	St. Matthew/San Mateo	1930/1995
Creswell (Tyrrell County)	Christ	1930
Lake Phelps (Washington County)	Galilee	1930
Fayetteville (Cumberland County)	St. Philip	1938*

Grifton (Pitt County)	St. Mark's/St. John's	1930/1962
Campbelton (Cumberland County)	St. Philip the Apostle	1938
Fayetteville (Cumberland County)	Good Shepherd	1940
Shallotte (Brunswick County)	St. James	1945/1984
Jacksonville (Onslow)	St. Anne	1945
Wilmington (New Hanover County)	St. Luke	1945
Ahoskie (Hertford County)	St. Thomas	1945
Roper (Washington)	St. Anne	1949
Morehead City (Carteret County)	St. Andrew	1952
Fayetteville (Cumberland County)	Holy Trinity	1952
Havelock (Craven County)	St. Christopher	1956
Goldsboro (Wayne County)	St. Francis	1964
Fayetteville (Cumberland County)	St. Paul in the Pines	1968
Nags Head (Dare County)	St. Andrew's by the Sea	1969
Wilmington (New Hanover County)	Church of the Servant	1972
Fayetteville (Cumberland County)	St. Mark	1984
Greenville (Pitt County)	St. Timothy	1984
Elizabethtown (Bladen County)	St. Christopher	1984
Holly Ridge (Onslow County)	St. Thomas	1984
Swansboro (Onslow County)	St. Peter	1984
Hampstead (Pender County)	Holy Trinity	1989
Southern Shores (Dare County)	All Saints	1998
Newton Grove (Sampson County)	La Sagrada Familia	2003
New Bern (Craven County)	Peace	2003
Carolina Beach (New Hanover County)	Holy Cross	2005
Salter Path (Carteret County)	St. Francis	2005
Moyock (Currituck County)	St. Luke	2006

Chapels and Oratories

Bishop's Chapel (Lenoir County)	Diocesan House, Kinston	N/A
Trinity Center (Carteret County)	Julian of Norwich	N/A
Trinity Center (Carteret County)	Sanders Point Chapel	N/A
Trinity Center (Carteret County)	Pelican House Oratory	N/A

Summer Chapels

Topsail Island (Onslow County)	Wade Chestnut Memorial
Wilmington (New Hanover County)	Lebanon

Preaching Stations

Oak Island (Brunswick County)	ministry of St. Philip's, Southport
-------------------------------	-------------------------------------

Other Faith Communities

Greenville (Pitt County)

St. Paul's/ECU Campus Ministry

Wilmington (New Hanover County)

Church of the Servant/UNC-W Campus Ministry

Parish Shrines

Avoca (Bertie County)

Holy Innocents (St. Thomas, Windsor)

Brunswick Town (Brunswick Co.)

St. Philip (St. Philip, Southport)

Canonical Listing of Clergy

as of February 4, 2012

(* indicates they attended 129th Annual Convention)

*The Rt. Rev'd Clifton Daniel, 3rd, Bishop

*The Rev'd Canon Matthew E. Stockard, Canon to the Ordinary

*The Rev'd Ronald G. Abrams, Rector

St. James Episcopal Church, Wilmington

*The Rev'd Robert Alves, Rector

St. John's Episcopal Church, Fayetteville

The Rev'd Grant Ambrose, Non-Parochial

*The Rev'd Deacon Andrew Atkinson

Holy Cross Episcopal Church, Carolina Beach

*The Rev'd Dr. Thomas Barnett, Rector

St. John's Episcopal Church, Fayetteville

*The Rev'd Jill Biemdiek, Assistant Rector

St. Paul's Episcopal, Greenville

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

*The Rev'd John Bonner, III, Rector

Holy Trinity Episcopal Church, Hertford

*The Rev'd Blair Both, Retired

The Rev'd William Brettman, Retired

*The Rev'd Raymond Brown, Rector

Holy Trinity Episcopal Church, Fayetteville

*The Rev'd Joseph Malcolm Browne, III, Rector

Trinity Episcopal Church, Chocowinity

The Rev'd Deacon Elizabeth S. Buck, Retired

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

Christ Episcopal Church, New Bern

The Rev'd Christine Carlin, Non-Parochial

*The Rev'd John Carliso

St. Paul's Episcopal Church, Beaufort

*The Rev'd Eugene Carpenter, Rector

St. Stephen's Episcopal Church, Goldsboro

The Rev'd Barbara Chaffee, Rector

Zion Episcopal Church, Washington

The Rev'd David Chamberlain, Retired

The Rev'd Nan Chandler, Rector

All Soul's Episcopal Church, Leland

The Rev'd Ralph Clark, Military Chaplain
The Rev'd Bonnie Clarke, Rector

St. Augustine's Episcopal Church, Kinston
Holy Innocents Episcopal Church, Seven Springs

*The Rev'd John Conners, Non-Parochial
The Rev'd Robert Cook, Retired
*The Rev'd James C. Cooke, Jr., Retired
The Rev'd Joseph Cooper, Retired

St. Thomas Episcopal Church, Windsor

*The Rev'd Carolyn Craig, Retired
*The Revd. C. Phillip Craig, Retired
*The Rev'd Mary Frances Curns, Priest in Charge

St. Anne's Episcopal Church, Jacksonville

*The Rev'd Deacon Anne Dale, Transitional Deacon
*The Rev'd Rainey Dankel, Vocational Deacon

Church of the Servant, Wilmington

*The Rev'd Catherine Davis

St. James Episcopal Church, Wilmington

*The Rev'd David Davis, Rector

St. James the Fisherman, Shallotte

The Rev'd Gae Davis, Non-Parochial
*The Rev'd Jeremiah Day, Rector

St. Thomas Episcopal Church, Oriental

*The Ven. Joy Doshier, Vocational Deacon

Grace Episcopal Church, Trenton

*The Rev'd Jeffrey Douglas, Rector

St. Thomas Episcopal Church, Ahoskie

The Rev'd Deacon John C. Drewry, Retired Vocational Deacon
The Rev'd Joseph L. Dunlap, Retired

Church of the Good Shepherd Episcopal Church, Wilmington

The Rev'd Alfred Durrance, Retired

*The Rev'd Albert Eaton, Rector

St. Peter's by the Sea, Swansboro

*The Rev'd Richard Elliott, Rector

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

The Rev'd Deacon Nathan Finnin, Non-Parochial

The Rev'd Lloyd Fonville, Retired

The Rev'd Fred Fordham, Retired

The Rev'd Stan Fornea, Military Chaplain

*The Very 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., Archdeacon

St. Andrew's Episcopal Church, Morehead City

The Rev'd William Gilfillin, Retired

*The Rev'd Phillip Glick, Rector

St. Andrew's by the Sea, Nags Head

The Rev'd Dr. Raleigh Hairston, Retired

The Rev'd Deacon Vera Hayes, Retired Vocational Deacon

*The Rev'd Robert B. Hobgood, Retired

*The Rev'd James R. Horton, Rector

Church of the Advent Episcopal Church, Williamston

*The Rev'd Barbara Houston, Vocational Deacon

St. Mary's Episcopal Church, Kinston

The Rev'd Lawrence P. Houston, Retired

*The Rev'd Robert Hudak, Rector

St. Paul's Episcopal Church, Greenville

*The Rev'd Marquita Hutchens, Associate Rector

Christ Episcopal Church, New Bern

The Rev'd Margaret Hutchins, Retired

*The Rev'd Kevin Johnson

St. Peter's Episcopal Church, Washington

*The Rev'd Augustine Joseph, Rector

St. Joseph's Episcopal Church, Fayetteville

*The Rev'd Roger Kappel, Rector

Trinity Episcopal Church, Lumberton

*The Rev'd Barry Kubler, Rector

St. Philip's Episcopal Church, Southport

*The Very Rev'd Mary Lacy

St. Timothy's Episcopal Church, Greenville

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

The Rev'd Robert MacSwain, Non-Parochial

The Rev'd Judson T. Mayfield, Retired

*The Rev'd Stephen Mazingo, Assistant Rector

St. James Episcopal Church, Wilmington

The Rev'd Marjorie McCarty, Retired

The Rev'd Theodore McConnell, Rector

The Rev'd David McElwain, Military Chaplain

The Rev'd King McGlaughon, Jr., Non-Parochial

*The Rev'd Brent Melton, Rector

Christ Episcopal Church, Elizabeth City

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

*The Rev'd Deacon Jean Miller

St. James the Fisherman, Shallotte

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

The Rev'd Joel Murchinson, Non parochial

*The Rev'd Anne Natoli, Rector

Grace Episcopal Church and Christ the King Lutheran Church, Whiteville

The Rev'd Dr. Margaret Neill, Retired

The Rev'd Thomas D. Noe, Retired

*The Rev'd Mary Ogus, Retired

The Rev'd John James Ormond, Retired

The Rev'd Donald Overton, Retired

The Rev'd Hugh Page, Jr., Non-Parochial

The Rev'd Thomas Hayes Perdue, Military Chaplain

*The Rev'd Lynn Peterman, Non-Parochial

*The Rev'd John Pollock, Rector

St. Andrew's Episcopal Church, Morehead City

The Rev'd Catherine Powell, Rector

Church of the Servant Episcopal Church, Wilmington

*The Rev'd Mark Powell, Assistant Rector

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

The Rev'd Deacon Gloria Price, Retired Vocational Deacon

The Rev'd William Privette, Retired

The Rev'd Deacon William Ray, Vocational Deacon

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

*The Rev'd Mary Reese, Rector

St. Andrew's Episcopal Church, Goldsboro

*The Rev'd Thomas M. Rickenbaker, Rector

St. Paul's Episcopal Church, Edenton

The Rev'd Clay Riley, Non-Parochial

*The Rev'd Malcolm Roberts, Retired

The Rev'd Pauling Roberts, III, Non-Parochial

The Rev'd Deacon Sonja Robinson, Vocational Deacon

St. Thomas Episcopal Church, Bath

*The Rev'd Deacon Janet Suerio Rodman, Vocational Deacon

St. Peter's Episcopal Church, Washington

*The Rev'd Jesus A. Rojas, Rector

La Iglesia de la Segrada Familia, Newton Grove

*The Rev'd Joseph Running, Priest in Charge

St. Paul's Episcopal Church, Clinton

*The Rev'd Michael Singer, Rector

St. Mary's Episcopal Church, Kinston

*The Rev'd Deacon James O. Smith Jr., Vocational Deacon

St. Timothy's Episcopal Church, Greenville

The Rev'd Raymond Souza, Retired

*The Rev'd Robert Spainhour

St. James Episcopal Church, Wilmington

The Rev'd Renfro Sproul, Retired

*The Rev'd Pamela Stringer, Rector

Holy Trinity Episcopal Church, Hampstead

*The Rev'd Canon Dr. Peter Stube, Rector

Christ Episcopal Church, New Bern

*The Rev'd Deacon Kay Swindell, Vocational Deacon

St. Philip's Episcopal Church, Holly Ridge

The Rev'd Lucy Talbott, 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 Michael Thompson, Non-Parochial

The Rev'd Stephen Turner, Non-Parochial

The Rev'd Christian Umeofia, Non-Parochial

*The Rev'd Albert Vannorsdall, Retired

*The Rev'd Richard Warner, Jr., Retired

*The Rev'd Deacon Thomas P. H. Warren

St. Mary's Episcopal Church, Kinston

The Rev'd Hilary West, Non-Parochial

The Rev'd Burton Whiteside, Non-Parochial

The Rev'd David Williams, Retired

The Rev'd Deacon Henrietta Williams

St. Philip's Episcopal Church, Southport

The Rev'd Jack Wilson, Retired

*The Rev'd Thomas Wilson, Rector

All Saints Episcopal Church, Southern Shores

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

Christ Episcopal Church, Elizabeth City

The Rev'd Milton Wright, Non parochial

*The Rev'd Eric Zubler, Rector

St. Thomas Episcopal Church, Bath

Necrology

(Canonical Resident Priests who have died since the 2011 Convention)

April 28 The Rev. Joseph Banks
September 9 The Rev. Lloyd Fonvielle

129th Journal of the Diocese of East Carolina

One Hundred and Twenty Ninth Diocesan Convention Lay Delegation

(* indicates they attended Convention)
(~indicates no delegates were in attendance)

Lay Delegates

Lay Alternates

St. Thomas, Ahoskie

*John Davis
*Sarah Davis
*Colin Jones

*Patsy Jones

~Holy Cross, Aurora

St. Thomas, Bath

*Hansey Jones
*Bill Pruitt
Gene Schwartz

*Betty Pruitt
*Billy Jones

St. Paul's, Beaufort

George Dill
*Jack Gardner
*Mary Duane Hale
*Charles Phillips
*Nancy Stephenson

St. James, Belhaven

*Mary Ellen Wahab

~St. Mary's, Belhaven

St. Mary's, Burgaw

*James Robbins
*Catherine Wynne

Patricia Casaw

Holy Cross, Carolina Beach

*Scott Yeakey
*Linday Lashley

*Chuck Harrill

Lay Delegates**Lay Alternates****Trinity, Chocowinity**

*Bobby Clark
*Fred Schroeder
*Berry St. John

*Marty Culbertson

St. Paul's, Clinton

*David Hall
*Shurley Weddle

St. Andrew's, Columbia

*Martha Blount Simpson

*Suzanne Griffin

Christ Church, Creswell

*Ann Woodley

~Galilee Mission, Creswell**St. Luke's, Currituck**

*Gerry Forbes

*Beverly McGee

St. Paul's, Edenton

*William Shultz
*Katherine Shultz
*Robert Adams
*Judy Adams
*Joan Maxwell

Christ Church, Elizabeth City

*Gary Cooper
*Kim Cooper
*Helen Gibson
*Bettie Lyons

St. Christopher's, Elizabethtown

*Irene Hathcock

Anne O'Briant

Lay Delegates

Lay Alternates

St. George's, Engelhard

*Abby Anderson
*Katheryn Anderson

Edward Torres
Suzanne Torres

Emmanuel, Farmville

Janet Heath

Church of the Good Shepherd, Fayetteville

*Darlene Bradshaw

Holy Trinity, Fayetteville

*Jimmy Driscoll
*Jeff Jones
Fitz Lee
*Tom Holt
Beth Early

*Nancy Broadwell
*Mary Shields

St. John's, Fayetteville

*Hal Broadfoot
*Dohn Broadwell, Jr.
*Dick Kells
*Arleen Young

*Dee Dee Kells
*Drew Young

*Youth Representative: *Dillon Broadwell*

St. Joseph's, Fayetteville

*Laura Manigault

Heidi Maxwell

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

*Saran Hasinger
*William West

Robert Belton

*Youth Representative: *Morgan Pettigrew*

St. Mary's, Gatesville

*Bill Cowper

Elton Winslow

St. Andrew's, Goldsboro

*Orlando Stovall, III

*Lloyd Lesesne

Lay Delegates**Lay Alternates****St. Francis, Goldsboro**

*Roger Brogneaux

*George Moye

*Nicholas Cunningham

*Youth Representative: *Jacob Sarvey*

*Jill Brogneaux

*Judy Moye

Charlotte Campbell

St. Stephen's, Goldsboro

*James Brown

*Mike Saylor

*Rebecca Bean

Ann Hine

David Jackson

St. Paul's, Greenville

*Anthony Breuer

*Debra McGowan

*Murrell McLeod

*Judy Whichard

*Dave Whichard

*Student Lay Delegate: *Edward Dembowski**Youth Representative: *Robin Brown***St. Timothy's, Greenville**

*Malcolm Williams

*Robert Shelton

*Tom Swindell

*Youth Representative: *Karl Widney***St. John's, Grifton**

*Jonathan Kernan

*Elizabeth Kernan

Holy Trinity, Hampstead

*Robert Muller

*Roger Kersey

St. Christopher's, Havelock

*Ellen Mueller

Lay Delegates

Lay Alternates

Holy Trinity, Hertford

*Susan McRae
*William Rowell
*David Smith

St. Philip's, Holly Ridge

*Robert Switzer
*Robert Swindell

*Jean Hobbs

*Youth Representative: *Robert Switzer, II*

St. Anne's, Jacksonville

*Lisa Kirby
*Ronald Sortino
*Chris Phelps

*Steve Otto
*Ruth Roberts

St. Augustine's, Kinston

*Nehemiah Parker

*Hilda Murrell

St. Mary's, Kinston

*Ron Layton
*Jo Parrott
*Bill Vandivere
*Frank Warren

Holy Innocents, Kinston

*Ellen Lancaster
*Bryan Hardy

All Souls, Northwest

*Gina Allison

Robin Hamilton

~Grace, Lewiston-Woodville

Trinity, Lumberton

*Dencie Lambdin
*Judy Losh
*Carol McDonald

Cathy Arruzzo

Lay Delegates**Lay Alternates****St. Andrew's, Morehead City**

*Jo Anne Kilday
*Bill Rich
*Tommy Sutton

St. Andrew's by the Sea, Nags Head

*Patti Johnson
*Pat Fleming
*Jay Tutwiler
*Butch Luke

*Debbie Luke
*George Embry

Christ Church, New Bern

*Ray Tait
*Jason Thuringer
*Jerry Pelletier
*Susan Husson

*James Hadley
*Bruce Meyers

*Youth Representative: *Lawrence Bowers*

Peace Church, New Bern

*Jim Krise

St. Cyprian's, New Bern

*Shirley Guion

*Rosemary Stark

La Iglesia de la Sagrada Familia, Newton Grove

*Arturo Caberera
*Lilia Olayo
*Lucia Duque
*Tania Granados

St. Thomas, Oriental

*Fonrose Rice
*Caroline Bliss
*Elaine Creel

*Marion Day
*Virginia Goodwin

Grace, Plymouth

*Ree Webb
*Jeanette Papineau

*Pat Polk

Lay Delegates

Lay Alternates

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

*Eric Hill

*Minnie Clark

~St. Mark's, Roxobel

St. Francis by the Sea, Salter Path

*Marion Morris

*Bill Horton

St. James the Fisherman, Shallotte

*John Roberts

*Kay Roberts

All Saints, Southern Shores

*Brewster Brown

*Jennifer Adams

*John Fricker

*Tom O'Brien

*Tom Secules

St. Philip's, Southport

*Bill Bittenbender

*Tina Powers

*Ricky Evans

*Frank Darzano

*Frank Vacirca

*Patricia Bittenbender

*Maryann Darzano

Youth Representative: *Brooke Munroe

St. Peter's, Sunbury

*Barbara Lassister

*Connie Fuhrer

St. Peter's by the Sea, Swansboro

*Nancy Swansiger

*Marsha Hackney

*Carol Eaton

Tom Archie

*Youth Representative: *Curtis Estes*

~Grace, Trenton

Lay Delegates

Lay Alternates

~St. Paul's, Vanceboro

~St. Paul's, Washington

St. Peter's, Washington

*Hodges Hackney
*Nancy Hamblin
*Bill Rianhard

Zion, Washington

*Pack Hindsley
*Jan Hindsley

Grace, Whiteville

*Kay Horne
*Bill Horne

Lisa Richey

Church of the Advent, Williamston

*Mary Charles Coppage
*Christine Chesson
*Sue Westervelt

Church of the Servant, Wilmington

*Don Hickey
*David Smith
*Rebecca Blake

*Casey Ludlum

*Student Lay Delegate: *Jillian Flom*

St. Andrew's on the Sound, Wilmington

*Mary Thomson
*Bill Salter
*Pete Clow
*Jim Spruill

*Youth Representative: *Nathanial Hanson*

Lay Delegates

Lay Alternates

St. James, Wilmington

*David Brownlow
Frank Gibson
*Jane Martin
*Ginny Woodruff
*Frances Trask

Watson Barnes
Pen Jenkins
Hugh McCrae
Dean Gornto

Church of the Good Shepherd, Wilmington

*Bill Hodder
*Dot Hodder
*Danny Anderson

St. John's, Wilmington

*Brian Buss
*Carmen Buss

St. Paul's, Wilmington

*Herb Gant
*Keith Calder
*Lynda Miller

St. Mark's, Wilmington

*Thomas Warren
*Annie Jacobs

*Fozer Kelly

St. Thomas, Windsor

*Joe Rhea
*Rosanna Rhea

*Jack Cooper

**JOURNAL OF PROCEEDINGS
ONE HUNDRED AND TWENTY-NINTH ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA
February 3-4, 2012**

On Friday, February 3, 2012, at 2:30 P.M., following a prayer, The Right Rev'd Clifton Daniel, 3rd, called the 129th Annual Convention of the Diocese of East Carolina to order.

Bishop Daniel called on The Rev'd John Bonner, Holy Trinity, Hertford, Chair of the Committee on Credentials. The other members of the committee are as follows: The Rev'd Pamela Stringer, Holy Trinity, Hampstead, Mrs. Rebecca Bean, St. Stephen's, Goldsboro, and Ms. Dionne Johnson, St. Andrew's, Goldsboro. The Rev'd Bonner reported that a quorum was present at the Convention with 61 Clerical Delegates, 157 Lay Delegates, 1 Student Lay Delegate, 36 Alternate Delegates, 3 Seminarians, 10 Retired Clergy, 46 Guests, 9 Youth Representatives and 8 Pages in attendance.

The Rev'd Bonner requested that Bishop Santosh Marray, licensed for episcopal ministry in the Diocese of East Carolina, be granted seat and voice in the 129th Convention of the Diocese of East Carolina. A motion was made and seconded, there was no discussion, the members voted and the motion was carried.

The Rev'd Bonner then requested 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 129th Convention of the Diocese of East Carolina. A motion was made and seconded, there was no discussion, the members voted and the motion was carried.

In the interest of time, rather than read the names of each committee member, Bishop Daniel referred the members to the sheet in the Convention packet which lists the names of the persons that he has appointed to the following committees: Elections, Bishops's Address, Courtesy, Constitution and Canons and Resolutions.

Bishop Daniel then called on Mr. David Abbott, St. James, Wilmington, Chair of the Convention Committee. Mr. Abbott made a brief statement of greeting and thanksgiving for the hospitality of the Trinity Deanery and then advised that all clergy and lay delegates must register and pick up their packets in order to vote. He reminded everyone that other information or sheets are not to be placed on the tables by anyone unless it has been pre-approved by the Diocesan Convention Office. There is a designated table where materials can be placed but only once they are approved.

Mr. Abbott called upon The Rev'd Deacon Janet Suiero Rodman and asked that she move the Convention Agenda. The Rev'd Deacon Suiero Rodman so moved, the motion was seconded, there was no discussion and the agenda was adopted

Bishop Daniel asked that the members of the Convention Committee stand and be recognized and he thanked them for their outstanding efforts. He also thanked Ms. Alice Winters and Ms. Jane Atkinson, members of Christ Church, New Bern, who once again have graced the Convention with very beautiful flowers.

Bishop Daniel called upon The Rev'd John Frazier, St. Paul's in the Pines, Fayetteville, Chair of the Committee on Resolutions, for his report. The Rev'd Frazier announced that this year, there are thirteen resolutions to come before the floor of Convention and he presented them as follows:

RESOLUTION #1: For Structural Reform of The Episcopal Church to be submitted to the 77th General Convention.

RESOLUTION #2: Implementation of the Denominational Health Plan in the Diocese of East Carolina.

RESOLUTION #3: Study Constitution Article IV.3, Delegates to Diocesan Convention.

RESOLUTION #4: In Thanksgiving for the Life and Ministry of Ruby Aytch Siler (January 26, 1932-October 9, 2011).

RESOLUTION #5: Against Amending the North Carolina Constitution.

RESOLUTION #6: In Thanksgiving of the Ministry of The Venerable Joy Morgan Doshier.

RESOLUTION #7: In Thanksgiving for the Ministry of The Rev'd Antonio Rojas.

RESOLUTION #8: In Thanksgiving for the Ministry of The Rev'd Canon C. Phillip Craig, Sr.

RESOLUTION #9: On Reaffirming Opposition to Constitutional Amendments that Prohibit Same-Sex Civil Marriage or Civil Unions.

RESOLUTION #10: On Further Consideration of the Denominational Health Plan by the 77th General Convention of the Episcopal Church.

RESOLUTION #11: Implementation of the Recommendations of the Ad Hoc Committee on Parish Viability.

RESOLUTION #12: In Thanksgiving for the Ministry of The Rev'd Timothy Dols.

RESOLUTION #13: On Implementing in the Diocese of East Carolina Denominational Health Plan Mandated by Resolution 2009-A177 of the 75th General Convention.

Bishop Daniel then delivered his Address to the 129th Convention of the Diocese of East Carolina, copies of which are available for the members.

Following a brief recess, Mrs. Annie Jacobs, St. Mark's Wilmington, Chair of the Committee on Elections, was called on by Bishop Daniel to come forward and speak to the members. Mrs. Jacobs advised that only delegates may vote in an election. Delegates who may vote are those laypersons duly elected by their parish and certified and Bishops, Priests and Deacons who have been received into canonical residence by the acceptance of Letters Dimissory.

Parish delegations and retired clergy who are canonically resident are to have been present for at least one of the last three conventions in order to vote. Youth representatives may not vote. Student lay delegates representing college campus ministries may vote as long as they are confirmed Episcopalians who are sixteen years of age or older.

This convention has two basic choices in how it wishes to vote in an election. The first way is an election by plurality which means a candidate who receives the most number of votes out of the total number of votes cast in any given ballot is elected. The other choice is election by majority in which a candidate must receive one-half plus one of the total number of votes cast on any given ballot to be elected. The Committee on Elections moved that Convention elect all offices by plurality unless otherwise designated.

In the election for Trustees of the University of the South, Convention is electing one layperson for a three-year term. The nominees are as follows: Mr. Stephen S. Lawrence, St. Philip's, Southport, Mr. J. Thomas Sutton, St. Andrew's, Morehead City, and Ms. Ann Webb, St. Anne's, Jacksonville.

The motion to elect by plurality was seconded, there was no discussion, the members voted and the motion was carried. There being no further nominations, a motion was made that the nominations be closed. The motion was seconded, there was no discussion, the members voted and the motion was carried.

Mrs. Jacobs then outlined the procedure for voting and collecting the completed ballots and announced the nominees for the Standing Committee for a three-year term as follows: In the

Clergy Order, The Rev'd Robert Alves, St. John's, Fayetteville. In the Lay Order, Mr. David Abbott, St. James, Wilmington, and Mrs. Cheryl Taft, St. Paul's, Greenville.

Mrs. Jane Martin, St. James, Wilmington, then moved to elect The Rev'd Joseph M. Browne, III, for the unexpired term of one year on the Standing Committee. The motion was seconded, there was no discussion, the members voted and The Rev'd Browne was elected by acclamation. There being no further nominations, a motion was made to elect The Rev'd Robert Alves by acclamation. The motion was seconded, there was no discussion, the members voted and The Rev'd Alves was elected by acclamation.

In the election of the Disciplinary Board, the nominees are as follows:

LAY ORDER, ONE-YEAR TERM: Ms. Beverly McGee, St. Luke's, Currituck.

CLERGY ORDER, ONE-YEAR TERM: The Rev'd John Bonner, Holy Trinity, Hertford.

LAY ORDER, TWO-YEAR TERM: Ms. Bettie Lyons, Christ Church, Elizabeth City, and Ms. Ann Woodley, Christ Church, Creswell.

CLERGY ORDER, TWO-YEAR TERM: The Rev'd Phillip Glick, St. Andrew's by the Sea, Nags Head, and The Rev'd Mary Reese, St. Andrew's, Goldsboro.

LAY ORDER, THREE-YEAR TERM: Mr. Stephen Otto, St. Anne's, Jacksonville, and Mr. Ronald Sortino, St. Anne's, Jacksonville.

CLERGY ORDER, THREE-YEAR TERM: The Rev'd Paul Canady, Christ Church, New Bern, and The Rev'd Thomas Wilson, All Saints, Southern Shores.

In the election for Deanery Representatives to Executive Council, the nominees are as follows:

LAY ORDER, THREE-YEAR TERM: Albemarle, Ms. Susan McRae, Holy Trinity, Hertford. Lower Cape Fear, Mr. Robert Swindell, St. Philip's, Holly Ridge.

CLERGY ORDER, THREE-YEAR TERM: Pamlico, The Rev'd Jill Beimdiek, St. Paul's, Greenville. Trinity, The Rev'd Bert Eaton, St. Peter's, Swansboro. Upper Cape Fear, The Rev'd Raymond Brown, Holy Trinity, Fayetteville.

For the Executive Council At-Large Member to complete a two-year term in the Clergy Order, the nominee is The Rev'd Anne Dale, Moyock.

Since the number of candidates for each position equals the number of available seats, the Committee on Elections moved that the nominations be closed and that these persons be elected by acclamation. The motion was seconded, there was no discussion and there being no further nominations, the members voted and all persons nominated for office were elected by acclamation.

Bishop Daniel then called on The Rev'd Jim Horton, Church of the Advent, Williamston, for his report on the Standing Committee. The Rev'd Horton referred the members to the full report in the Convention packet and offered it by title. The next to last item in the report has to do with the requirements of the Standing Committee in terms of parishes as it relates to how to refinance or get a loan or sell property. This past year, thanks to Chancellor Geiszler-Ludlum, a more user-friendly way of doing that has been developed and it will be on the web page sometime in the near future.

The second item that Bishop Daniel alluded to in his Address is that the Trustees of the Diocese asked the Standing Committee to look at twelve churches in the past year. The Rev'd Horton asked the members of the Ad Hoc Committee to stand and be recognized for their much appreciated work. Mr. Brian Buss has compiled a great deal of the information and put it together. The Ad Hoc Committee, as indicated in the packet, has worked hard to try and come up with an answer for twelve congregations that are experiencing some difficulties. This has been presented to the Convention by title as well and the Convention will look at the report tomorrow and will also deal with the resolution that was presented by the trustees that also deals with the issue of parish viability.

Bishop Daniel asked Mrs. Tess Judge, All Saints, Southern Shores, to come forward and present the Report of the Treasurer for 2011. Mrs. Judge referred the members to the Treasurer's Report in the Convention packet and reported that last year, a motion was put on the floor and action was taken that delegates would return to their vestries and parishes and request possible additional funding to help with some of the ministries.

The parishes have been very faithful and an additional \$67,268.00 was received from the budget that was passed at last year's Convention. The Convention was also directed at that time that those funds be allocated at a future point in the year by the Executive Council as to how those funds should be allocated at that time. Executive Council met and the funds were allocated at 60% to Campus Ministry, 30% to the Retired Clergy Insurance Supplement and 10% to the General Church and that is how those funds were allocated in 2011. The Campus Ministry funds that were not spent in 2011 have been escrowed and accrued as funds that are to be used for Campus Ministry in the amount of \$40,361.00.

Bishop Daniel then called on Mr. Dick Archie, St. Mary's, Kinston, to come forward and give the report of the Committee on Constitution and Canons. On behalf of the Committee on Constitution and Canons, Mr. Archie introduced three proposed changes to the Canons as follows:

CCC 2012.1, Title I: Canon I.8.4, Convention of the Diocese; Diocesan Officers and Representatives.

CCC 2012.02, Title II: Canon II.4 has been withdrawn based on comments at the hearing. This will be addressed and will possibly be presented next year.

CCC 2012.03, Title I: Canon I.12.4, Convention of the Diocese; Diocesan Officers and Representatives.

CCC 2012.04, Title II: Canon II.4.11, Deaneries, Parishes and Missions of the Diocese.

Following the Treasurer's Report on the proposed 2012 budget, there will be a Special Order of Business. As the Parliamentarian and Dispatch of Business, Mr. Archie moved for the adoption of a Special Order of Business for debate. Mr. Archie read the Special Order of Business to consider the Report of the Compensation and Benefits Committee as adopted by Executive Council on the implementation of a Denominational Health Plan in the Diocese of East Carolina for purposes of presenting information, answering questions and receiving comments only and to defer action on any resolution including any procedural or substantive motions, changes or amendments until the second legislative day. Further, that in consideration of the same, these special Rules of Order will govern consideration of the Report of the Compensation and Benefits Committee on the first legislative day.

Number 1. The Chair of the Compensation and Benefits Committee shall have ten minutes to present the report of the committee which will be the only business in order during that time.

Number 2. There shall then follow a period of fifteen minutes for questions of information or clarification about the report, to which the Chair of the Compensation and Benefits Committee or his designee will respond. Each speaker is limited to one question. If time remains and all speakers have had a turn, a speaker may return to the microphone to ask one additional question.

Number 3. There shall then follow a period of fifteen minutes during which speakers may have comments about the report. Each speaker may speak for no more than two minutes and no speaker shall speak more than once on the report.

Number 4. The presiding officer shall recognize only speakers at the designated microphones in the middle of the room and to the extent practical, speakers of opposite views shall be recognized in alternative succession.

Number 5. Discussion may be terminated prior to the expiration of each time period provided all speakers have had an opportunity to be heard. Each time period will expire when the allotted time expires even if there are speakers waiting to be heard. The Convention may extend the question time period or the comment time period only by a two-thirds vote of the Convention.

Mr. Archie then moved for the adoption of the Special Rules of Order. The motion was seconded, there was no discussion, the members voted and the motion was carried.

Bishop Daniel asked Mrs. Tess Judge to come forward and present the proposed 2012 budget. Mrs. Judge advised that the 2012 Proposed Budget has been reprinted due to an error that was discovered this morning. Mrs. Judge commented that since 2007, the 10% giving has been a goal. In 2009, the giving was averaging 8.49% and in 2010, it has been 8.28%. In 2011, it went to 8.54% and in 2012, the average giving now is a little over 9% which in these tough economic times is a tremendous effort.

As the Special Order of Business began, Bishop Daniel asked The Rev'd Richard Elliott, Chair of the Compensation and Benefits Committee, to step forward along with Mrs. Joan Geiszler-Ludlum, Chancellor, and Donna Goodson, Financial Officer, to answer technical questions and Mr. Robert Swindell, St. Anne's Church, Jacksonville.

The Rev'd Elliott advised the members that during the past year, items were presented in each deanery and have been looked at. Diocesan Canon 2.4.11 says that all vestries of the Diocese of East Carolina shall be required to pay all insurances associated with the operation of their parish not limited to the following but including clergy medical and dental insurance.

The Rev'd Elliott continued, "it is the relevant parts of A177 that are going to be broken down over the next few minutes. One of the most important things is that this will become effective after December 31st, 2012. We are not being asked to respond to it and we are not being asked to vote it up or down. We are being told to implement it. All of this is under the authority of the Trustees of the Church Pension Fund and the Episcopal Church Medical Trust.

After December 31st, 2012, no clergy or lay employees in the church working 1,500 hours a year or more are supposed to be on any other insurance plan other than that mandated by the Convention and administered by the Trustees of the Pension Fund and the Episcopal Church Medical Trust. What we have been asked to deal with are four choices and this comes out of the wording of A177 and these are embodied in Resolution #2.

First are the plan design options. There are a number of different plans and you should take the time to familiarize yourself with those plans. The second is minimum cost sharing guidelines for parity between clergy and lay employees. Third is domestic partner benefits and fourth is the participation of schools and daycare facilities under a Diocesan institution.

First of all, not everybody knows what the word parity means. It breaks down as simply as possible to equal coverage for all full time employees. It has been somewhat traditional for the clergy to bask in the Cadillac health plan while the parish administrator or secretary ekes along with a lower one. Now all employees being in the same work situation will have the same insurance. That is parity. The break point for full time work is 1,500 hours per year.

The available plan design options for eligible clergy and lay employees are one, the minimum medical coverage offered to eligible clergy and lay employees will be 100% of the premium for the least expensive option. That is the High Deductible Health Plan with a Health Savings Account and this is according to the clergy's household status. It has been traditional at least in the last few years for insurance to be offered to clergy and whatever household they have so either full family, clergy and spouse, clergy with children or single coverage. Minimal dental coverage will be at the highest level but the dental coverage is an inexpensive part of this.

The vestry or governing board will contribute annually to the Health Savings Account a minimum of 80% of the deductible. If an individual chooses a higher paying plan, they will need to pay the difference in cost. The vestry or the governing board of the church or institution can choose a higher paying plan for the rector but if they do that, the same plan has to be offered to all full time employees.

We have been living in a bubble in the church where the church has been providing 100% of the coverage and this cannot go on as prices go up. What will happen at future Conventions beginning in 2013 should this pass is that Executive Council will recommend cost sharing and that is what will be paid by clergy or lay employees towards their insurance. This will not exceed 5% a year, the idea being that we want to ease into cost sharing and not have a crippling burden placed on people in the first or second year.

The other idea is that this is something that just as we are doing at Convention now, we want the Diocese as a whole to wrestle with year after year. We do not want there to be some nameless committee that will just send a letter to people and say "This is what you have."

On domestic partner benefits, we all know that across the country and throughout the church, we have what may be referred to as non-traditional relationships whether they be gay and lesbian or retired couples who might lose significant retirement benefits if they marry and we can go through and come up with other definitions as well but the question is if it is a choice for our

Diocese, do we offer insurance to domestic partners? That would fall into the same issue of parity and it would fall under the same plan guidelines.

On participation by other institutions, we have heard questions throughout the year. What about our day school? What about our Thrift Shop? What about Camp Trinity? For many pre-schools and many institutions like Thrift Shops, the employees do not work 1,500 hours a year. Trinity Center is the largest employer in the Diocese with about fifty employees and for them to move into this plan of parity, we have reports from Trinity that it would be very difficult. They have their own insurance plans that they provide to their employees.

What the institutions of the Diocese are allowed to do is to yearly have the option of opting in. They are not required to do so but it seems good to the committee that all of those institutions get a quote from the insurance company every year so they can compare cost.

Remember that as this resolution stands, everything in it is the minimum. Vestries are allowed resources allowing them to be more generous and also keep in mind the parity issues involved. If anyone wants to know what the actual impact will be on a given parish compared to last year's insurance, that information will be available in the coming week."

Bishop Daniel then opened the floor for questions of clarification on what was just presented. Tom Rickenbaker, Rector of St. Paul's, Edenton, came forward to inquire about the domestic partner benefits and assumes that that applies to gay and lesbian couples but does it also apply to opposite sex heterosexual couples? The answer is yes.

A member of St. Peter's, Swansboro, inquired about whether the funds that are being put into a Health Savings Account can be used to buy health insurance. The answer is that those funds are to be used for deductibles. It cannot be used to buy insurance but it can be used for certain medical supplies. Those people who are on Medicare do not qualify for a Health Savings Account. Ms. Ginny Woodruff, St. James, Wilmington, came forward and advised that she has a personal Health Savings Account and it can be used to buy long-term care insurance.

Mr. Tommy Sutton, St. Andrew's, Morehead City, came forward and asked about Trinity Center. If they receive a quote and come under this plan, can they then opt out in a later year or once they are in, are they in forever? The answer is that this has not been defined but as stated, it is a yearly option so if they got a better deal, they could opt out.

Mr. Dave Whichard, St. Paul's, Greenville, came forward with a question about not qualifying for insurance if you are on Medicare. There are priests who have reached sixty-five and are on Medicare. Would they not qualify for insurance like a lot of others who have reached that age and have Medicare? The answer is that the High Deductible Health Plan with a Health Savings Account is one that if you are on Medicare, you cannot have the Health Savings Account. The

church could look into another plan but generally the clergy who are retired are on Medicare. If the clergy has turned sixty-five, they are not eligible to have a Health Savings Account and they would have to use one of the other health insurance plans. This is for the clergy who are active.

The Rev'd Barry Kubler, St. Philip's, Southport, came forward to comment on the last question. He stated that he will turn sixty-five this year and when he reaches the age of sixty-five, he will not have to stay on that plan. He can go on Medicare which gives his parish a break when it comes to health care insurance.

Mr. Pack Hindsley, Zion, Washington, asked a question of whether this plan is similar to other Health Savings Account plans where the amount that is sent in continues to compound in the account so that after five years, you would have \$20,000.00 in there which is yours at the end of that time. The answer is yes. It is essentially an IRA and it travels with you from church to church but to avoid tax penalties, it can only be used for authorized medical expenses.

Mr. Berry St. John, Trinity, Chocowinity, came forward to comment on the fact that Trinity has to rely on volunteer efforts due to the inability to pay lay employees and because there are no lay employees, Trinity is going to receive no direct benefits whatever under the plan. The plan penalizes Trinity by raising the cost of the clergy's insurance and based on what was learned from Donna Goodson, it raises the cost by \$5,000.00 a year and they receive no benefits whatever. Since they have a small budget, that \$5,000.00 a year to meet what they are going to have to pay with no additional health care coverage is going to have to come out of other programs.

Something will have to be done with Christian education and they are looking at turning off the heat some days during the week and looking at closing off parts of the church. This is a source of great concern to the parishioners, many of whom do not have health insurance. A letter has been sent to the Compensation and Benefits Team and following the fifteen-minute period, Mr. St. John will be allowed to read the letter into the record.

The Rev'd Barry Kubler, St. Philip's, Southport, again came forward to comment on three items: He understands the reasons why other institutions like Trinity Center have been given the opt out option. It is a cost issue; an expense issue. If this Denominational Health Plan is supposed to lower the cost or control the cost and by not allowing them to be a part of this plan, we lose the ability to amend the agreement and lower those costs, it seems counter-intuitive. Why did we do this in the first place?

Secondly, this is not a Denominational Health Plan. It is a Diocesan Health Plan. The church can do better than this as others have done. These decisions have to be made but every church whether rich or poor, large or small, has to deal with these issues. This needs to be denominational wide, not Diocesan wide. Nothing is being accomplished except adding a burden to individual parishes.

Rector Tom Rickenbaker, St. Paul's, Edenton, again came forward. He has a full time staff person at his parish who has superior health insurance than what has been offered. It is provided by her husband and she will be able to continue to be insured so if you have an equal or better plan, you are not required to participate. The answer is that that is true.

The Rev'd Kevin Johnson, St. Peter's, Washington, commented that the reality of this plan is that it is going to cause a substantive, permanent and strategic change in the mission and ministry of the church and the effects of that in some cases are going to be negative. We are being asked to take on something that has not been completely worked out and he has a concern that as the plan has been received by the Diocese, it is substantively different than the plan that many of the delegates at the General Convention understood they were voting on.

It was understood that the vote was on a true national pool, a National Denominational Health Plan, and we have gotten a Diocesan Health Plan. He urged that the Convention not go forward with this resolution as it is currently structured and if something has to be voted on, we should vote on Resolution #13.

Mr. Brian Buss, St. John's, Wilmington, asked the question of why this is being done now with Obama Care coming in 2014. What is the context of what we are attempting to achieve now against the rules and laws that are going to be put in place in 2014? The answer is that the Medical Trust in its planning of this took the new national health care program into account so that there should not be any changes based on what happens in 2014.

Mr. John Fricker, All Saints, Southern Shores, came forward to comment that if Resolution #2 proposes not minimum insurance coverage but the maximum that one could provide to the employees, by doing that, you would draw from the individual parishes the ability to have what they perceive they need and can afford because you are starting with a very high benefit; whereas, if it was reduced either in terms of simply covering employees or not covering 100% of the premiums, you would allow the individual parishes some wiggle room to pay more on a voluntary basis where they perceive they need to from a competitive point of view and/or whether they can from a financial point of view.

A point of clarification was made in terms of some of the statements. There are issues that need to be addressed to General Convention and that is the place for the question of whether or not this is a Denominational or a Diocesan Health Plan. As it stands, this is the law of the land and we have to deal with what we have. There may be some changes made but if nothing is done this summer, at the start of next year, this is what we will be dealing with.

There being no further questions, Bishop Daniel invited Mr. Berry St. John to come forward and read the letter that was written to the Compensation and Benefits Team from Trinity Episcopal Church in Chocowinity regarding Resolution #2. The letter reads as follows:

“The undersigned duly elected convention delegates have been informed that the Diocesan Compensation and Benefits Team has prepared the captioned resolution and intends to offer it for adoption at the Diocesan Convention to be held on February 3 and 4, 2012.

This letter sets forth facts and positions on behalf of Trinity Episcopal Church. It will show that the implementation of the Denominational Health Plan will greatly increase health insurance costs for Trinity Church, while providing no benefit whatever to any employee of Trinity. Because it must spend more to provide health benefits for employees of other entities, Trinity will be forced to cut its budget for its own worthwhile programs.

According to church documents on this subject, the central purpose of the Plan is to provide health insurance benefits to lay employees of the Episcopal Church. Trinity has no lay employees because its budget is insufficient to pay them. Instead, tasks that in larger or wealthier churches would be performed by lay employees are performed by volunteers.

Accepting that the purpose of the Plan is to improve health benefits for lay employees, it is obvious that an entity with lay employees would derive a considerable direct benefit,” and that is an entity such as a large church and they would derive direct benefit from the adoption of the plan. “Its employees would receive health care benefits or enhanced health care benefits. This would make the lay position more attractive to potential employees, perhaps allowing the hiring of more qualified persons.

But it is equally obvious that an entity such as Trinity with no lay employees would derive no direct benefit. Instead, as will now be seen, the Plan would greatly raise the cost of health care for Trinity’s clergy to pay for other entities’ lay employees.

Trinity currently provides individual health care for its clergy through Blue Cross/Blue Shield. For the year 2012, the cost of the policy is \$366.00 per month. Through communication with Diocesan Representative Donna Goodson, Trinity has learned that the cost for 2012 for comparable coverage under the Plan would be \$801.00 per month. In other words, implementation of the Plan would require Trinity to pay an additional \$435.00 per month or \$5,220.00 per year for exactly the same coverage for its clergy.

Although Trinity is the second oldest parish in North Carolina and although we are blessed with able and inspiring clergy, our financial situation is bleak. Chocowinity is a poor community and as the recession has dragged on, church revenues have been short of expectations. Indeed, despite the most rigorous cost-control measures, Trinity has actually experienced negative cash flows for several years.

If the Plan is implemented causing Trinity to pay over \$5,000.00 in additional health care costs to benefit other church entities, Trinity will be forced to make drastic budget cuts for its own

operations even to the extent of curtailing routine day-to-day activities. You can well imagine the reaction of our congregation when it is informed that we must, for example, eliminate our Christian education program or close down portions of our church building or turn off all heat

several days per week in order to balance our budget. None of us should underestimate the damage to our parish and to the Diocese that could arise from such actions.

Ladies and gentlemen, our parishioners want to know why in the midst of the most severe economic downturn since the Great Depression -- a downturn that has strained budgets beyond the breaking point -- our national and Diocesan leaders have chosen to place these additional financial burdens on poor rural parishes.

For the reasons set forth above, the undersigned delegates contend that the increased costs associated with the adoption of the Plan impose an unacceptable financial burden on Trinity and we strongly oppose Resolution No. 2 and intend to vote against it.”

Mr. St. John requested that this letter be placed in the record and Bishop Daniel acknowledged that it will be and made the following announcements: Mrs. Nancy Broadwell, Coordinator of Episcopal Relief and Development, reports that in the year 2011, the Diocese has contributed over \$100,000.00 to Episcopal Relief and Development. Bishop Daniel advised that Nash Rafferty, the son of Kathy Rafferty, and a member of Emmanuel Church, Farmville, was killed recently in a motorcycle accident.

Bishop Daniel then announced the following election results: In the Standing Committee in the Lay Order for a three-year term, Mrs. Cheryl Taft, St. Paul’s, Greenville, has been elected. In the Trustee of the University of the South in the Lay Order, Mr. J. Thomas Sutton, St. Andrew’s, Morehead City, has been elected.

Following a prayer, Bishop Daniel recessed the 129th Annual Convention of the Diocese of East Carolina at 4:57 P.M. on Friday, February 3, 2012.

Following Morning Devotions delivered by the Diocesan Youth Council, Bishop Daniel reconvened the 129th Annual Convention of the Diocese of East Carolina at 8:45 A.M., Saturday, February 4, 2012, and commissioned the Deans for Albemarle, Trinity, Upper Cape Fear, Pamlico, Lower Cape Fear, and the Archdeacons.

Bishop Daniel thanked Ms. Mamre Wilson, St. Paul’s, Beaufort, for gathering the artists together for a Diocesan Art Exhibit and then opened the Legislative Session of the Convention. He then gave thanks to the Youth Pages as follows: Ashley Buffa, Christ Church, New Bern, Kathryn Evans, St. Peter’s, Swansboro, Henry Gregory, St. Paul’s, Beaufort, Joshua Junkin, St. Anne’s, Jacksonville, Sydney Junkin, St. Anne’s, Jacksonville, Alexander Norwood, Christ

Church, New Bern, Alexis Parish, St. Anne's, Jacksonville, Alex Phillips, St. Anne's, Jacksonville, and Judy Sobien, St. Pater's by the Sea, Swansboro.

Bishop Daniel called upon Mr. Carl Ragsdale, St. Francis-by-the Sea, Bogue Banks, and Chair of the Capital Campaign Committee. Mr. Ragsdale advised that two years ago, the results of a survey which was commissioned by and received by the Trinity Board of Management examined every element of Trinity and gave a projection of the useful life of every element and the cost of repair, maintenance or replacement of those items.

Following a discussion about that on the floor of the Convention, the Convention asked the Executive Council to seek a means of conducting a feasibility study for the Capital Campaign. It was quickly learned that a feasibility study does not mean is it feasible to have a campaign but what is a reasonable and feasible goal for a campaign. Following the Convention, the Executive Council interviewed several firms and employed an internationally known firm and they conducted a feasibility study and as a result of that, a minimum goal of six million dollars was arrived at for the Capital Campaign, one million of which is to be given to Trinity immediately to take care of long deferred and critically needed maintenance items and five million dollars is to go into an endowment fund to be administered by the foundation, the income from which would be used to take care of the long-term maintenance items at Trinity. Several people then commented on their positive experiences at Trinity Center.

Bishop Daniel then asked the members of the Capital Campaign Committee to stand and be recognized as follows: Mrs. Nancy Broadwell, Holy Trinity, Fayetteville, Ms. Ellen Chance, Christ Church, New Bern, Mrs. Tess Judge, All Saints, Southern Shores, Jim Kyle, St. John's, Fayetteville, Mrs. Jane Martin, St. James, Wilmington, Brent Melton, Christ Church, Elizabeth City, The Rev'd Mark Powell, St. Andrew's, Wilmington, Mrs. Cheryl Taft, St. Paul's, Greenville, and Carl Ragsdale, St. Francis by the Sea, Bogue Banks.

Bishop Daniel thanked the outgoing members of the Board of Trinity Center and asked them to stand. The outgoing members are The Rev'd John Frazier, St. Paul's in the Pines, Fayetteville, Mrs. Jan Hindsley, Zion, Washington, The Rev'd Stephen Mazingo, St. James, Wilmington, and Carl Ragsdale, St. Francis by the Sea, Bogue Banks.

Bishop Daniel then nominated the new members of the Trinity Board for a four-year term as follows: Ms. Nancy Brake, St. Paul's, Clinton, Mrs. Joyce Laughlin, Holy Trinity, Fayetteville, and The Rev'd Thomas Warren, St. Mary's, Kinston. A motion was made for confirmation, the motion was seconded, the members voted and the nominations were confirmed.

Ms. Marybeth Gay, Director of Camp Trinity, was asked to come forward and speak briefly to the members. Ms. Gay spoke about the benefits and the importance of Camp Trinity and thanked everyone for their support.

Bishop Daniel thanked the outgoing members of the Commission on Ministry as follows: The Rev'd Deacon John Gaskill, St. Andrew's, Morehead City, The Rev'd Canon Phil Craig, Greenville, and Charles Hannibal, St. Augustine's, Kinston, and then nominated the new members of the Commission on Ministry for a four-year term as follows: The Rev'd Mary Ogus, Chair, Beaufort, The Rev'd Eugene Carpenter, St. Stephen's, Goldsboro, The Rev'd Deacon Kay Swindell, St. Philip's, Holly Ridge, and Ms. Jacquelyn Warren, St. Mark's, Wilmington. Bishop Daniel also nominated Mr. Brett Jellerson, St. Andrew's, Morehead City, for a two-year term and The Rev'd Barry Kubler, St. Philip's, Southport, for a one-year term. A motion was made to confirm the nominations, the motion was seconded, the members voted and the nominations were confirmed.

Bishop Daniel introduced new clergy to the Diocese as follows: The Rev'd Deacon Anne Dale, St. Mary's, Gatesville and St. Peter's, Sunbury, The Rev'd Deacon Thomas Warren, St. Mary's, Kinston, and The Rev'd Joseph Running, St. Paul's, Clinton.

Bishop Daniel called upon Mr. Ray Tait, Christ Church, New Bern, for the report of the Episcopal Foundation. Mr. Tait spoke briefly to the members and advised that the Foundation through its prudent and sound investment policy has used the proceeds to further God's work. The Foundation's portfolio is approximately \$7,500,000.00. This past year, \$31,000.00 was granted to various parishes throughout the Diocese for non-recurring events which include such items as roof repair, handicap restrictions, storm damage and children's facilities. These programs are carefully monitored to ensure that the monies are spent as intended.

As a special note, Mr. Tait acknowledged the work of Frank Camp-Campins and Mrs. Cheryl Taft and in closing, he asked the members to consider making the Foundation a part of Wills, trusts or estates in an ongoing commitment to further the mission of the church.

Bishop Daniel announced the grants that have been made by the Foundation over the past year. St. Francis, Goldsboro, received \$5,000.00 to help re-pave the parking lot. St. Andrew's, Columbia, received \$10,000.00 to help build the parish house. Trinity, Chocowinity, received \$12,300.00 for roof repairs and Holy Innocents, Seven Springs, received \$17,000.00 for roof repairs.

Bishop Daniel gave his thanks to the outgoing members of the Board of the Episcopal Foundation as follows: Mr. Watson Barnes, St. James, Wilmington, Mr. Harry Douglas, Holy Cross, Aurora, The Rev'd Kevin Johnson, St. Peter's, Washington, Ms. Dencie Lambdin, Trinity, Lumberton, Mr. David Lindley, St. Mary's, Kinston, Dr. Orlando Stovall, St. Andrew's, Goldsboro, and Mrs. Cheryl Taft, St. Paul's, Greenville.

Bishop Daniel proceeded with the nomination and election of the new members of the Board of the Episcopal Foundation as follows: Ms. Annette Bryant, St. Andrew's, Goldsboro, Mr. Jordan

Whichard, St. Paul's, Greenville, Mr. Phillip Stine, Church of the Servant, Wilmington, The Rev'd Tom Rickenbaker, St. Paul's, Edenton, Ms. Jane Horrocks, Holy Trinity, Fayetteville, and Mr. Frank Hamilton, St. James, Wilmington. A motion to confirm the nominations was made and seconded, the members voted and the nominations were confirmed.

The Rev'd Michael Singer, St. Mary's, Kinston, and Chair of the Committee on Millennium Development Goals was asked to come forward and speak to the members. The Rev'd Singer advised that a check for \$100.00 will be given to each parish in the Diocese and asked that this \$100.00 be used to grow what each parish has been given. The Rev'd Singer encouraged the members to stop by the MDG table in the hallway for more information or perhaps to make a donation today. A gift of \$12.00 will save the lives of three people which is money well spent.

Bishop Daniel nominated the Trustees of the Diocese as follows: The Rev'd Thomas Barnett, St. John's, Wilmington, and Ms. Jo Anne Kilday, St. Andrew's, Morehead City. A motion to confirm the nominations was made and seconded, the members voted and the nominations were confirmed.

Mr. Dick Archie, Parliamentarian, was then asked to come forward for the vote on the Constitution and Canons. Mr. Archie, as Dispatch of Business, discussed how to debate on the Constitution and Canon changes, the Treasurer's Budget Report and the resolutions. Each time that one of these items comes up, after the item is introduced, the Bishop will allow an opportunity for debate. Each speaker will have two minutes to speak and Canon Stockard will keep track of the time. Also, if you are in line to make a comment and someone else makes the same point, you should allow them to be your proxy.

As Chair of Constitution and Canons, yesterday Mr. Archie introduced several proposed Canon changes and now moves for the adoption of Constitution and Canon change 2012.01 which is a change to Canon Title I, Canon 8-4. The motion was seconded, there was no discussion, the members voted and the motion was carried.

Mr. Archie then moved for the adoption of Canon change 2012.03 which is a proposed change to Title I, Canon 11-4. The motion was seconded, there was no discussion, the members voted and the motion was carried.

Mr. Archie then moved for the adoption of Canon change 1012.04 which is a proposed change to Title II, Canon II.4.11. The motion was seconded, there was no discussion, the members voted and the motion was carried.

Bishop Daniel asked the members of the Sloan River Project to stand and introduce themselves and each member did so. Bishop Daniel expressed his deepest thanks for himself and those at the Convention for the musical gifts they have shared at Convention.

Bishop Daniel then asked Bishop Marray to come forward and give the report of the Bishop Assisting. Bishop Marray advised that his report will be given by the Albemarle Deanery Representatives who are The Rev'd John Bonner, Dean of the Albemarle Deanery and Rector of Holy Trinity, Hertford, and Ms. Susan McRae, Holy Trinity, Hertford, and asked them to come forward.

The Rev'd Bonner started off by stating that at the 128th Convention, they were charged with the opportunity to serve and lead forward in the Mission Cooperative a strategy for healthy congregations and they agreed to lead this work as a road map for the other four deaneries of the Diocese. This is a special calling to us as Episcopalians and each parish has unique contributions to make for the common good for the Body of Christ.

The work of Mission Cooperative has been very challenging and yet it has been energetic and galvanizing and it has enriched their congregation and renewed their enthusiasm for the work that the Lord has placed before them. They have traveled and met with every congregation in the deanery at the local level and respected their views and their concerns about the direction of our deaneries.

It has been rewarding, exciting and spirit-led this year and from his perspective, Mission Cooperative is a working model and plans have been made for 2012 that are ambitious and invigorating and progressive and very fellowship oriented. It has been a great year. The Rev'd Bonner then asked Ms. Susan McRae to speak to the members.

Ms. McRae stated that while she had found it difficult to envision what the deanery was being tasked with, she has come to learn that they have been tasked to get to know one another. To accomplish that end, they started meeting at Christ Church in Elizabeth City and listened to the people and began to hear stories about what was happening out in the deaneries and thought of ways to help them. Ms. McRae then outlined the various activities that were undertaken in this endeavor and proposed plans for the future. Bishop Marray asked the members of the Albemarle Deanery who are participating in Mission Cooperative to stand and be recognized.

Ms. Martha Clark, Holy Trinity, Fayetteville, President of the Episcopal Church Women, was asked to come forward and speak to the members and give the Church Periodical Club Report. Ms. Clark thanked Bishop Daniel and the Diocesan staff for their continued support. With everyone's help, the Diocese has raised enough money to fund twenty-one scholarships in the current year and they are working to beat the total of twenty-four from last year and hope to raise enough to reach the goal of twenty-eight. Ms. Clark then presented two \$400.00 checks to Seminarians Caleb Lee, Senior, VTS, and Daniel Stroud, Junior, VTS.

Ms. Sandra Garrison, St. John's/St. Mark's, Grifton, was asked to come forward and give her report on the UTO. Ms. Garrison advised that the UTO ministry reaches around the world in the

form of grants which are awarded each year. It is the goal of the national board to reach three million in Diocesan offerings yearly. In 2011, the offerings reached 1.5 million nationally with a total of 1.6 million granted. In the Diocese of East Carolina, the offerings in 2010 totaled \$28,450.00 and fell to \$23,986.00 in 2011.

Mrs. Debbie Luke then came forward to speak about the Acolyte Festival for the Diocese of East Carolina. Mrs. Luke asked all those who participated in the festival in anyway to stand and be recognized. In early May, around two hundred acolytes from seventeen parishes across the Diocese of East Carolina and the other two Dioceses in Virginia gathered for the Second Annual Acolyte Festival. This year, the festival will be held on April 27th and 28th at St. Andrew's by the Sea, Nags Head, and she encouraged everyone to attend and celebrate this ministry.

Following a brief recess, Bishop Daniel asked Mrs. Tess Judge, All Saints, Southern Shores, and Treasurer, to come forward and present the 2012 Proposed Budget on behalf of the Finance Committee. Mrs. Judge asked for and was granted a point of personal privilege and shared that she is a recipient of a lot of the energy that Mrs. Luke spoke about regarding the Acolyte Festival. Mrs. Judge then asked for a motion to adopt the 2012 Ministry Budget, Version 2. A motion was made and seconded and following a comment by The Rev'd John Frazier, St. Paul's in the Pines, Fayetteville, regarding support of the Campus Ministry, the members voted and the 2012 Proposed Budget was adopted.

The Rev'd Mary Reese, St. Andrew's, Goldsboro, was then asked to come forward and give the Report of the Anti-Racism Committee. The Rev'd Reese advised that the Commission is very excited about the developments in 2011 and looks forward to 2012. The Anti-Racism Commission extended special thanks to Jimi Paderick of the Diocesan Office for facilitating the inclusion of the Seeing the Face of God in Each Other workshop on the Diocesan calendar. There will be one workshop per deanery per year and this is exciting because it gave the Commission the structure within which to carry out its ministry and it gives Diocesan and parish clergy and lay leadership a tool to choose the workshop that best fits his or her schedule. Three workshops were conducted in 2011 with a total of sixty-three individuals attending.

The Commission focused on the evaluations submitted by workshop participants and valued the encouraging remarks along with the constructive criticism because both energized the Commission to enhance the presentation of the workshops as the year progressed and due to some improvements in the registration process, letters of participation will be sent out in a more timely manner.

The Rev'd Reese then introduced the Commission members as follows: Mr. Charles Hannibal, Co-Chair, and in his absence, The Rev'd Bonnie Clark is the Interim Co-Chair. The other members are The Rev'd Bob Hudak, St. Paul's, Greenville, The Venerable Archdeacon John

Gaskill, St. Andrew's, Morehead City, Ms. Linda Hayden, St. Mary's, Burgaw, The Rev'd Deacon Barbara Houston, St. Mary's, Kinston, The Rev'd Deacon Henrietta Williams, St. Philip's, Southport, Ms. Dionne Johnson, St. Andrew's, Goldsboro, The Rev'd Mary Frances Curns, St. Anne's, Jacksonville, and The Rev'd John Frazier, St. Paul's in the Pines, Fayetteville.

Bishop Daniel then asked The Rev'd John Frazier to come forward and present this year's resolutions for adoption. The Rev'd Frazier advised that Resolution #9 has been withdrawn and there is a new Resolution #14 which is a thanksgiving resolution.

RESOLUTION #1: For Structural Reform of The Episcopal Church to be submitted to the 77th General Convention. The Rev'd Frazier moved for its adoption. The motion was seconded, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #2: Implementation of the Denominational Health Plan in the Diocese of East Carolina. The Rev'd Frazier moved for its adoption. The motion was seconded and following brief discussion, there was a motion to vote by orders. The motion was seconded, the members voted and the motion to vote by orders was carried. Following further discussion, a motion was made to lay this resolution on the table until the vote was taken on Resolution #13. The motion was seconded, the members voted and the motion was carried.

RESOLUTION #3: Study Constitution Article IV.3 Delegates to Diocesan Convention. The Rev'd Frazier moved for its adoption. The motion was seconded, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #4: In Thanksgiving for the Life and Ministry of Ruby Aytch Siler (January 26, 1932-October 9, 2011). The Rev'd Frazier moved for its adoption. The motion was seconded and following a comment to correct a minor error, the members voted and the resolution was adopted.

RESOLUTION #5: Against Amending the North Carolina Constitution. The Rev'd Frazier moved for its adoption. The motion was seconded and following lengthy discussion for and against, the members voted and the resolution was adopted.

RESOLUTION #6: In Thanksgiving of the Ministry of The Venerable Joy Morgan Doshier. The Rev'd Frazier read the resolution and moved for its adoption. The motion was seconded, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #7: In Thanksgiving for the Ministry of The Rev'd Antonio Rojas. The Rev'd Frazier read the resolution and moved for its adoption. The motion was seconded, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #8: In Thanksgiving for the Ministry of The Rev'd Canon C. Phillip Craig, Sr. The Rev's Frazier read the resolution and moved for its adoption. The motion was seconded, there was no discussion, the members voted and the resolution was adopted. A copy of the resolution will be sent to The Rev'd Canon and Mrs. C. Phillip Craig, Sr.

RESOLUTION #9: On Reaffirming Opposition to Constitutional Amendments that Prohibit Same-Sex Civil Marriage or Civil Union. The Rev'd Frazier advised that this resolution has been withdrawn.

RESOLUTION #10: On Further Consideration of the Denominational Health Plan by the 77th General Convention of the Episcopal Church. The Rev'd Frazier moved for its adoption. The motion was seconded, there was no discussion, the members voted and the resolution was adopted.

RESOLUTION #11: Implementation of the Recommendations of the Ad Hoc Committee on Parish Viability. The Rev'd Frazier moved for its adoption. The motion was seconded and following lengthy discussion, the members voted and the resolution was adopted.

RESOLUTION #12: In Thanksgiving for the Ministry of The Rev'd Timothy Dols. The Rev'd Frazier read the resolution and moved for its adoption. The motion was seconded and then Ms. Jillian Flom from the Episcopal Campus Ministry in Wilmington requested a friendly amendment to the resolution to add the names of Russell Carson and Sarah Johnson to the Episcopal Campus Ministry signers. Bishop Daniel asked that the amendment be put in writing and submitted to the Secretary of Convention. The members then voted and the resolution was adopted.

RESOLUTION #13: On Implementing in the Diocese of East Carolina Denominational Health Plan Mandated by Resolution 2009-A177 of the 75th General Convention which was amended to the 76th General Convention. The Rev'd Frazier moved for its adoption. The motion was seconded and following brief discussion, a motion was made to amend the phrase single-member coverage to single plus one coverage. The motion was seconded, the members voted and the amendment failed. Following further discussion, a motion was made to vote by orders. The motion was seconded, the members voted and the motion to vote by orders failed.

Following further discussion, Bishop Daniel recessed the Convention for lunch at 12:15 P.M. The Convention was reconvened at 1:00 P.M., at which time Mr. Brewster Brown, All Saints, Southern Shores, moved for an amendment to Resolution #13. The first change would be in the first paragraph and it would read "The Diocese of East Carolina and parishes" and delete "missions and other ecclesiastical organizations and bodies subject to the authority of the Diocese in accordance with the following principles" and add a sentence which would exempt the daycare facilities or institutions to participate in this but they would still be required to get

a quote on participation. The motion was seconded, there was brief discussion, the members voted and the amendment failed. There being no further discussion, the members voted on the resolution.

While the votes were being counted, The Rev'd Michael Singer, St. Mary's, Kinston, asked for and was granted a point of personal privilege. On behalf of the Vestry of St. Mary's Church in Kinston, The Rev'd Singer asked that the Chair direct the Committee on Constitution and Canons to present a canonical change to next year's Convention that would allow for absentee ballots at the annual parish meetings. Bishop Daniel stated that the Committee would be asked rather than directed to study the matter and report to the Convention.

Bishop Daniel announced that the votes have been counted regarding Resolution #13 and the resolution failed by a vote of 81 for and 123 against.

Mr. John Fricker, All Saints, Southern Shores, came forward and made a motion to amend Resolution #2 as follows: In Paragraph 1, delete the second sentence. The motion was seconded and Mr. Fricker commented that his purpose is to attempt to modify Resolution #2 to offer as minimal coverage single-member health care insurance to all employees on a parity basis. Consistent with that intent, there is no purpose in having the second sentence in Paragraph 1. There was brief discussion and Mr. Fricker withdrew his previous amendment and moved to amend Paragraph 2.a. to read "All eligible clergy and lay employees working full time (30 or more hours per week) will be offered single-member health care insurance as follows: a. 100% of the premium for the minimum medical coverage offered to eligible clergy and lay employees in the Diocese will be paid for the single-member High Deductible Health Plan (HDHP)." This should be put in writing and submitted to the Secretary of Convention. While this is being done, Bishop Daniel asked The Rev'd Frazier to proceed with Resolution #14.

RESOLUTION #14: In Thanksgiving for the Life and Ministry of William H. Brake (February 2, 1942-January 28, 2012). The Rev'd Frazier read the resolution and moved for its adoption. The motion was seconded, there was no discussion, the members voted and the resolution was adopted.

Mr. Fricker then read his proposed amendment to Paragraph 2.a. "All eligible clergy and lay employees working full time (30 or more hours per week) will be offered single-member health care insurance as follows: 100% of the premium for the minimum medical coverage offered to eligible clergy and lay employees of the Diocese will be paid for the single-member High Deductible Health Plan." Following lengthy discussion and clarification, the question was called and the members voted on the proposed amendment to Paragraph 2.a.

Bishop Daniel then asked The Rev'd Mark Powell, St. Andrew's On-the-Sound, Wilmington, to come forward and present the report of the Companion Diocese. The Rev'd Powell spoke about

what has been done, what is being done and what is projected to be done in the future. It all starts with prayer and continues with prayer. The Rev'd Powell outlined the various activities that have taken place and will be ongoing and invited everyone out of the shadow to live at full volume and live wide open to the possibilities in this wonderful and fruitful ministry.

It was announced that the vote on the amendment to Paragraph 2.a. of Resolution #2 was a tie so it did not pass and the amendment failed.

While the vote by orders on Resolution #2 was being conducted, Bishop Daniel asked Mr. David Abbott to come forward. Mr. Abbott, on behalf of the Convention Committee, asked for a motion that the 130th Convention of the Diocese of East Carolina be held again at the New Bern Convention Center on February 8 and 9, 2013. The motion was made and seconded, there was no discussion, the members voted and the motion was carried.

In Mrs. Jacobs' absence, Richard Archie, Parliamentarian, came forward and advised that the Committee on Elections has nominated The Rev'd Canon Matthew Stockard as Secretary of the 130th Convention. A motion was made to elect The Rev'd Canon Matthew Stockard by acclamation. The motion was seconded, the members voted and The Rev'd Canon Matthew Stockard was elected by acclamation.

Mr. Archie advised that Mrs. Joan Geiszler-Ludlum, Church of the Servant, Wilmington, has been nominated as Chancellor for the coming year. A motion was made to confirm Bishop Daniel's nomination. The motion was seconded, the members voted and Mrs. Joan Geiszler-Ludlum was elected.

Bishop Daniel then nominated Mr. Richard Archie, St. Mary's, Kinston, as Vice-Chancellor for the coming year. A motion was made to confirm the nomination. The motion was seconded, the members voted and Mr. Archie was elected.

Mr. Archie then nominated Ms. Mamre Wilson, St. Paul's, Beaufort, for the office of Historiographer. A motion was made and seconded and Ms. Wilson was elected by acclamation.

Mr. Archie then nominated Mrs. Tess Judge, All Saints, Southern Shores, for the office of Treasurer. A motion was made and seconded, the members voted and Mrs. Judge was elected by acclamation.

Bishop Daniel then appointed the members of the Convention Committee for the 130th Convention of the Diocese of East Carolina as follows: Mr. David Abbott, Chair, St. James, Wilmington, Mrs. Susan Holmes, St. Timothy's, Greenville, The Ven. Joy Doshier, Archdeacon, non-parochial, of New Bern, Mrs. Janet Heath, Emmanuel, Farmville, Mr. William Wheeler, St. Philip's, Southport, The Rev'd Joseph M. Browne, III, Liturgical Commission Chair, Trin-

ity, Chocowinity, The Rev'd Canon Dr. Peter Stube, Christ Church, New Bern, Mrs. Delle Curry, Christ Church, New Bern, Mr. Alex Russell, St. Andrew's, Morehead City, and Ms. Mamre Wilson, St. Paul's, Beaufort.

Bishop Daniel then asked The Rev'd Gerald Blackburn, Chair of the Committee on the Bishop's Address, to come forward and give his report. The Rev'd Blackburn asked the other Committee members to stand and he introduced them as follows: Ms. Sarah Davis, St. Thomas, Ahoskie, Ms. Barbara Lassiter, St. Peter's, Sunbury, Mr. Caleb Lee, Seminarian, St. James, Wilmington, and The Rev'd Eric Zubler, Rector, St. Thomas, Bath.

The Rev'd Blackburn stated that Bishop Daniel in his 15th year has reminded us that our first word as Christians is always a word of thanksgiving for God's abundant grace and mercy in the midst of the joys, the complexities and the challenges of discipleship. The members of the Committee on the Bishop's Address for the 129th Convention want to say that they are thankful for Bishop Daniel and his consistency in calling us by word and example to stay centered in the gospel and remain faithful to the message even if it means that we, like Jesus, are sometimes misunderstood and unsuccessful at least in the world's ways of measuring success.

In that spirit, Bishop Daniel's Address has helped us step back and take a larger view of the momentous decision in regard to how we structure and go about our lives and mission as the Episcopal Church in our local congregations and in the Diocese.

There are some pressing decisions that must be made in 2012 which will impact how we as a church do mission in our Diocese and throughout the Episcopal Church. These include deciding on how to implement the health plan and joining other Dioceses in addressing the need for a major change in the structure and strategy of the Episcopal Church.

In closing, The Rev'd Blackburn gave thanks to Bishop Daniel, Bishop Marray, Canon Stockard, all Diocesan staff and clergy and lay who are working to do the work of Christ in East Carolina and beyond.

Bishop Daniel announced that Resolution #2 has failed by a vote of 31 for and 33 against. A necessary resolution has not been adopted on the implementation of the Denominational Health Plan and, therefore, the decision will fall to the Executive Council.

Bishop Daniel called upon Ms. Lisa Richey, Grace Church, Whiteville, for the report of the Committee on Courtesy. Ms. Richey stated a resolution that the 129th Convention express its gratitude to the historic parishes of New Bern, for all of the churches in the Trinity Deanery and all those who made this Convention a success.

Bishop Daniel thanked Mr. Peter B. Ruffin, III, for his help over the years and there being no further old or new business, following Closing Prayers, Bishop Daniel adjourned the 129th Annual Convention of the Diocese of East Carolina at 3:00 P.M. on Saturday, February 4th, 2012.

Respectfully submitted.

Peter B. Ruffin, III, President

AURELIA RUFFIN & ASSOCIATES, INC.

**The Bishop Diocesan's Address
to the 129th Convention of the Diocese of East Carolina
February 3, 2012**

INTRODUCTION: 2011 was quite a year for weather here in East Carolina: snowstorms, drought, tornadoes, a hurricane and even an earthquake. I was in my office when the earthquake happened. After the building stopped shaking, I heard a voice in the hall saying, "Bishop, what are you doing in there?" Can nothing happen without the Bishop's involvement?

2011 also brought its share of global unrest with faltering economies, peaceful and not so peaceful national revolutions in parts of the world, a continuing war in Afghanistan, a difficult economy and joblessness for many in our own nation along with the growing gap between the wealthiest 1% and everyone else in this nation, and increasing poverty among the most vulnerable: children and the elderly.

That pretty much also describes the world Jesus came to save: a world in which the bad comes along with the good, promise is tempered by betrayal, faithfulness tarnished by failure. The world is what it always has been: messy, fractured, tragic, noble, comic. The Good News we are called to proclaim as Christians living out God's mission in the world is that God does not avoid the complexity, disdain the messiness or run away from the realities or difficulties of life on this planet. God does not sidestep hope because there is despair. God does not deny joy because there is sadness. God does not avoid loving because there is hatred. When God came to occupy this earth in the person of Jesus, God meant to occupy all of life and not just parts of it. There is no sidestepping allowed in God's movement into life in this world, including your life and mine. In the words of the First Letter of Peter: "You are to speak as one speaking the very words of God and to serve with the strength God provides."¹ What words are we to speak and how are we to serve as followers of Jesus, as congregations and as a Diocese seeking to serve as effective witnesses to God's world and God's people in 2012?

Our first word as Christians is always a word of thanksgiving. Thanksgiving for the abundance God continually lavishes on us and the world God has made. Part of God's abundance is the people whose presence in our life blesses us: family, friends and co-workers. I am always thankful for my family and for my wife Anne. I am thankful for an incredibly vital diocesan family. I am thankful for wonderful lay and ordained leadership who lead so ably in pursuing our ministry as a diocesan family. For an incredibly wonderful staff, for Bishop Marray and Canon Stockard. And a special thanks for two faithful servant leaders who now retire from diocesan service, Canon Phil Craig and Archdeacon Joy Doshier.

¹ *I Peter 4:11, New Revised Standard Version*

IMPORTANT DECISIONS WE WILL BE MAKING IN 2012: 2012 is a year in which we are being called on to make some momentous decisions in regard to how we structure and go about our life and mission as The Episcopal Church (TEC), our local congregations and as a Diocese.

First, at this Convention, we will be crafting and voting on a resolution that will determine how we implement the Denominational Health Plan (DHP) as adopted by General Convention. This plan will, in accord with our Baptismal Vows² help bring parity in benefits for lay and ordained workers in the Church. This will be a transition with some discomforts as established patterns are adapted, but I am confident that this is the correct course for us. I have also learned this year that many of the worries we are hearing now around the DHP were also voiced when the Church Pension Fund (CPF) was established about a century ago. Here we are 100 years later, thankful for the blessing the CPF continues to be for the health and welfare of both lay and ordained workers. We will pray and talk our way through this transition as formal implementation begins a year from now and no doubt will continue over several years.

Second, we have before us at this Convention a resolution already been passed by a number of diocesan conventions beginning last October. The resolution calls on this summer's General Convention to create "...a Special Commission on Missional Structure and Strategy to study and propose a plan for reforming [this Church's] structure, governance and administration to facilitate faithful engagement of Christ's mission..." TEC last underwent a major restructuring in the early 1900s when General Convention directed that the structure of the Church be organized along the lines of a "modern corporation" with departments and managers and a Presiding Bishop who would henceforth be elected and function as the Chief Executive Officer. That model is still in place today. The goal of the proposed restructuring called for in the resolution before us is to enable TEC to pursue God's mission in this century more effectively, efficiently and energetically. The Church of the 21st Century will look different from the Church of the 20th Century and will face different challenges and opportunities requiring a more flexible structure. But then today's Church looks very different from the Church of the 18th Century or the 11th Century. The Church is a living body, always changing and adapting as it proclaims the eternal and unshakable truths of God's love and redemption. Organizational structures must change from time to time in order to retain effectiveness and no structure is an end in itself. Any structural change in the Church should serve only to invigorate the Church and liberate energy for mission. I pray that it will be so in this moment.

CONGREGATIONAL LIFE: VULNERABILITY, VISION AND VITALITY: 2012 is a year of transition for us on various fronts: DHP, consideration of reforming the structure of the Church. As a Diocese, we are also in transition around how we organize ourselves most effectively for mission. Let me describe to you some issues we are facing in congregational life using three words: vulnerability, vision, vitality.

2 *The Book of Common Prayer, pages 304-305*

First, vulnerability. Our basic pattern of organizing for local congregational ministry has been (and this is true for much of TEC) what I call “the English village model.” (EVM) The EVM assumes several things: a stable or growing population in the town or village; the parish church being integral to village life; and a full-time rector/vicar. This model has served this Church well through the years and continues to serve well as long as the conditions are met: a growing population in the community, the parish church remains the nexus of social and spiritual life, and there are sufficient funds to support a full-time priest. But the world around us is changing. Many of our towns and villages in East Carolina have a static or declining population. I have so often heard in my travels: “Bishop, we’re afraid for our congregation’s future. We need more young people but many of them are leaving. Our congregation is aging and our town is not growing. Our finances are stretched and we’re worried that when our rector leaves, we won’t be able to afford the cost of a full-time priest. What are we to do?” That’s how the anxiousness of seeing a trusted and treasured way of being church sounds when it begins to change. There’s no doubt about the faithfulness of the congregation, or their love of the church or their desire to continue to witness and serve in Jesus’ name. But, as the old hymn says, “...new occasions teach new duties...”³

Sometimes we in the church confuse “success” with “faithfulness.” The Church is not called to be successful as the world measures success. The Church’s success is measured by faithfulness: faithful worship, faithful witness, faithful service to a world in need; generous hospitality; vital prayer; Biblical stewardship (10% of income); flexibility and adaptability in finding new ways to serve. When I talk with a Vestry and hear the worries about money or congregational size, I have learned to say, “Well, I know you feel vulnerable and worried. What I perceive is that you are having trouble with letting go of one vision for your congregational life and struggling to gain a compelling vision for a shape of ministry and mission that is viable and energizing.” In many cases, this new vision means congregations are going to have to share with one another: share resources, share clergy, share leadership.

Let me tell you about some ways we as a Diocese are already rising to engage new visions for congregations and new patterns of mission and ministry. Bishop Marray has been at work in the area of small congregations in new and fruitful ways, and you will hear about some of that fruitful work tomorrow.⁴ Our commitment as your bishops is that every congregation which has adequate organization under the canons, faithful members - be they few or many - and is committed to serving the needs of the community in which the congregation is situated is a viable congregation.

3 James R. Lowell, “Once to every man and nation” (poem, 1845)

4 A small congregation is defined as having an Average Sunday Attendance (ASA) of fewer than 60. This describes more than half of the congregations of our Diocese.

The lingering question is not about viability. We have identified the standards for a sufficiently organized and viable congregation as described in our Diocesan Canons: an Annual Parochial Report, an annual audit or parish financial records, sending delegates to Convention and a pledge of at least 10% of parish income to Diocesan ministry and mission. The lingering questions I hear so often are about sustainability: “How can our congregation get along without a full-time rector?” “We have trouble paying our bills, how can we pledge 10% to our Diocese?” The answer lies in prayerfully finding new ways of organizing congregations for mission and sharing resources with one another. There is no denying that many of our congregations, some in rural communities and others within larger cities must re-learn the art and gift of mutual and collaborative community; the forging of natural congregational alliances for support and sharing of resources, including clergy. Some have already started down this path, and the results are encouraging and energizing - I think of St. James, Wilmington, and its collaboration and sharing of resources with St. Mary's, Burgaw. I think of St. Christopher, Elizabethtown, and its beginning conversations with Trinity Church, Lumberton, along the same lines. This is the opposite of the parochialism that haunts TEC. Parochialism says, “We are self-sufficient and successful. Leave us alone.” Christian faith says, “We are not our brother's keeper, but we are our brother's brother. How can we best serve rather than being served?”

In this year, Bishop Marray and the Department of Mission and Development will move ahead in an energetic approach to broaden the conversation and the scope of this way of being a community of faith in solidarity with our brothers and sisters, rather than an archipelago of isolated entities. And here are the questions and the conversation I envision as we embark on this path: First, an honest assessment of the life of the town or area in which the congregation is situated and a prayerful asking of the Spirit to guide in discerning to what ministries the congregation is called; Second, a pledge of at least 10% to our Diocese; Third, to begin to forge natural alliances of prayer and sharing of resources, including clergy and lay leadership with nearby congregations. This is not a magic formula, and no one has a magic wand to wave. But here is a way in which we might move ahead as a body by doing what Scripture calls us to do: “Bear one another's burdens, and in this way you will fulfill the law of Christ.”⁵

THE AD HOC COMMITTEE REPORT: At last year's convention, I asked the Standing Committee to undertake a study of several congregations that were perceived to lack sufficient organizational viability under our Canons.⁶

5 *Galations 6:2, New Revised Standard Version*

6 *Those congregations are: Holy Cross, Aurora; Holy Innocents, Avoca; St. Mary, Belhaven; St. John the Evangelist; All Saints, Fairfield; St. Martin, Hamilton; Christ, Hope Mills; Grace, Lewiston; St. Mark, Roxobel; St. John, Sladesville; St. Barnabas, Snow Hill; St. Paul, Washington*

The Standing Committee has visited all of these congregations, evaluated the current status of the congregation (if any), the state of the property, and has considered what potential for renewal or growth there might be in that setting. This committee, made up of members of the Standing Committee, the Trustees and the Executive Council has done a most thorough job, and I commend and thank them.⁷

I report all of this to you in fulfillment of Diocesan Canon II.6.1.⁸ Tomorrow, the Standing Committee will present for the Convention's consideration and possible action a resolution based on their findings and evaluations.

YOUTH AND UNIVERSITY & CAMPUS MINISTRY: I thank God for Emily Gowdy Canady, our Diocesan Program Officer for Youth, University & Campus Ministry, and for the energy and organization she has brought to this critical piece of our Diocesan life and ministry. I thank God for Debbie Luke (St. Andrew's-by-the-Sea, Nags Head) for her leadership in the now annual spring Acolyte Festival. I thank God for the continuing ministry of Happening for our teenagers, and for Cookie Cantwell's (St. James, Wilmington) leadership in that good ministry and for Kim Willis (St. Paul, Edenton) and her leadership in New Beginnings.

Thank God for all the young folk who are here at this Convention!

Emily has spent much energy in this past year rethinking and reorganizing our University & Campus Ministry, including a forming Task Force on University & Campus Ministry. With thanks for what has gone before, we are well on the way toward revitalizing and restructuring University & Campus Ministry. A special thanks to St. Paul's, Greenville and Church of the Servant, Wilmington for their hosting of this good and important ministry.

SAVING TRINITY CENTER: I believe all of us agree that our beloved Trinity Center is the spiritual heart of our Diocese and embodies the very spirit of hospitality and mission that Jesus calls us to extend to our communities and the world. Sometimes I think of Trinity Center as a mother to all who visit that blessed place. We drive into the Center and are embraced with peace and serenity. We are served comforting and nourishing food. We sleep in comfortable beds, we splash in the water, meet friends, pray and learn at our mother Trinity's board. It is a lovely picture and it is a true picture. The only trouble with the picture is that MOTHER IS FALLING APART.

⁷ *Members of the Ad Hoc Committee: The Rev'd Jim Horton (Advent, Williamston), Ms. Pat Polk (Grace Plymouth), Mr. Brian Buss (St. John, Wilmington) (Standing Committee), The Rev'd John Pollock (St. Andrew, Morehead City) (Trustee), and The Rev'd John Bonner (Holy Trinity, Hertford) (Executive Council).*

⁸ *Canons of the Diocese of East Carolina (2011), Title II Canon 6 Section 1: "When in 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 judgement shall be reported to Convention, which shall thereupon take such action as may seem good."*

More than twenty years ago, this Diocese responded to God's call with a bold vision to build Trinity Center. Some said it could not be done, some said it should not be done. But it was done and the fruit that has been born of that bold decision has been rich and bountiful. Thank God for the leaders and visionaries of that generation who did what God called them to do!

St. Francis of Assisi wrote a prayer that includes these words: "I have done what was mine to do. Now you must do what is yours to do." Just as the earlier generation in this Diocese did what was theirs to do in building Trinity Center, now you and I in this generation are being called to do what is ours to do: To save Trinity Center from physical deterioration and decline.

What we have learned spiritually over the 20 years of the life of Trinity Center is that there is a great hunger for the hospitality offered there in the name of Jesus. What we have learned financially over those same years is that while Trinity Center can support adequate staff and program through income from those who come to Trinity Center, another source of income must be established to do the continuing maintenance on a facility that is exposed to the corrosive effects of a marine environment as well as constant and daily use by tens of thousands of people over the course of each year.

To that end, a feasibility study was undertaken over the last year and that study indicates that there is sufficient support and enthusiasm for Trinity Center to establish a fund in the Diocesan Foundation (endowment) the interest from which will be able to support the ongoing maintenance needs. We will hear more about this tomorrow from Carl Ragsdale (St. Francis-by-the-Sea, Bogue Banks) who has led his committee through a year of preparation and planning in a strong and capable way.

Join me in praying that God fills us in this generation with the same spirit of generosity through which Alice Hoffman was moved to give 62 acres of land on Bogue Banks to our Diocese. Join me in praying that in this generation we are moved by God's Spirit to rise to the call in the same way that our forebears did. And pray that in answering God's call by following their bold example, we will do the work we are given to do in this generation - to save Trinity Center - so that we might hand it on to coming generations with the words "We have done what was ours to do."

Brothers and Sisters, let us rise up with boldness and confidence as we hear and follow God's call to us in our day. Let us thank God for the abundance with which we are blessed and provisioned for our ministries. Let future generations say of us, "They did what was theirs to do in their day." And then let those future generations do what they will be given to do in their generation, building on the firm foundation of God's love and the work of those who have come before. Amen.

Response from the Committee on the Bishop Diocesan's Address

Bishop Daniel, in this fifteenth year of your episcopacy, you have once again reminded us that our first word as Christians is “always a word of thanksgiving” for God’s abundant grace and mercy in the midst of the joys, the complexities, and the challenges of discipleship. We, the members of the Committee on the Bishop’s Address for this 129th Convention, want to say at the outset of this response that we are thankful for you and your consistency in calling us by word and example to stay centered in the Gospel and to remain faithful to its message even if it means that we, like Jesus, are sometimes misunderstood and unsuccessful – at least in the world’s ways of measuring success.

In that spirit, your address to this Convention has helped us step back and take the larger view of the “momentous decisions in regard to how we structure and go about our life and mission as The Episcopal Church (TEC) in our local congregations and as a diocese.” In formal and informal conversations during this weekend’s Resolution Hearings, in the Legislative Sessions, in the passage-way bump-into chats, and in the remarks around our meeting tables – indicate that most delegates and others present at this year’s Convention agree that there are some pressing decisions that must be made in 2012 which will impact how we as a Church do mission in our diocese and throughout TEC as we live into our baptismal covenant of service and blessing. These include, but are not limited to, (1) deciding how we as a diocese will implement the Health Plan for church employees as called for by General Convention three years ago; and (2) joining other dioceses in addressing the need for a major change in the structure and strategy of TEC – something that was last done in the early 1900s.

In both of these significant areas you have wisely challenged us to think beyond our comfort zones and to ask the hard and necessary questions such as: How should the Church of the 21st century do mission in order to effectively embrace the Gospel in a fast-changing world that desperately needs the Gospel vision to show us how best to live? What structural changes need to be made to effectively “invigorate the Church and liberate energy for mission” here in the Diocese of East Carolina and throughout TEC?

Your address helpfully called upon us to consider how we as a diocese can best face the issues in front of us by way of three words: “vulnerability, vision and vitality”. You have reminded us that more than 50% of the 70-plus congregations in our diocese fit the designation of “small congregations”, i.e., those with an average Sunday attendance of fewer than 60 people -- and the unique challenges and opportunities for creative ministry this presents, yes, requires if we are to effectively care for God’s people. We hope and pray that transition and change will be based on models of mission and sharing, as you put it, “in mutual and collaborative communities.” Indeed, “all boats rise” when churches of our diocese work in association with each other and not just focus upon our own local congregation’s work and needs.

We support your wise decision at last year's convention to exercise your responsibility under the Canons of the Diocese of East Carolina (Title two, Canon six, Section one) which tasked the diocesan Standing Committee, the Trustees and the Executive Council to visit and study those congregations that were perceived to lack sufficient strength to sustain viable organizational ministry. This kind of leadership decision is necessary yet not without pain for you, or for any of us. We commend your dedication not to ignore this part of your ministry on behalf of the diocese.

We agree with you that Trinity Center is crucial to the ministry of our diocese. Its annual children's, youth, adult and senior adult programs; its conducive environment for personal and vestry retreats; as well as for clergy, deacon, lay, ECW, Commissions on Ministry discernment retreats, Cursillo, Happening and other conferences and events, make it vital to the spiritual health and mission vitality of our diocese. We concur that "saving Trinity Center" not only for our current use, but for the generations which follow, must be embraced now. We strongly join you in supporting the current capital fund efforts to save Trinity Center.

We commend your decision to continue addressing the challenges of the small churches as well as the medium and larger size churches. In that regard, we applaud your assigning Bishop Santosh Marray to intentionally work with the lay and priestly leadership in the more than 35 small congregations in our diocesan family. His Barnabas-like encouragement and guidance in the key areas of mission and development in these smaller churches are indeed bearing fruit. We believe that Bishop Marray's leadership style is very complimentary to yours and it is our prayer that going forward he, if all possible, will remain a key part of your diocesan staff-team. In other words, we hope that our churches, through your leadership, will find the necessary funding to keep him in the diocese.

Bishop Dan, we completely understand that time-constraint as well as prudence limits the number of things the annual Bishop's Address can possibly deal with in the areas of diocesan mission. However, there were a few areas we had hoped for inclusion in your remarks. These include but not limited to the following four areas:

First: We would like to have heard more about your vision for campus ministry beyond your statement that "we are well on our way toward revitalizing and restructuring University and Campus Ministry." Considering how much energy, emotion, and time was spent on Campus Ministry at the 128th convention last February and in the follow-on meetings and appeals for emergency funding, we would have liked for you to elaborate upon your thoughts regarding some of the specific steps now needed to rethink, reorganize and fund this vital diocesan ministry with and for our college students. At the same time we applaud the youth and young adult ministries which you facilitate by way of seeing that we fund and otherwise support Emily Gowdy Canady.

Second: In last year's address you called for new energy and focus upon ministry with the military individuals and families in the churches and communities within the diocese. You followed up with a Military Ministry Summit meeting which resulted in some guidelines for congregations. While those guidelines are now posted our newly revised diocesan website and hard copies were given to clergy (but not to lay?) when they picked up their convention notebooks yesterday, we had hoped to hear at least an underscoring of that missional initiative.

Third: We continue to celebrate and support Hispanic ministries in our diocese and are united in our deep appreciation for your leadership over the years in this work. Yet we are aware of some of the challenges of that ministry, not the least of which is the need for helping that community identify and prepare someone to work alongside our dear brother in Christ, the Rev'd Antonio Rojas. He, like the rest of us, is not growing younger in years and we wonder what counsel and vision you might share with us for finding an associate clergy-leader for that important work – someone who might resume pastoral leadership once Father Antonio retires?

Fourth: Bishop Daniel, you are faithful to encourage – yes, you expect -- vestries and congregations to be sensitive to and provide for the care of both clergy and lay leadership in order to foster spiritual and physical well-being. We are also aware of your own very demanding schedule in this diocese, in the House of Bishops, and your important bishop-leadership role in Province IV, not to mention your work with the bishop of our companion Diocese of the Dominican Republic. Bishop Dan, we urge you and Bishop Santosh, Canon Matthew and your staff to take care of your physical as well as spiritual health. This includes taking the allotted time for restful vacations days and also for periodic sabbatical relaxation and study time.

Bishop Daniel, we support you. Our first word in this response to your excellent Address to the Convention and our last word is our thanksgiving to God for you, for Bishop Marry, Canon Stockard, Canon Craig, your diocesan support staff, and all the people – both lay and clergy – who are working with the Holy Spirit to do the mission of Christ in East Carolina and beyond. Respectfully and faithfully submitted,

The Committee on the Bishop's Address

The Rev'd Gerald Blackburn, Chair, Supply Priest, Lower Cape Fear Deanery

Ms. Sarah Davis, St. Thomas, Ahoskie

Ms. Barbara Lassiter, St. Peter's, Sunbury

Mr. Caleb Lee, Seminary Student, St. James, Wilmington

The Rev'd Eric Zubler, Rector, St. Thomas, Bath

Bishop Diocesan's 2011 Calendar of Events

Official Acts

Ordination to Diaconate

June 11 Thomas Paine Hopfengardner Warren, St. Paul's Washington
June 11 John Clayton Riley, St. Paul's Washington
June 11 Lucinda Anne Edge Dale, St. Paul's Washington
June 11 Theodore Grant Ambrose, St. Paul's Washington

Ordinations to Priesthood

June 18 The Rev. Susan Rainey Gamble Dankel, Church of the Servant Wilmington

Admission to Postulancy

November 29 Christopher Adams, St. James Wilmington
November 29 Elisa Kirby, St. Anne's Jacksonville
December 29 Rebecca Bean, St. Stephen's Goldsboro

Dropped from Postulancy

January 18 Dr. Fred H. Brown, Jr.

Acceptance of Letters Dimissory

January 25 The Rev. Phillip Glick from Diocese of Southern Virginia
August 15 The Rev. Joseph Running from Diocese of Oklahoma

Suspensions/Depositions

None

Acceptance of Resignation of Holy Orders

June 2 Russell West, Wilmington

Transfer of Letters Dimissory

February 23 The Rev. Ann Bagley Willms to Diocese of Virginia
March 5 The Rev. Anne Stoller Thornberg to Diocese of New Hampshire
July 22 The Rev. Deborah Fox to Diocese of North Carolina
August 9 The Rev. Thomas Richerson Milam to Diocese of Southern Virginia
November 1 The Rev. Paul Anthony Head to Central Florida

Consents to Consecration of Bishops and other Consent

15 Consents

1 Refusal

Lay Licenses

Eucharistic Ministers582

Eucharistic Visitors205

Worship Leaders133

Catechists13

Preachers11

Clergy Changes

Retired:

October 21..... The Rev. Malcolm Roberts III

Deaths

April 28..... The Rev. Joseph Banks

September 9..... The Rev. Lloyd Fonvielle

Newly Licensed to Serve

August 17.....The Rev. Teddra Smith

Parish Visitations (Sundays)

January 9..... Church of the Advent, Williamston

January 16..... St. Mary's, Burgaw

January 23..... Holy Trinity, Hertford

January 30..... Trinity Church, Lumberton

February 13.....St. Peter's, Sunbury

February 20.....St. Joseph's, Fayetteville

February 27..... Holy Innocents, Seven Springs

March 6..... Holy Cross, Wilmington

March 13.....Thomas, Oriental

March 20..... Grace Church, Whiteville

March 27..... Christ Church, Hope Mills

April 10..... St. Francis by the Sea, Salter Path

April 10..... La Iglesia de la Sagrada Familia

April 24..... St. John's/ St. Mark's, Grifton

May 1.....St. Paul's, Greenville

May 8..... St. John's, Wilmington

May 15	St. Thomas, Windsor, St. Mark's, Roxobel, Grace Church, Woodville
May 22	Holy Trinity, Hampstead
June 5	St. Christopher's, Elizabethtown
June 12	Church of the Servant, Wilmington
June 19	St. Thomas, Bath
July 24	Church of the Good Shepherd, Wilmington
September 11	St. Paul's, Clinton
September 25	St. Paul's in-the-Pines, Fayetteville
October 2	Trinity, Chocowinity
October 9	St. Luke's, Currituck
October 23	St. Anne's, Jacksonville
October 30	St. Mary's, Gatesville
November 13	St. Stephen's, Goldsboro
November 20	Christ Church, New Bern
November 27	St. Andrew's, Goldsboro
December 11	Grace Church, Trenton
December 18	Emmanuel, Farmville

Total Confirmations and Receptions for Bishops Daniel and Marray221

Judgments for Remarriage of Divorced Persons29

Celebrations of New Ministry

February 9	The Reverend Robert Mark Alves, St. John's, Fayetteville
September 7	The Reverend Mary Frances Curns, St. Anne's, Jacksonville

Other Visitations, Meetings and Events

Diocesan Annual Convention

February 4-5	128th Diocesan Convention, New Bern
--------------------	-------------------------------------

Conferences and Meetings

January 4-6	Capital Campaign meeting, Diocesan House
January 5	Finance Committee meeting, Diocesan House
.....	Meeting with Archdeacons, Diocesan House
January 6	The Rev. Don Wiesner's 50th Anniversary of Priesthood Celebration,
.....	St. Thomas Bath
January 9-14	Dominican Republic Mission trip
January 10	Staff Meeting, Diocesan House

January 18	Capital Campaign Conference Call
.....	Standing Committee meeting, Diocesan House
.....	Presiding Bishop Council of Advice Conference Call
January 20	Executive Council meeting, Diocesan House
January 27	Companion Diocese meeting, Diocesan House
February 3	Convention Committee meeting, New Bern
.....	Foundation Lunch, New Bern
.....	Convention Committee and Staff Dinner, New Bern
February 3-6	Diocesan Convention, New Bern
February 10	Consultation with Senior Warden, Diocesan House
.....	Consultation with Clergy, Diocesan House
February 12	Lunch with Bishop of South Western Virginia, Beaufort
February 13	Absalom Jones Celebration, St. Peter's, Sunbury
February 14	Consultation with Clergy, Diocesan House
.....	Capital Campaign Conference Call
February 17	Staff Calendar Planning meeting, Diocesan House
February 23	Trustees meeting, Diocesan House
February 28	Presiding Bishop Council of Advice Conference Call
March 1	Capital Campaign meeting, Diocesan House
March 2	Consultation with Clergy, Diocesan House
March 3	Capital Campaign Leadership Group Meeting
.....	Presiding Bishop Visit Conference Call
March 7-9	Visit to Virginia Seminary, Virginia
March 7	Capital Campaign Conference Calls
March 10	Planning meeting for Presiding Bishop visit, Diocesan House
.....	Conference Call Capital Campaign
March 14	Campus Ministry meeting, Diocesan House
March 15	Consultation with Clergy, Diocesan House
.....	Standing Committee Meeting, Diocesan House
March 16	Military Family Planning Meeting, Diocesan House
March 17	Campus Ministry Greenville St. Paul's, Greenville
March 19	Stephen Ministry Dinner, St. Paul's, Greenville
March 22	Consultation with Clergy, High Point
March 23	Title IV Training Course, Kanuga
March 24	Peer Coach Training Kanuga
March 25-31	House of Bishops meeting, Kanuga
March 29	Presiding Bishop Council of Advice Meeting
April 4	Staff Meeting, Diocesan House
April 6	Clergy Consultation, Diocesan House
.....	Capital Campaign meeting, Diocesan House
April 7	Executive Council, Zion, Washington

April 7	Capital Campaign Training Meeting, St. Peter's, Washington
April 11	Meeting with Historiographer, Diocesan House
April 14-17	Presiding Bishop visit to East Carolina
April 15	Holy Eucharist and Renewal of Ordination Vows, Christ Church, New Bern
.....	Lunch with Clergy, spouses and partners, Christ Church, New Bern
April 16	Presiding Bishop visit with youth, Trinity Center
....	Presiding Bishop meeting with Capital Campaign leadership, Pine Knoll Shores
April 17 ..	Palm Sunday Service with Presiding Bishop at La Iglesia de la Sagrada Familia
April 19	Standing Committee interview with nominee for ordination, Diocesan House
April 20	Trip to view tornado damage Colerain and Askewville
May 3	Trustees meeting Diocesan House
May 4	Consultation with Seminarian
May 5	Foundation meeting Diocesan House
.....	Discernment Consultation
May 9	Clergy Day with Bob Stevens, Dominican Development Group
.....	Christ Church, New Bern
May 10	ECW Annual Meeting Christ Church, New Bern
May 12	Convention Committee, Diocesan House
.....	Personnel Committee, Diocesan House
May 13-14	Acolyte Festival, St Andrew's by the Sea, Nags Head
May 16-18	General Theological Seminary Board meeting New York
May 23	Capital Campaign Planning meeting, Diocesan House
May 24	Trinity Board meeting, Trinity Center
May 25	Farewell Staff Lunch for Priscilla Melchior, Diocesan House
.....	Ordination Nominee Discernment Consultation, Diocesan House
May 26	Military Ministry Summit, Diocesan House
May 31	Ordination Nominee Discernment appointment
June 1	Capital Campaign meeting with Consultant, Diocesan House
June 2	Seminarian Consultation, Diocesan House
June 6-7	Province IV Bishops, Kanuga
June 8-10	Province IV Synod, Kanuga
June 11	Diocesan Ordination Service, St. Peter's Washington
June 13	Ordination Nominee Discernment appointment
June 16	Communications position meeting, Diocesan House
June 18	Clergy Consultation
.....	Rainey Dankel Ordination to the Priesthood, Church of the Servant Wilmington
June 21	Compensation and Benefits Committee, Diocesan House
.....	Ad Hoc Committee meeting, Diocesan House
.....	Standing Committee Consultation with Chancellor and Treasurer, Diocesan House
June 22-23	Episcopal Youth Event, St. Paul's Minnesota
June 24-25	Consecration of the Bishop of East Tennessee, Knoxville

June 28	Ordination Nominee Discernment appointment
June 29	Ordination Nominee Discernment appointment
July 5	Conference call, Diocesan House
July 6	Attended funeral, Goldsboro
July 18	Staff Meeting, Diocesan House
July 19	Capital Campaign meeting with Consultant, New Bern
July 20	Capital Campaign Committee meeting, Diocesan House
July 21	Consultation Appointment, Diocesan House
August 4	Lunch with David Crabtree, Diocesan House
August 9	Interfaith Refugee Ministry Meeting, New Bern
.....	Consultation with Clergy
August 10	Personnel Committee meeting, Diocesan House
August 11	Foundation Board meeting with Chancellor, Diocesan House
.....	Ordination Nominee Discernment appointment
August 15	Meeting with ECW President
.....	Staff meeting, Diocesan House
August 16	Ordination Nominee Discernment appointment
.....	Ad Hoc Committee meeting, Diocesan House
.....	Standing Committee meeting, Diocesan House
August 17	Clergy Consultation
August 18	ECW Diocesan meeting, Trinity Center
August 21	Music Conference, Trinity Center
August 22	Planning for Clergy Conference
August 25	ERD meeting, Diocesan House
.....	Phone appointment, Diocesan House
September 7	Consultation with clergy, Diocesan House
.....	Celebration of New Ministry, Jacksonville
September 8-10	General Theological Seminary Board meeting, New York
September 11	Choral Evensong in remembrance of 9/11, St. Paul's Greenville
September 14-22	House of Bishops meeting, Quito Ecuador
September 15	Companion Diocese Meeting, Quito Ecuador
September 17	Visit to Christo Liberador, Quito Ecuador
September 18	Worship at Cathedral, Quito Ecuador
.....	Trip to the Equator
September 19	Presiding Bishop Council of Advice, Quito Ecuador
.....	General Theological Seminary Board member lunch, Quito Ecuador
.....	Bishops Class Dinner, Quito Ecuador
September 24	Community Garden Opening Ceremony, Kinston
September 25	Upper Cape Fear Deanery Wardens Meeting, St. John's Fayetteville
September 27	Phone appointment with clergy, Diocesan House
September 28	Parish consult phone appointment, Diocesan House

October 3.....	Planning for Clergy Conference
October 5.....	Province IV pre-meeting planning conference call
October 6.....	Executive Council meeting, Goldsboro
October 10-12	University of the South Trustees meeting Sewanee
October 11.....	Ordination Nominee Discernment appointment
October 12.....	Bishops meet with Seminary Faculty, Sewanee
October 13-16	General Theological Seminary Board meeting, New York
October 18.....	Ordination Nominee Discernment appointment
.....	Ad Hoc Committee meeting, Diocesan House
October 19-21	Clergy Conference, Trinity Center
October 22.....	Happening, Trinity Center
October 25.....	Trustees meeting, Diocesan House
October 26.....	Farmworkers Ministry Board meeting, Newton Grove
.....	Capital Campaign Consultation
October 27.....	Capital Campaign meeting, Diocesan House
.....	Compensation & Benefits and Personnel & Finance committee, Diocesan House
October 28	Planning meeting for Province IV Memphis meeting
.....	Province IV Conference call
November 2.....	Confirmation service, Bishop's Chapel
November 3-6	Anderson Wedding, Bristol, Rhode Island
November 7.....	Convention Committee meeting, Diocesan House
.....	Campus Ministry Consultation, Diocesan House
November 9.....	Compensation and Benefits meeting, Diocesan House
November 10.....	Foundation Board meeting
.....	Campus Ministry Meeting, St. Paul's, Greenville
November 14.....	Province IV Executive Committee meeting, Charlotte
.....	House of Bishops Task Force conference call
November 16.....	Consultation with Clergy, Diocesan House
.....	Commission on Ministry Consultation, Diocesan House
.....	Lunch with Capital Campaign Chair, New Bern
November 17.....	Executive Council called meeting, Diocesan House
.....	Reception Service, Bishop's Chapel
November 29.....	Travel to Memphis, Tennessee
November 30	Bishops and Diocesan Administrators
.....	meet with Church Medical Trust, Memphis, Tennessee
December 1-December 2	Province IV Bishop's and Spouses meeting Memphis, Tennessee
December 3-8.....	Presiding Bishop Council of Advice, New York
December 9	House of Bishops Task Force conference call
December 12	Phone appointment Clergy Consultation
.....	Planning meeting for the Mazingo wedding
December 14	Province IV Bishops meet Charleston, South Carolina

December 15 Finance Committee meeting, Diocesan House
December 17 eeting with Search Committee, Greenville

Marriages

November 4-5 Anderson/Coehlo wedding, Bristol, Rhode Island

Funerals

January 28 Linda Jernigan, St. Thomas, Ahoskie
May 1 The Rev. Joseph Banks, St. Augustine's, Kinston

Sermon for the Opening Eucharist
The Rt. Rev'd Dr. Santosh K. Marray
129th Convention of the Diocese of East Carolina
Friday, February 3, 2012

“Meeting the Standard of Jesus”

“No one has greater love than this, to lay down one's life for one's friends. You are my friends if you do what I command you.” John 15: 13-14

The Christian Church is most effective when it is living the Gospel it preaches. Since the Gospel must essentially reflect the mandate of Christ's “Love your neighbor as yourself”, it is not difficult to determine what the living Gospel means. As always, the difficulty lies in the doing. In the spirit of this invitation we honor four brave Godly men of exceptional courage and divine fortitude. In the height of military aggression that characterized the gruesome events of the Second World War, a converted luxury liner, the *Dorchester*, set sail on January 23, 1943, from New York City with a troop convoy for Greenland with 902 souls on board. Numbered among them were four of the finest U.S. Army Chaplains, Lt. George L. Fox (Methodist), Lt. Alexander D. Goode (Jewish), Lt. Clark V. Poling (Dutch Reformed), and Lt. John P. Washington (Catholic). When their ship was torpedoed by the Germans in the dead of night, which understandably led to catastrophic consequences and uncontrollable panic, these brave good men of God became the life line of many on board. Contrary to conventional reaction in desperate situation, where many would flee to the rescue station, they stayed on board to minister to their fellow comrades through words and deeds.

In addition to handing out life jackets including their own, one survivor recounted how much he owed his life to Chaplain Goode. Apparently, he was standing barehanded by the rail when the Chaplain took off his own gloves and gave them to him. The gloves, as he recalled prevented him from freezing or developing hypothermia, as he comforted a grueling eight-hour ordeal in an open lifeboat, in the darkness of a frigid cold night in middle of an icy ocean. The events of this horrifying ordeal recorded that, as the *Dorchester* sank to the bottom of the ocean, the chaplains were locked hand in hand in prayer. Inconsequential was their diverse religious orientation, yet like the brilliance of stars on a dark night, they slipped quietly under into their dark watery grave with a prayer on their lips, the brilliance of their godly presence no doubt lightening up the ocean bed; the site of their mortal tomb. We hasten to believe that they died knowing that they shall rise again from this dark watery grave; from this fate dealt them by humans inhumanity to fellow humans in pursuit of world dominance and lust for power and control. Needless to say, that the cruelty of war was met head on by a triumphant knowledge that death shall be for them an entrance to eternal life. The sacrifice of the *Dorchester* Chaplains typifies in real time and sacrificial obedience those characteristics Jesus embodies for us today, “Greater love has no one than this, than to lay down one's life for his friends”

What have they left us, if not an exemplary testament of “faith” in the midst of “fate” (one’s circumstances)! A life lived surrendering only to their higher calling! Today we pause to pay tribute to these devoted men of God. And from their unselfish actions draw inspiration even as we stand against the backdrop of a culture that has done a compelling enough job at schooling us in the art of bitterness, justification in complaint and willingness to participate in the blame game. Isn’t it interesting how we are always ready to highlight the negatives rather than acknowledge our numerous blessings?

Beloved in Christ, I firmly believe the Church (meaning you and me) has a two-fold mission: (1) to itself and (2) to the world. First, the Church must keep alive within itself that it is Jesus who gives all things their ultimate meaning. It must continue to proclaim the salvation and lordship message of Jesus Christ. Secondly, the Church must be aware of its responsibility to bear witness actively in the world in the concern of Jesus for all human needs. It must do all it can to relieve the needs of the poor and suffering, and be aware of and adapt to contemporary ways to do so. Business as usual has a difficult chance at meeting the needs of “today’s Church for a tomorrow world”. Believe that what we do today makes relevant Christ for tomorrow! May be the Sloan River Project is one insight to the “today’s Church for a tomorrow world”.

The Dorchester Chaplains teach us a crucial lesson today. It is the old story being told all over again anew. It is the proclamation of the good news of the Kingdom of God as a witness to the sacrificial love of God. The nature of this love is the servanthood of Christ, who was sent as the Lamb of God for the world. It is called Kenotic Evangelism, from the Greek “Kenosis”. It is the self-emptying of Jesus that is the nature and essence of our faith in him. We believe in God who ‘made God self nothing’. We, the disciples, who have been sent by Jesus to proclaim his good news, have to follow in his footsteps by witnessing to his humility and humbleness, his justice for all, his option for the poor, his bias to the weak and disenfranchised among us, and yes, even those in our employ, least we be guilty of failing the high standard we expect of the community around us by not lifting a finger to do so ourselves. You see my friends, the people of God are not conquerors for conquering sake, but humble servants called to invite all God’s people to God in the ‘garden of life’.

As a Church typifying Christian principles and norms it is expected to be a servant community in which those who are hungry are filled, those who are ignorant are taught, the homeless receive shelter, the distressed consoled, the sick cared for and the oppressed set free (Isaiah 61: 1ff; Luke 4: 18ff). Diane Major says that, “the old, the sick, the neglected, the imprisoned are all a part of our society, but participants in every society often forget that they are needed on an intimate level to help those who are less fortunate than themselves”. Actually, we don’t need Diane Major to point this out. The Editorial in the News and Observer of January 30, 2012, entitled “Poverty, right before our eyes” locates this observation as an Eastern North Carolina reality; at our doorsteps. Hidden in Major’s statement is a “Berlin Wall”. The people of Christ have a tendency to hide behind this wall which separates illusion from reality, theory from practice. Only when this wall comes down, can the followers of Jesus begin to see others on

more intimate and more loving terms. If the wall is not demolished, then the people will have to climb over it. Somehow, we must embrace the suffering of our fellow humans in a sincere, open, intimate and completely honest way.

The Church is called and sustained by God to be a sign of the reality of the reign of God present in Jesus and a sign of the coming completion of that reign. The mission of the Church is to be a credible herald, witness, demonstrator and messenger in the service of the kingdom inaugurated by Jesus its ever-living Lord. So friends, the Church does not exist in a vacuum. Faithfulness to our Gospel mandate requires an awareness of and responsiveness to the contemporary realities. A Church that is truly in the service of the Kingdom of God is always a transforming agent working for the re-ordering of affairs in society to reflect the values and standards of the Lord of the Kingdom. The Church's mission and ministry are exercised in the world of everyday affairs but the faithful, credible church "must constantly repeat the message of Jesus, not primarily to the world, to others but to itself." If the Church loses sight of its vigilance against Satan's influence it risks compromising its capacity to respond to God's kingdom mandate to be the self-emptying, the kenotic presence of Jesus for this broken hurting world and God's beloved children.

Let me conclude with an acknowledgement, it is safe to say that as Church we have already recognized our responsibility to minister to those caught in the web of misfortune, as vigorously as we do to those whose misfortune we hope to prevent. However, here is the caveat, for many of us in this gathering and the wider church community we could be in some ways still very copious/ verbose with words and sparing in Christian action.

I close with a quotation from our friend and Father, St. Augustine of Hippo (354-430) who once said, "If you wish to fill a pocket and you know how big the object is that you will put into it, you stretch the pocket. By stretching it you make it roomier. So God, by postponing the joys of heaven, increases our longing and thereby stretches our soul and makes it more spacious. But our longing will train us for receiving heaven only to the extent that we have pruned our longings away from love of this world. We must empty out the space that is to be filled with God. You are to be filled with the good; pour out the evil". Amen!!!

Report of the Bishop Assisting

A Joint Report in Collaboration with the Albemarle Deanery

Theme: "Serving with the Strength God Provides" (I Peter 4: 11)

"The authority given to the evangelists is given by God. And it is God who works in and through the Church."

The Rev'd John Bonner – Dean of the Albemarle Deanery:

The theme for this session of Diocesan Convention happens to be an appropriate word that captures the work accomplished by the Albemarle Deanery since the previous. The 128th Diocesan Convention charged the Albemarle Deanery to engage a pilot project that would create a model to enhance ministry among small and rural congregation working in collaboration and mutuality with larger congregations. The project was entitled, "Mission Cooperative: A Strategy for Healthy Congregations." As Dean of the Albemarle Deanery, I agreed that we would lead this work to set up a roadmap for the diocese which could be duplicated in the other four (4) Deaneries. You see, I believe strongly in the deanery system as a way of connecting our life as Church. Also, it is my belief this is a special calling to us as Episcopalians that we gather together, getting to know each other through worship, engaging outreach, good fellowship and praying for one another is our vocation as responsible stewards of God's resources. We are not independent contractors. We are, as Bishop Marray reminded us last year, a Mega Church with many different rooms doing the work of Christ across Eastern North Carolina. Each parish has unique contributions to make for the common good of the body of Christ.

The work of Mission Cooperative has been challenging, yet energetic, galvanizing and enriching our congregations with renewed enthusiasm for the work our Lord places before us. We have traveled across the deanery to meet with congregations at the local level respectful of their views and concerns. I believe I share the sentiments of all who did the parish visitations that we thoroughly and genuinely enjoyed the give and take and being honest with each other about who needs what from whom. We have changed directions more than once and have been honest enough to acknowledge that we disagreed at times for the better option. We have been honest with Bishop Marray about the direction we see and I want you to know that the bishop listens and hears us and gives the deanery the freedom to work as it sees fit in this part of the Kingdom. It has been rewarding and exciting and Spirit-lead. From my perspective, "Mission Cooperative", is a working model and plans have been made by the deanery for 2012 that are progressive and fellowship oriented.

Ms. Susan McRae – Coordinator of Mission Cooperative:

I am Susan McRae, Coordinator of Mission Cooperative, for the Albemarle Deanery of the Diocese of East Carolina. A brief disclaimer here: I use the term coordinator very loosely. It became apparent during our first meeting in March 2011 that to envision my job in any traditional way would cause frustration. What we do as a mission is create space where the members, lay and clergy, come together for meaningful work and fellowship.

When Bishop Marray stood here one year ago and announced a new initiative that would begin in the Albemarle Deanery as a pilot program, I don't think anyone could imagine what that would look like one year later. I certainly couldn't! We were tasked with finding ways in which a Deanery could serve small parishes and larger congregations to work together to create in some small way a "mega-church" in the Albemarle region. It is our privilege today to tell our story.

We started last March 2011 with a meeting at Christ Church, Elizabeth City. There were fourteen of us and Bishop Marray chaired the meeting. We realized that in any deanery there is literally much ground to cover, and the Albemarle Deanery is no exception. We started out sharing the history of the Deanery's small parishes and the variety of ministries that have served them. We inventoried resources of talent, lay ministries, and funds. It was quickly realized that with the variety of parishes, clergy, and laity we would need to find common ground from which to address this challenge from the bishop. We came to understand that one of our purposes is to support our parishes in maintaining an Episcopal presence in our communities as we live into the mission of God and be centers of spiritual, social and emotional health and well being.

As you are viewing the power point, you'll get a sense of the diversity of places and buildings within our deanery. What isn't apparent is the distance and scope of the area that comprises the Albemarle Deanery. I took a tour of the Albemarle Deanery one Saturday in April 2011. I started very early in the morning, o'dark thirty, and drove the perimeter of the deanery taking pictures and walking the grounds of each parish. I covered just less than 450 miles, crossed nearly two dozen bridges of varying lengths and heights, and drove through landscapes of farm fields, small towns, and cities, over sounds, across rivers, and along the Atlantic Ocean. It was an exhilarating enlightening vision of the Church's presence in our region.

At our second meeting we further understood our mission was to gather information and get to know our deanery, parish by parish. We initially focused on the smaller parishes and planned to go to visit each one to discern their needs. But the Spirit lead us to include all parishes, whatever their size, membership, or schedule of services. To this end, we organized pairs of "listeners" to go out to each parish, two-by-two (clergy/laity) with a set of carefully designed questions and to listen to what our churches had to say about themselves, their ministries, and their needs and

concerns. These reports were presented to the entire group and future plans were based upon the information gathered at these listening sessions.

Our efforts then became two-fold. First we wanted to gather the parishes for deanery-wide worship and fellowship. In September 2011 we held a picnic at Merchant's Mill Pond where 65 Episcopalians gathered for food, fellowship with an educational presentation about the park, ending the gathering with evening prayer.

Secondly, we wanted to begin a process of educational opportunities and support parishes in the ministries they were providing within their faith community. In October, several members of the Mission Cooperative team attended "The Magnetic Church", an evangelism conference, held at St. Andrew's by the Sea, Nags Head. The report from this seminar will be used to generate new ideas for educational and evangelical events. Again, in December, the diocese sent five members of the deanery to, "New Chapter: Your Church in God's unfolding Story", sponsored by the Episcopal Diocese of Southern Virginia in partnership with The Episcopal Church Center's Office on Congregational Vitality. Attendees shared their use of personal storytelling as a means of sharing the larger story of Christian faith.

Significantly, one of our regular meetings was to familiarize ourselves with a new way of communicating. We called it the 'Facebook' meeting. The Rev. Brent Melton, Rector, Christ Church, Elizabeth City, helped us create the page. During the meeting we "trained" everyone present, from the technical guru's to the technically challenged. Our plans for future communication expand on our initial attempts to use phone, email, Facebook, and an electronic newsletter. Our communication network will keep all churches aware of opportunities for service, training, worship, and fellowship within the deanery. We hope to eventually distribute sermons, newsletter components/articles, bulletins, and event announcements from each church as they choose to participate and expand our presence on the Diocese of East Carolina's website.

Finally, On January 7th, 2012, we gathered at St. Thomas Episcopal Church, Windsor to celebrate Epiphany. On a sunny, unseasonably warm Saturday, 45 or more Episcopalians, Catholics, and Methodists gathered at the Methodist Fellowship Hall to participate in a Stop Hunger Now event. We set up meal packing, weighing, sealing, and shipping stations. Starting promptly at 2:00 pm, we packaged and readied for shipping over 10,000 meals in an hour and a half. We learned that beyond the obvious goal of feeding hungry school children around the world, these meals encouraged mothers to send their children, particularly their daughters to school. This educational opportunity in turn helped these children and their families break the cycle of poverty. After the outreach event, we walked the two blocks to St. Thomas Episcopal Church, for a Service of Evensong. Music was provided by our inter-diocesan choral group, Schola Cantorum. The evening was topped off with an International Covered Dish dinner in the fellowship hall.

Our future plans include a service of Lessons and Carols, another Picnic on the Grounds (Lewistown/Woodville), a Liturgy Day, participation in All Saints' Healing Conference with Nigel Mumford in May, and a leadership dinner for our vestries. We are committed to continue and expand the deanery presence in our parishes, and diocese.

Mission Cooperative has gathered eleven times in the past twelve months. The attendees, both clergy and laity, have been faithful and consistent. Thirty people from all of the Deanery parishes have attended one or more of our gathering. A consistent core of twelve to fifteen people has attended all of the meetings. We worked against the grain of traditional implementation of a pilot program. We did not let ourselves be driven by a concrete, goal-oriented outcome. We learned to listen to each other and follow the consensus of the group, as lead by the Spirit. When we finally created our mission statement, it was late in the year. The statement organically grew from what we had been doing, rather than from what we thought we would do.

Mission Cooperative Mission Statement: "To connect the nineteen Episcopal churches of Northeastern East Carolina for fellowship, mission, worship, and support to our churches and the communities in which we serve"

My overall impression of this mission is that we have accomplished far more than we realize. We spent this year getting to know each other. We are functioning as a committed, consistent, and faithful group, even when we encounter bumps in the road. We are creative and we grasped the bishop's initial emphasis on creating a lay driven mission with the goal of creating a "mega-church" experience within the deanery. Our meetings, fellowship, and attendance at important seminars and conferences all reflect our mission statement and our commitment to the deanery and each other. We are moving forward with each meeting and will have in place a Mission Cooperative that can easily be a model of connection through worship, fellowship, and service for other Deaneries.

I close with a story of Mission Cooperative's added value to my parish and our deanery. A dear friend of mine is currently re-examining her faith. In today's verbiage she might be called un-churched. In the past three months she has attended Holy Trinity three times and the Stop Hunger Now event in January. The deanery event with mission, worship, and fellowship really caught her attention. On the way home that evening she was full of questions about Holy Trinity, The Albemarle Deanery, and the Episcopal Church. She has taken this little pack of food with her and shared the story of that Saturday in Windsor whenever she can. You might say she is in the midst of her epiphany. So, I contend that Mission Cooperative has a further mission ... evangelism. Through our presence in the communities throughout the deanery, we carry the good news and represent an Episcopal presence to those seeking a welcoming, friendly, mission focused Church. That is a personal blessing that Mission Cooperative offers in my life and the life of my friends.

In closing, at the Convention last year, Bishop Marray quoted Dr. Wayne Dyer, who said, “When you change the way you look at things, the things you look at change.” The Albemarle Deanery is looking at ministry through new eyes and with new ways undergirded by a new vision for how we in our diocese support each other in mutual accountability and fellowship.

The Rt. Rev'd Santosh Marray:

Critical Next Steps

Your two bishops have begun conversations within the other deaneries to ascertain their motivation and interest so that this model, in some form or design, can be introduced in all our churches. Additionally, The Department of Mission and Development intends to initiate “The Three Principles of Partnership Initiative”. This initiative will be embodied within the ongoing project as part of the next steps in Mission Cooperative.

The Three Principles of Partnership:

Local Initiative

The responsibility for mission in any place belongs to the Church in that place. To this end, convention acknowledges the hard work done by the Diocesan Stewardship Commission under the faithful and committed leadership of Mrs. Judy Whichard. One of goals of this initiative will be to sensitize our membership to the universal and biblical Christian concept of Christian stewardship. Christian Stewardship across the community has for too long been mis-represented as the Church's strategy for fund raising. However, it is time to re-focus and see it as a manifestation of the completeness of which we are before God; it is a lifestyle we adopt reflective of our relationship with the Triune God. The department would like to partnership with the Stewardship Commission in the education process. It is my firm conviction that for us to Reclaim! Acclaim! Proclaim! the Gospel effectively we have to enhance growth in Christian maturity by deepening our sense of responsibility as stewards and co-owners in the Kingdom of God mandate.

Christian maturation comes through a continual process of education, sharing or fellowshiping, experience, spiritual encounter, pastoral exposure and counseling in as diverse ways as humanly possible. Faith, the bedrock of Christian discipleship, is deepened when the faith community is drawn together in a common approach for the common good. A common good that results in the health and well being of the believing community! Effective ambassadors, to use the Pauline description (Eph 6: 20; 2 Cor 5: 20), are birthed only when nurturing takes place on a regular basis. The Church is the nerve centre to all this.

Responsible Christian Stewardship means that partners, whom we are, see resources as jointly owned and held in trust by each member and each parish for the 'common good'. The giving, receiving and use of resources belong to the whole Church and should always be controlled by judiciousness, selflessness, maturity and responsibly.

Mutuality

This is the second of the 'Three Principles of Partnership'. Mutuality is underscored by a deep sense of open and joint accountability. We need to be opened to one another as friends on the basis of common commitment, mutual trust, confession and forgiveness, keeping one another informed of all plans and program and submitting to mutual accountability. Mutuality reaffirms our unity and inter-relatedness as children of one God. In decision making, mutuality means sharing in the process because initiatives have to coincide with the capacity and willingness of target groups, viz-a-viz, lay and clergy in our small and rural churches.

Interdependence

Interdependence represents the participation and sharing in one another our needs and problems, in relationships where there are no absolute donors or absolute recipients but, all have needs to be met and gifts to be given. We need each other. We are incomplete and cannot be called the Church of God if the diversity undergirding our catholicity or universality is overtaken by parochialism and/or clericalism. While a more in-depth study and further presentation will be made in the near future to 'flesh out' this principle, I wish to highlight and make reference to the following:

- Greater empowerment for lay leadership through regular training
- Intentionally pursue the various components in renewal ministry to select those that confirm to our belief for diocesan-wide implementation
- Emphasis through teaching and retreats on the importance of spirituality, bible study, doctrine, etc. for growth and maturity
- Support programs and models for greater sustainability and collaboration among small and large churches (St. James, Wilmington/St. Mary's, Burgaw model)
- Small Church Conference
- Strengthened diocesan participation in New Dreams, New Vision

We are part of each other. We are committed to one another in Christ's body, what touches one member touches the other. Missiologically speaking, the Church needs to act in solidarity "so that the world may believe" (John 17:21). Solidarity is not a political or unionist ideology. It happens to speak to the completeness of the salvific message, "God was in Christ reconciling the world to himself" (II Cor 5:19), that is finding solidarity with sinful humans in order to transform and reform in Pauline thought "from a state of corruption to incorruption". (1 Cor 15: 54)

Conclusion

Fellow delegates, these ministries will only be accomplished when the diocesan family embraces the spirit of partnership. Your partnership can help advertise by sharing with others the wisdom of what's offered, participate by presence and commitment to help moderate some the components in the training initiative, pray and encourage others to do so, and of equal importance contribute faithfully to the Diocesan Convention asking from parochial pledges so that the ministries could be augmented by your generous contribution.

Presenters:

The Right Rev. Santosh K. Marray
Bishop Assisting

The Very Rev. John Bonner
Dean, Albemarle

Ms. Susan McRae
Coordinator, Mission Cooperative; A Strategy for Healthy Congregations, Albemarle Deanery

Bishop Assistings's 2011 Calendar of Events

Official Acts

Parish Visitations

January 9	St. Francis, Goldsboro
January 16	All Souls, Leland
January 23	Good Shepherd, Fayetteville
January 30	St. Andrews, Goldsboro
February 20	St. Anne's, Jacksonville
February 26	St. Paul's Wilmington
March 6	St. Andrews, Morehead City
March 13	St. Augustine's, Kinston Visitation
March 20	St. James the Fisherman, Shallotte
April 3	St. Andrew's on the Sound, Wilmington
April 10	St. Marys Kinston
April 24	St. Cyprians New Bern
May 1	St. James Wilmington
May 8	St. Timothy Greenville
May 15	St. Andrew By the Sea Nags Head
May 22	Holy Trinity, Fayetteville
June 5	St. Paul's, Edenton
June 12	Christ Church, Creswell & Grace Church, Plymouth
June 19	Zion, Washington
June 19	St. Frances by the Sea, Swansboro
July 3	St. Francis, Goldsboro
July 24	St. George's, Engelhard
July 31	St. Mark's, Wilmington
August 14	La Sagrada Familia, Newton Grove
September 4	Holy Cross, Carolina Beach
September 11	St. Phillip's, Southport
September 25	St. Thomas, Ahoskie
September 25	St. John's, Fayetteville
October 2	St. Paul's, Vanceboro
October 9	St. Thomas, Bath
October 16	St. Philip's, Holly Ridge
October 23	St. Peter's, Washington
November 6	All Saints, Southern Shores
November 13	St. John's, Fayetteville
November 20	St. Christopher's, Havelock

December 4	St. Paul's, Vanceboro
December 11	Good Shepherd, Fayetteville
December 18	Christ Church, Elizabeth City

Other Visitations, Meetings and Events

January 3	Jim McGee
January 7	St. Lukes Retreat Nags Head
January 8	St. Luke
January 16	Pastorial Visit
January 27	Meet with Clergy
February 3	Diocesan Convention, New Bern
February 4	Diocesan Convention, New Bern
February 21-22	Trinity Center Board Overnight
February 25	Christ Church Parish Weekend
February 26-27	St. Paul's Wilmington
March 7	Meeting with Deans and Program Officer for Youth Ministry
March 8	Acolyte Festival Planning
March 9	St. Augustine's, Kinston
March 9	St. Paul's, Vanceboro
March 15	Deanery Meeting, Christ Church, Elizabeth City
March 15	Farmworkers Ministry Board Meeting, Newton Grove
March 15	Mission Service St. Andrew's, Goldsboro
March 16	Mission Service St. Francis, Goldsboro
March 17	Mission Service St. Andrew's, Goldsboro
March 21	Pastoral Meeting
March 27	House of Bishop's Meeting, Kanuga
April 6	St. Paul Washington
April 7 - 9	Quiet Retreat, Stoneville, NC
April 7	Executive Council, Zion, Washington
April 12 ...	All Saints, Southern Shores, Albemarle Deanery Mission Cooperative Meeting
April 13	St. Paul's, Washington
April 14 -17	Presiding Bishop Visit
April 14	Pastoral Meeting
April 14	St. Paul's Washington
April 20	Visit Bertie County - Post Tornadoes
April 21	Maundy Thursday Service, St. Pau's, Vanceboro
April 22	St. Paul's, Vanceboro Good Friday Service
April 23	Easter Vigil, St. Timothy's, Greenville
April 26	Farmworkers Ministry Board Meeting, Newton Grove

May 4	Trustees' Meeting, Diocesan House
May 9	ECW Annual Meeting, Christ Church, New Bern
May 9	Clergy Day, Christ Church, New Bern
May 11-12	St. Francis, Goldsboro
May 12	Convention Committee Meeting, Diocesan House
May 12	Personnel Committee, Diocesan House
May 13 -15	Acolyte Festival, Nags Head
May 17	Farmworkers Ministry Board Meeting, Newton Grove
May 19	Fresh Start, Diocesan House
May 21	Albemarle Deanery, Holy Trinity, Hertford
May 24	Trinity Center Meeting, Trinity Center
May 25	Vision Day
May 26	Military Summit, Diocesan House
May 26	Pastoral Phone Appointment
May 29	Wade Chestnut Chapel Service
June 6-8	Province IV Synod, Kanuga
June 11	Diocesan Ordinations, St. Peter's, Washington
June 14	Vision Day
June 18	Ordination, Church of the Servant, Wilmington
June 21	Ad Hoc Committee, Diocesan House
June 21	Episcopal Farmworkers' Meeting, Newton Grove
June 21	Standing Committee, Diocesan House
June 25 -July 2	Cooperative College for Congregational Development Training, Mississippi
July 6	Planning meeting African American Church Conference, Diocesan House
July 6	Planning meeting for Father Lupton Anniversary Service, Diocesan House
July 7	Meeting with Clergy Upper Cape Fear, St. John's, Fayetteville
July 9	African American Church Conference
July 9	Travel to New York Youth Pilgrimage
July 10 - 13	New York Youth Pilgrimage
July 19	Farmworkers Ministry Board Meeting, Newton Grove
July 21	Pre Camp Gathering, St. Augustine's, Kinston
July 25-30	Diocesan Prison Ministry at Camp Hope, Kanuga
August 18	Episcopal Churchwomen Gathering, Trinity Center
August 18-21	Music Conference, Trinity Center
August 16	Farmworkers Ministry Board Meeting, Newton Grove
August 16	Ad Hoc Meeting, Diocesan House
August 24	Eucharist Province IV Disaster Preparedness, Trinity Center
September 7	Celebration of New Ministry, St. Anne's, Jacksonville
September 12-13	Trinity Center Board Overnight, Trinity Center
September 14-21	House of Bishop Meeting, Quito, Ecuador
September 24	Diocesan Youth Outreach Event, St. Peter's, Washington

September 25	Albemarle Deanery Picnic Merchant, Mill Point State Park
September 28 -23	Diocese of Albany Clergy/Spouse Retreat
October 6	Executive Council, St. Stephen's, Goldsboro
October 8	Parish Retreat at Trinity Center
October 13	Albemarle Deanery Meeting
October 15	St. Luke's/ St. Anne's Flower Festival 175th Anniversary Preparation
October 18	Farmworkers Ministry Board Meeting, Newton Grove
October 18	Ad Hoc Committee, Diocesan House
October 19-21	College of Presbyters and Deacons Conference, Trinity Center
October 21-22	Magnetic Church Conference, Nags Head
October 23.....	St. Peter's, Washington
October 24-31	England Trip Archbishop of Canterbury Pastoral Visitor Meeting
October 31 - November 1	NC Bishops, Greensboro
November 3.....	Mission and Development Meeting, Diocesan House
November 5	Cursillo, Trinity Center
November 7	Convention Committee, Diocesan House
November 9.....	Compensations and Benefits Meeting, Diocesan House
November 10.....	Foundation Meeting, Diocesan House
November 15	Farmworkers Ministry Board, Newton Grove
November 17.....	Executive Council Called Meeting, Diocesan House
November 29 - December 2	Province IV Bishops and Spouse, Memphis, Tennessee
December 6	Trinity Center Board Meeting, Trinity Center
December 7	Albemarle Deanery Meeting
December 7.....	Evangelism Presentation, St. Thomas, Oriental
December 13	Episcopal Farmworker Ministry, Newton Grove
December 21	Pastoral Visit
December 24	Christmas Eve Services
.....	at St. Paul Washington, St. Luke St. Anne Roper and Grace Plymouth

RESOLUTION #1
A Resolution for Structural Reform of The Episcopal
Church to be submitted to the 77th General Convention

SPONSOR: The Rev. Canon Matthew Stockard, Secretary of Convention

BE IT RESOLVED that the 129th Convention of the Diocese of East Carolina directs that the following resolution be filed with the Secretary of the General Convention for consideration by the 77th General Convention of The Episcopal Church:

Resolved, the House of _____ concurring, there shall be a Special Commission on Missional Structure and Strategy, the composition of which shall be at the discretion of the Presiding Bishop and the President of the House of Deputies and the members of which shall be appointed jointly thereby not later than thirty days following the adjournment of this 77th General Convention. The Special Commission shall be charged with presenting a plan to the Church for reforming its structures, governance, administration, and staff to facilitate this Church's faithful engagement in Christ's mission to proclaim good news to the poor, release to the captives, recovery of sight to the blind, freedom to the oppressed, and the acceptable year of the Lord (Lk. 4:18) in a way that maximizes the resources available for that mission at all levels of this Church.

Resolved, the Special Commission shall endeavor to issue its report and recommendations along with resolutions necessary to implement them, including proposed amendments to the Constitution and Canons of this Church, so that they might be considered by a special General Convention prior to the convening of the 78th General Convention in 2015, but in any event, not later than February 1, 2015.

Resolved, the General Convention requests the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$100,000 for the implementation of this resolution.

RATIONALE/EXPLANATION: The administrative and governance structures of The Episcopal Church have grown over the years so that they now comprise approximately 47% of the churchwide budget and sometimes hinder rather than further this Church's engagement in God's mission. Reform is urgently needed to facilitate this Church's strategic engagement in mission and allow it to more fully live into its identity as the Domestic and Foreign Missionary Society in a world that has changed dramatically over the years but that also presents extraordinary missional opportunity. This resolution is being submitted to diocesan conventions across The Episcopal Church to ensure the discussion on organization continues at the General Convention be held in Indianapolis, July 2012.

RESOLUCIÓN 1°
TITULO: Una resolución para la
Reforma Estructural de la 77a Convención General

PATROCINADOR: El Canon Rvdo. Matthew E. Stockard, Secretario de la Convención

Se resuelve, que la 129° Convención del diócesis de Carolina Oriental dispone que la siguiente resolución sea presentada por la Secretaria de la Convención General para consideración por parte la 77° Convención General de la Iglesia Episcopal:

Se resuelve, que la Cámara de _____ concurrente, habrá una Comisión Especial sobre Estructura y Estrategia Misionera, cuya composición quedará a discreción de la Obispa Primada y de la Presidente de la Cámara de Diputados y de los miembros que se designarán conjuntamente como resultado de la misma en un máximo de 30 días tras el levantamiento de la 77° Convención General. La Comisión Especial se encargará de presentar un plan a la Iglesia para reformar sus estructuras, gobierno, administración y personal para facilitar el fiel compromiso de esta Iglesia con la misión de Cristo para proclamar las buenas nuevas a los pobres, liberar a los cautivos, para la recuperación de la vista de los ciegos, para liberar a los oprimidos, y el año aceptable del Señor (Lucas 4:18) de tal manera que se maximice los recursos disponibles para la misión en todos los niveles de esta Iglesia.

Se resuelve, que la Comisión Especial se esforzará en emitir su informe y recomendaciones junto con las resoluciones necesarias para implementarlas, incluyendo enmiendas propuestas a la Constitución y Cánones de esta Iglesia, de modo que puedan ser consideradas por una Convención General especial previo a la convocatoria de la 78° Convención General en el 2015, pero en cualquier caso, no más tarde del 1 de febrero de 2015.

Se resuelve, que la Convención General le solicite al Comité Permanente Conjunto de Programa, Presupuesto, y Finanzas que considere una asignación de presupuesto de \$100.000 para la implementación de esta resolución.

Explicación: Las estructuras administrativas y de gobierno de la Iglesia Episcopal han crecido en el transcurso de los años de tal manera que en la actualidad comprende aproximadamente el 47% del presupuesto de toda la iglesia y algunas veces dificulta el compromiso estratégico de la Iglesia en la misión de Dios, en lugar de facilitarlo. Se requiere de manera urgente, una reforma para facilitar el compromiso estratégico de la Iglesia en la misión, y permitirle una expresión mas plena de su identidad como la Sociedad Misionera Nacional y Extranjera en un mundo que ha cambiado dramáticamente en el transcurso de los años pero que también presenta una oportunidad misionera extraordinaria.

RESOLUTION #3

Study Constitution Article IV.3 Delegates to Diocesan Convention

Whereas, Article IV.3 of the Constitution of the Diocese of East Carolina sets forth the basis for determining the number of lay delegates based upon confirmed communicants in good standing; and

Whereas, the confirmed communicants in good standing is a statistic no longer reported on Parochial Reports; and

Whereas, other dioceses use other means of determining lay representation at their Annual Convention. Therefore, be it

Resolved that the 129th Annual Convention of the Diocese of East Carolina directs the Executive Council, with the assistance of the Committee on Constitution and Canons, the Chair of the Convention Committee, the Secretary of Convention and the Chancellor, study the best means to determine the number of lay delegates representing a parish at the Annual Convention. And be it further

Resolved that in studying the best means to determine the number of lay delegates for each parish, the Executive Council shall solicit input from vestries of the parishes in the diocese as to the impact of various options upon the representation of parishes in the diocese at Annual Convention. And be it further

Resolved that the Executive Council shall report its recommendations to the 130th Annual Convention along with the necessary legislation to enact such recommendations as appropriate.

RESOLUTION #4
In Thanksgiving for the Life and Ministry of Ruby Aytch Siler
(January 26, 1932-October 9, 2011)

WHEREAS Ruby Aytch Siler gave most generously of her love in the fellowship of the Church and engaged her family in Christ in the spirit of mission and ministry of example, and;

WHEREAS she continuously worshipped our Lord with devotion and reverence in word and deed, and;

WHEREAS she embraced St. Andrew's Episcopal Church, Goldsboro and gave her spiritual support, financial support, energy, and guidance, and;

WHEREAS she served as Treasurer of St. Andrew's Episcopal Church for over fifty years, on several parish committees, including being an integral part in building the church at the current site, and;

WHEREAS she served as a delegate many times to the Annual Convention, and on several Commissions on Ministry for the Diocese of East Carolina, and;

WHEREAS she was a Golden Life Member of Delta Sigma Theta Sorority, Inc. and chaired several committees including Budget and Finance, Jabberwock, and Founder's Day;

THEREFORE LET IT BE RESOLVED that the Episcopal Diocese of East Carolina gives thanks for the life and ministry of our sister Ruby Aytch Siler.

Respectfully submitted by:

Dr. Rick Stovall
Ms Dionne Johnson
Ms. Rosalinde Moore
Mrs. Bertha Case
Dr. Jonelle Stovall
Mrs. Eunice Greene
Mr. Rudolph Barnes
Mr. Darry Williamson
Ms. Kimberly Stovall
Mrs. Arthemise Keiffer
The Rev'd Deacon Gloria Price

Mr. Jeffrey Lesesne
Mrs. Vanessa Stovall
Mrs. Annette Bryant
Mrs. Manetta Stovall
Mr. Albert Case
Mrs. Thomasina Barnes
Mr. David Rogers
Mrs. Lillianne Umar
Mr. Eugene Price
Mrs. Carol Bardi
The Rev'd Mary Reese

RESOLUTION #5

A Resolution Against Amending North Carolina Constitution

Whereas the present move to amend the North Carolina Constitution has again raised the question of the status of gay and lesbian persons in our community,

Resolved, that the 129th Annual Convention of the Diocese of East Carolina reaffirms The Episcopal Church's recognition of gay and lesbian persons as children of God with equal access to full civil rights as set out by the General Conventions of 2006 and 19941, and be it further

Resolved, that the 129th Annual Convention of the Diocese of East Carolina urges Episcopalians to be an active voice against Amendment One, scheduled for vote on May 8, 2012, to amend the North Carolina Constitution to prohibit same gender marriage and civil unions.

COMMENT: Amendment One reads: **"Marriage between a man and a woman is the only domestic legal union that shall be valid or recognized in this state. This section does not prohibit a private party from entering into contracts with another private party; nor does this section prohibit courts from adjudicating the rights of private parties pursuant to such contracts."** (Source: SL 2011-409 as enacted September 14, 2011)

Passage of this amendment will establish inequality in the Constitution, by treating citizens differently based on sexual orientation. The Constitution should protect the rights of minorities. The rights of a minority group should not depend on an approving vote of the majority.

North Carolina already has a statute that defines marriage as occurring between a man and a woman, effectively prohibiting the performance of same gender marriages in North Carolina, and does not authorize civil unions between same gender persons. The Federal Defense of Marriage Act (DOMA) already allows states to refuse recognition of same gender marriages or civil unions performed legally in other states.¹ A constitutional amendment is redundant and seeks only to make it more difficult to change North Carolina law in the future if the people so desire.

In its present form., Amendment One places in jeopardy current rights granted by wills, estates and end of life directives; domestic partnership benefits, adoption, child custody and visitation right; and the rights of same gender couples who are legally married or joined in civil union under the laws of other states, which are not contracts.

1 Actually, DOMA is much broader, stating "No State, territory, or possession of the United States, or Indian tribe, shall be required to give effect to any public act, record, or judicial proceeding of any other State, territory, possession, or tribe respecting a relationship between persons of the same sex that is treated as a marriage under the laws of such other State, territory, possession, or tribe, or a right or claim arising from such relationship." Such rights arising from such relationship would include adoption or children, custody and visitation rights established in another state.

Admendment One is bad for business. It intrudes on businesses' right to provide competitive benefits to their employees through recognition of domestic partnerships. Further, it signals that North Carolina is not a welcoming place for the diverse, creative workforce necessary to compete in the global economy. The same may be sid of the ability of the Diocese to attract and keep clergy.

SPONSORS

Vestry of Church of the Servant, Wilmington [including delegates Rebecca Blake and David Smith, and Casey Ludlum, alternate]

The Rev. Pamela Stringer (Holy Trinity, Hampstead)

The Rev. Mary Lacy (St. Timothy's Greenville)

The Rev. Peter Stube (Christ Church, New Bern)

The Rev. Catherine Powell (Church of the Servant, Wilmington)

The Rev. Blair Both (retired, Wilmington)

The Rev. Rainey G. Dankel (non-parochial, Wilmington)

The Rev. Randy Green (St. Paul's, Wilmington)

Lynda Miller (St. Paul's, Wilmington)

John R. Roberts (St. James, Shallotte)

Frank D. Darzano (St. Philip's, Southport)

RESOLUTION #6

In Thanksgiving of the Ministry of the Venerable Joy Morgan Doshier

WHEREAS the Venerable Joy Morgan Doshier has worked with aging persons and aging issues for more than 40 years, and

WHEREAS her work with the aging led to her calling to be ordained a deacon by The Right Rev'd Bryce Sydney Sanders on 17 August 1996 at Saint Mary's Episcopal Church in Kinston, North Carolina, and

WHEREAS her call to serve aging populations led to her vocation serving small parishes with few but faithful members with whom she has shared and served in Word and Sacrament, pastoral care, and care for community, and

WHEREAS she has served Saint Christopher's, Havelock; Saint Paul's, Vanceboro; Saint John's, Grifton; Grace, Trenton; and Saint Paul's, Washington, and

WHEREAS the Right Rev'd Clifton Daniel, 3rd appointed her Archdeacon at Diocesan Convention in February 2002, and she has served faithfully and endeavored to increase awareness and work of the Order of Deacon as an Archdeacon, while seeking opportunities for the development of the ministry of the Deacons of the Diocese of East Carolina, now therefore let it be

RESOLVED, the Diocese of East Carolina gives thanks to God the Most Holy Trinity for the ministry of the Venerable Joy Morgan Doshier on the occasion of her retirement from this appointment and offers prayers for her continued work as a deacon in our midst.

Respectfully submitted,
The Venerable Joseph Malcolm (Sonny) Browne, III
Rector, Trinity Episcopal Church, Chocowinity and Archdeacon

The Rev'd Canon Matthew E. Stockard
Canon to the Ordinary of the Diocese of East Carolina and
Secretary of Convention

RESOLUTION #7

A Resolution in Thanksgiving for the Ministry of The Rev'd Jesus Antonio Rojas

RESOLVED that the 129th Annual Convention of the Episcopal Diocese of East Carolina offers its congratulations to and express thanksgiving for

The Reverend Jesus Antonio Rojas

for 50 years of faithful witness and fruitful ministry as a Priest of Christ's One, Holy, Catholic and Apostolic Church.

This Convention also gives thanks to God for calling Father Rojas and his wife Lucinda to this Diocese and prays that God will continue to bless them in their life and ministry.

Respectfully submitted,

The Rev'd Canon Matthew E. Stockard

Canon to the Ordinary of the Diocese of East Carolina and
Secretary of Convention

RESOLUTION #8

**Resolution in Thanksgiving for the Ministry of
The Rev'd Canon C. Phillip Craig, Sr.**

Resolved, that The Rev'd Canon C. Phillip Craig, Sr. since 1986, has served the Diocese of East Carolina as Rector, Canon to the Ordinary, and Diocesan Deployment Officer, and in numerous other capacities: Chair of the Board of Managers of Trinity Center, the Commission on Ministry and Standing Committee, Deputy to General Convention, a gifted teacher and facilitator, a servant of the poor and a tireless worker seeking to ensure that this is a Safe Church for all the Children so beloved by God; and

Resolved, that the 129th Annual Convention of the Diocese of East Carolina joins with the Bishops, Clergy, Laity and Staff of the Diocese in expressing their sincere appreciation for these and other gifts revealed in Canon Craig's ministry and missional activity in this State, Diocese and Church over the course of his life, upon the occasion of his return to his Diocese of origin; and therefore

Resolved, that Canon Craig henceforth carries the title Canon Pastor of the Diocese of East Carolina in honor of his years of service to this Diocese and her Bishops and

Resolved, that this Resolution be spread upon the minutes of this Convention, and that the Secretary of Convention be directed to send a copy of this resolution to Canon Craig and his wife Nancy, each of their children and the Bishop Diocesan of the Diocese of North Carolina.

Respectfully submitted,

The Rev'd Canon Matthew E. Stockard
Canon to the Ordinary of the Diocese of East Carolina and
Secretary of Convention

RESOLUTION #10**On Further Consideration of the Denomination Health Plan by
the 77th General Convention of the Episcopal Church**

Resolved that the 129th Convention of the Diocese of East Carolina urges our deputation to the 77th General Convention, to be held in July 2012, to work for and support efforts to make the Denominational Health Plan (DHP) approved by the 76th General Convention (A177) more truly denomination-wide, addressing such issues as the number of bands that establish the costs of such insurance and the lack of a single nation-wide pool of participants. We encourage our deputies to support efforts that would postpone the required implementation date of January 1, 2013, so that the DHP can in fact be a plan for The Episcopal Church as a whole.

And be it further resolved that the 129th Diocesan Convention encourage continued conversations with other dioceses in Province IV to enlarge the “pool” of eligible employees, thereby moving the DHP as presented to the Diocese of East Carolina toward at least a more regional or province-wide plan.

Comment: A177 as approved by the 76th General Convention was presented as a denominational health plan with a nation-wide pool of participants. As the Diocese of East Carolina has moved toward the required implementation date of January 1, 2013, it appears that we are currently implementing a diocesan health plan that meets the requirements of parity among employees as mandated by A177 without the economies of scale that were predicted when the 76th General Convention approved A177.

Because individual dioceses are assigned to different bands, parishes located in different dioceses, but whose employees utilize the same medical facilities may have considerably different costs of insurance premiums. It is confusing that our neighboring parishes in the eastern part of the Diocese of North Carolina, Wilson and Tarboro, to cite two examples, will have lower costs for health insurance for their clergy and eligible employees, than do parishes in our diocese (and many people in Wilson and Tarboro routinely utilize the medical center in Greenville for their hospital care). The higher costs parishes in our diocese will be required to pay under the DHP present hardships to many parishes, both small and large. Until the DHP is truly a denominational plan, with a national pool of participants, we urge that its implementation be delayed.

SPONSORS:

The Rev. Jill Beimdiek (St. Paul's, Greenville)

The Rev. Eric Zubler (St. Thomas, Bath)

Raymond G. Schwartz (St. Thomas, Bath)

Bill Pruitt (St. Thomas, Bath)

David Whichard (St. Paul's, Greenville)

The Rev. Joy Doshier (Trinity, Chocowinity)

Debra McGowan (St. Paul's, Greenville)
Judy Whichard (St. Paul's, Greenville)
The Rev. Kevin Johnson (St. Peter's, Washington)
The Rev. Bob Hudak (St. Paul's, Greenville)
Tony Breuer (St. Paul's, Greenville)
William Rianhard (St. Peter's, Washington)
Elisa M. Kirby (St. Anne's, Jacksonville)
The Rev. Mary Frances Curns (St. Anne's, Jacksonville)
Carol Lusher Eaton (St. Peter's by the Sea, Swansboro)

RESOLUTION #11
Implementation of the Recommendations
of the Ad Hoc Committee on Parish Viability

Whereas, the Ad Hoc Committee on Parish Viability, formed by the Standing Committee at the request of the Trustees of the Diocese of East Carolina, has studied and reported its recommendations regarding the continuing viability of twelve parishes as measured by these criteria:

1. Provide an Annual Parish Report (Canon III.4.3);
2. Submit to and report on an Annual Audit (Canon III.4.4);
3. Attend the Diocesan Convention at least once in three years (Const. Art. IV.5(b)); and
4. Provide an annual subscription to the Diocese and to pledge to continue such subscription (Canon II.2.4(f)); and

Whereas, Bishop Daniel, as Bishop Diocesan, supported y the report of the Ad Hoc Committee on Parish Viability, following Canon II.6.1 of the Canons of the Diocese of East Carolina. Now therefore be it

Resolved, that the 129th Convention of the Diocese of East Carolina accepts the report of the Bishop and the conclusions contained in the Report of the Ad Hoc Committee on Parish Viability that the following parishes no longer give promise of sufficient strength to maintain their organization in their current locations and are hereby dissolved:

St. Mary, Belhaven;
St. John the Evangelist, Edenton;
All Saints, Fairfield;
St. Martin, Hamilton;

Christ Church, Hope Mills;
St. Mark, Roxobel;
St. John, Sladesville;
St. Barnabas, Snow Hill.

Resolved, that the Bishop will see to the collection and preserving of the records and property of these parishes and to such observances as are appropriate to mark the end of the mission and ministry of these parishes in their current locations.

Resolved, in accordance with Diocesan Canon II.6.2, the real and personal property of these dissolved parishes vests immediately in the Trustees of the Diocese, who may sell the personal property, holding the proceeds in trust for the dissolved parish for at least six (6) months.

Resolved, in accordance with Diocesan Canon II.6.2, the Bishop shall appoint a committee to further study the potential for mission and ministry at the site of any real property vesting in the Trustees as a result of the dissolution. The Committee shall report its conclusions to the Department of Mission and Development and 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.

Resolved, that the 129th Convention of the Diocese of East Carolina accepts the further recommendations of the Ad Hoc Committee and the Bishop, that the following parishes continue to consider and evaluate their mission and ministry in their communities as they are able, with the Trustees and Standing Committee monitoring their potential and viability and making such further recommendations to the Convention as they deem appropriate:

Holy Cross, Aurora;
Holy Innocents, Avoca;
Grace Church, Lewiston-Woodville;
St. Paul, Washington.
Respectfully submitted,
Trustees of the Diocese of East Carolina
The Rt. Rev'd Clifton Daniel, 3rd
Ms. Shirley Guion
Mr. John Holmes
The Rev'd John Pollock
The Rev'd Pamela Stinger

RESOLUTION #12

A Resolution in Thanksgiving for the Ministry of the Rev Timothy Dols

Whereas, the Reverend Timothy Dols served as chaplain to the Episcopal Campus Ministry of Wilmington, North Carolina for two and a half years, and

Whereas, in this capacity, he served as a spiritual adviser, mentor and friend to the students of the University of North Carolina Wilmington, and

Whereas, he served as a teacher and hagiographer by sharing his talents and prayers, and

Whereas, we acknowledge that caviar, sour cream and crackers is a delicacy and should be appreciated as such. Therefore, be it

Resolved, that the students and friends of Episcopal Campus Ministry in Wilmington, North Carolina would like to thank the Reverend Timothy Dols for his service and dedication to our ministry.

Respectfully Submitted,

The Episcopal Campus Ministry, Wilmington, NC:

Arie Gee, Charlie Brake, Jillian Flom, Lauren Posey, Kristi Smith, Sarah Smith, & Casey Ludlum, Rook Parthuum and Sarah Johnson

Delegation from Church of the Servant: The Rev Catherine Powell, Rebecca Blake, Don Hickey, David Smith, Rook Parthuum and Sarah Johnson

RESOLUTION #14

In Thanksgiving for the Life and Ministry of William H. Brake

February 2, 1942 - January 28, 2012

WHEREAS, the Rev'd William H. Brake rendered faithful and loyal service to The Episcopal Church which he loved so much, and

WHEREAS, he devoted himself to establishing chapters of The Brotherhood of Saint Andrew within the parishes he served and during various missions in South Africa which are dedicated to bringing men and boys to Christ, and

WHEREAS, He was loved for his deep learning and scholarship and sought out for his wise pastoral care and profound teaching, and

WHEREAS, His favorite saint was Andrew, he was a Scot through and through, who loved a wee drop of single malt, and

WHEREAS, during the 42 years of his ordained ministry he inspired many to a deeper faith in Christ,

THEREFORE LET IT BE RESOLVED that the Episcopal Diocese of East Carolina gives thanks for the life and ministry of Father Bill Brake and send a copy of this resolution to his beloved wife, Jeannie and family.

Respectfully submitted,

The Rev'd Phillip Glick, St. Andrew's by the Sea, Nags Head

Courtesy Resolution

BE IT RESOLVED, that the 129th Convention expresses its gratitude to the historic parishes of New Bern and for all the churches in the Trinity Deanery.

We are especially thankful to Bishop Daniel and Bishop Assisting Marray for their reminders that as today's Church for tomorrow's world, we must sacrifice ourselves for our brothers as we live into this Church of the 21st Century with vulnerability, vision and vitality.

We are grateful to the Convention Committee who has creatively and effectively met the challenges of re-visioning and reorganizing this Convention time frame. We particularly appreciate their attention to climate control.

We give thanks to the Liturgical Commission for providing this Convention with worship to fill our spirits.

We are grateful to the Sloan River Project for all the ways their gift of music enhanced this Convention.

We offer appreciation to our dynamic Diocesan Staff for all their unselfish work and long hours for the 129th Convention and throughout the year.

We are grateful to our youth, campus ministries, seminarians and Convention pages and all the ways these people live into their ministries.

We are grateful to all active duty and retired military in our Diocese, their families and the chaplains who minister to them. We offer special celebration for the Dorchester Chaplains. We recognize and thank all of those who have shared their artistry, gifts, and talents with this Convention.

Above all, we give thanks to our Lord and Savior, Jesus Christ for never side-stepping us. We thank him for opening our hearts and minds to face the challenges of the world and for nudging us to share as we humbly try to serve God.

Respectfully submitted,

Lisa Richey, Chair (Grace, Whiteville)

The Reverend Deacon Grace Marie Wood (Christ Church, Elizabeth City)

Dr. Rick Stovall (St. Andrew's, Goldsboro)

The Committee on Constitution and Canons recommends that Canon I.8.4, The Executive Council, be amended as indicated:

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

CANON 8

The Executive Council

Section 4. The members of the Executive Council shall be elected by vote of Convention for three year terms; provided that at the 1994 annual Convention of the Diocese, one half of the lay members and one half of the clergy members shall be elected to one year terms, such members to be designated at the time of their nomination as candidates to a one year term of office. A member who has served two consecutive years terms on the Executive Council shall not be eligible for re-election, or for appointment to fill a vacancy, until one year after the expiration of his or her term. The Executive Council shall have power to fill any vacancy in the Council that may occur through death or resignation of any member, provided that the person elected to fill an unexpired term shall meet the classifications for membership of the person whose vacancy is being filled. Appointments to fill any such vacancy shall expire at the close of the next annual Convention following appointment. Any person appointed to fill a vacancy who is eligible for election but is not elected to the Executive Council at the next following Annual Convention may not be appointed to fill any subsequent vacancy for a period of one year following such Convention.

COMMENT

The change makes a correction to clarify the term limit for members of Executive

The Committee on Constitution and Canons recommends that Canon I.12.4 be amended as indicated:

**Title I: Convention of the Diocese;
Diocesan Officers and Representatives
Canon 12
Trustees of the Diocese**

Section 4. (a) Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, subject to the written consent of the Standing Committee, if in the opinion of said 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 benefit of any Mission or organization of the Diocese other than a Parish, the said Trustees shall have the power to convey said property upon written request and written approval of the Bishop Standing Committee, or the Ecclesiastical Authority, and upon like request 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 hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, 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 Standing Committee.

Comment

In support of the work of the Ad Hoc Property Committee, the Committee on Constitution and Canons reviewed the property canons, discovering a conflict between Article IX.4 of the Constitution and Canon I.12.4. The recommended language resolves the conflict. The approval of the Bishop is implied because the Bishop is by definition one of the Trustees (see Canon I.12.1).

The Committee on Constitution and Canons recommends that Canon II.4.11, Vestries, be amended as indicated:

TITLE II: Deaneries; Parishes and Missions of the Diocese.

CANON 4

Vestries

Section 11. All Vestries of the Diocese of East Carolina shall be required to pay all 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.

Comment

In support of the work of the Clergy Compensation and Benefits Committee and Executive Council on the policies for implementation of the Denominational Health Plan (DHP), the Committee on Constitution and Canons was asked to review the language in Canon II.4.11. The recommended changes are the result of that review and attempt to clarify the responsibilities of Vestries in providing insurance coverage.

Executive Council Minutes
April 7, 2011
Zion Episcopal Church, Washington

Council members present were: The Rt. Rev'd Clifton Daniel, 3rd, The Rev'd Philip Glick, Mr. Brewster Brown, Mr. Jim Morgan, Mr. Samuel Deans, The Rev'd Mary Reese, Ms. Sara Pope, The Very Rev'd Mary Lacey, Ms. Laura Manigault, The Rev'd David Williams, Mr. John Roberts, Mr. Thomas Secules, Ms. Jo Anne Kilday, The Rev'd Brent Melton, The Very Rev'd John Frazier, The Very Rev'd Canon Dr. Peter Stube, The Very Rev'd Catherine Powell, The Rev'd Jim Horton, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge, The Rev'd Canon Matthew Stockard, Mr. Ray Tait and The Very Rev'd John Bonner. Also present were: Mrs. Martha Clark, Mrs. Donna Goodson, Mrs. Bonnie Holton, Mrs. Jimi Paderick and Mrs. Emily Gowdy Canady.

A brief history of Zion Episcopal Church was given by Ms. Emily Padget and Mrs. Frances Douglas. Canon Stockard, Secretary of Convention, confirmed that a quorum was present. The minutes of the January 20, 2011 Executive Council Meeting were approved and accepted with one minor amendment.

Mrs. Judge presented the Treasurer's Report. She reviewed with Council the YTD Ending Report as of March 31, 2011. Mrs. Goodson discussed 2011 Pledge Worksheet with Council and noted that several parishes had increased their annual giving. Ms. Goodson shared with Council that in past years St. Paul's, Edenton had allowed individuals to pledge directly to the diocese and reduced their pledge to the diocese by that amount.

She explained when those individuals did not meet their pledge obligations, it reduced the amount received from St. Paul's Church since the vestry made no pledge; therefore, reducing the total pledges received cause a deficit in the annual budget at the end of the year. St. Paul's Vestry was notified and they have agreed to make up any deficit in their 2011 pledge that may occur because individuals did not send in their pledge. St. Paul's Vestry also stated that their 2012 pledge would be at the 10% minimum asking or above and would ask St. Paul's members not to send in individual pledges to the diocese.

Mrs. Judge shared with Council several letters received from parishes regarding the letter sent to parishes requesting an additional funds to cover items cut from the 2011 Ministry Spending Plan. Mr. Brown asked how additional funds received would be allocated and voiced his concerns regarding the elimination of the two part-time College Campus Ministers. Bishop Daniel told Council that we would review this at the June meeting and Council could make recommendation at that time.

Ms. Gowdy Canady gave her report for Youth, College and Young Adult Ministry. She informed Council that new policies and procedures were mailed to all clergy. Ms. Gowdy Canady announced that a Campus Commission had been formed and would have their first meeting on April 30th.

Bishop Daniel reported that chairs for the Capital Campaign had been appointed. He reminded Council that the campaign remains in its “quiet phase” until the kick off at next year’s convention.

Bishop Daniel announced that at the 128th Annual Convention in the election of Executive Council, Clergy Member At Large a vacancy was not filled. He explained that the Executive Council acts as the convention when the convention is not in session and then opened the floor for nominations. Ms. Judge nominated The Rev’d Barry Kubler, rector St. Phillip’s; Southport and Mr. Williams seconded it.

Mrs. Geiszler-Ludlum, Diocesan Chancellor, spoke to Council about the new Title IV Canons – Disciplinary passed at the 2009 General Convention. She explained that the model was very different than the current model and that additional information and training would be offered throughout the year.

Dean Bonner gave his report for the Albemarle Deanery. He told Council that the deanery was moving towards a Ministry Co-Op Model to help serve the needs of the nine parishes in their deanery that are without full time rectors.

Dean Powell gave her report for the Lower Cape Fear Deanery. She shared with Council that the deanery continues to hold regular clerical meetings. She said that they had a Stewardship Sharing Day and plans to have a Catechesis of the Good Shepherd Training Day.

The Trinity Deanery report was given by Dean Stube. He informed Council that the clergy plan to meet at least quarterly.

Dean Frazier gave his report for the Upper Cape Fear Deanery. He said that the clergy are continuing to work on better communications and hope that clergy will soon begin to meet regularly.

Dean Lacy gave the Pamlico Deanery report. She announced that their clergy meet the second Tuesday of each month.

Mr. Horton gave his report on the Standing Committee’s “AdHoc” Committee. A more detailed report will be given at the October Council meeting. He also shared that the Standing Committee is evaluating the process on how parishes refinance loans.

Canon Stockard, Secretary of Convention, told Council that the majority of the feedback from those who attended the 128th Convention was positive. He explained that many liked the shorter convention, but missed the fellowship that more time allowed.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Jimi Paderick
Assistant to the Secretary of Convention

**Executive Council Minutes
St. Stephen's Episcopal Church, Goldsboro
October 6, 2011**

Those present were: The Rt. Rev'd Clifton Daniel, 3rd, The Rt. Rev'd Santosh Marray, The Rev'd Canon Matthew E. Stockard, The Rev'd Philip Glick, Mr. Brewster Brown, Mr. Samuel Deans, The Rev'd Mary Reese, Ms. Sara Pope, Ms. Laura Manigault, The Rev'd Robert Spainhour, The Rev'd David Williams, Mr. John Roberts, Mr. Thomas Secules, Ms. Martha Clark, The Rev'd Brent Melton, The Very Rev'd John Frazier, The Very Rev'd John Bonner, The Very Rev'd Canon Dr. Peter Stube, The Very Rev'd Catherine Powell, The Rev'd Jim Horton, Mrs. Joan Geiszler-Ludlum, Mrs. Tess Judge and Mr. Ray Tait. Also present were: Mrs. Donna Goodson, Mrs. Bonnie Holton, Mrs. Emily Gowdy Canady and Mrs. Jimi Paderick.

Following a time of worship in and story-sharing regarding St. Stephen's Episcopal Church, Bishop Daniel called Executive Council to order. Canon Stockard, Secretary of Convention, confirmed that a quorum was present. The minutes of the April 7, 2011 Executive Council Meeting were approved as written.

Mrs. Judge presented the Treasurer's Report. She reviewed with Council the preliminary report of Statement of Receipts and Disbursements ending in late September 2011. Mr. Brown asked Council if the overage of \$12,557 from Convention could be used to support programs. After discussion, Council agreed to discuss this at the Council meeting in December.

Mrs. Judge stated that an additional \$27,324 had been pledged to the diocese in response to the motion at the 127th Annual Convention. Mrs. Judge stated that the Finance Committee would like for Council to give direction on how to allocate the funds. After discussion, Dean Frazier made a motion that of the additional pledge funds received and after all budget obligations are met, 60% be allocated to College Campus Ministry, 30% to Retired Clergy Insurance Supplement and 10% to The Episcopal Church. The motion was seconded and passed.

Mrs. Judge shared with Council that the Diocesan Audit Committee has three parish audits in progress and three on the waiting list. She explained that each parish in the diocese is required to have an audit annually. To assist parishes with managing this expense the Finance Committee created a team of individuals who can offer parishes an audit at a reduced price.

Mr. Horton, Ad Hoc Committee, gave his report. He explained that the committee was charged to assess the viability of 12 parishes within the diocese. He told Council the committee would be meeting in October to discuss their final recommendation to the Standing Committee, Trustees and then to the Annual Convention in 2012.

Bishop Daniel told Council that the Capital Campaign remains in its quiet phase and that some pledges have been received. He reminded Council that the first \$1 million dollars received would go to Trinity Center and the next would be held and managed by the Foundation for Trinity Center. Mr. Tait, Foundation President, told Council that he has understood that the Foundation would be reimbursed for the \$30,000 paid for the feasibility study. Mrs. Judge quoted previous Council minutes and stated that the funds are to be reimbursed to the Foundation, but a time was not established.

Mrs. Gowdy Canady gave her report for Youth, College Campus and Youth Ministry. She shared that the Campus Ministry Commission has been formed and began meeting in April. Mrs. Gowdy Canady told Council that the established Campus Ministry programs at East Carolina University and University of North Carolina-Wilmington continue to run programs and have planned retreats for the fall. She announced that The Rev'd Sam Portaro, author and former long time Campus Ministry Chaplain of the University of Chicago, will be present for a planning and visioning retreat in December. Mrs. Gowdy Canady informed Council that Bishop Daniel has formed a Task Force (which includes some members of the Campus Ministry Commission and Executive Council) to work with Mr. Portaro during the retreat.

Mrs. Gowdy Canady stated that the East Carolina Youth Council is still being formed. She shared that the youth in the diocese have been active and participated in events such as the Province IV Youth Network and a yOUTHReach Event, which made over 100 toiletry bags for the Farmworker Ministry. She stated that she would be offering a CPR First Aid Training Class in December for anyone in the diocese who works with youth.

Bishop Daniel informed Council that a Council position for a Member at Large in the Clergy Order remains open. Council decided not to fill the position itself but to ask Convention to elect someone to the position for a two-year term.

Dean Frazier gave his report for the Upper Cape Fear Deanery. He said that the deanery met with Bishop Daniel in September to discuss ways in which larger churches might partner with and offer support to small churches.

Dean Bonner gave his report for the Albemarle Deanery. He shared that the deanery met for fellowship and over 60 people attended including Bishop Marray and his wife, Nalini. Dean Bonner announced to Council that they will have Lessons and Carols the 1st Sunday in Advent and will offer a Liturgy Day in November. He stated the clericus had recently met and Mr. Melton gave a brief training on the use of Facebook.

Dean Powell gave her report for the Lower Cape Fear Deanery. She told Council that they held a Stewardship Day in May with about 30 people attending from eight different parishes. The deanery clericus continues to meet monthly with themed topics such as AA, Interfaith Refugee, Trinity Center and J2A.

Mrs. Goodson announced that Denominational Health Plan meetings would be held in each deanery later this month. Bishop Daniel explained that the only agenda item for the "Called Meeting" of Executive Council on November 17, Council would be to create a resolution to present to the 128th Annual Convention. He told Council that whatever the convention passed would become effective in January 2013.

Bishop Marray discussed development of leadership for small churches in the diocese. Bishop Daniel stated that he plans to replace the existing Mission Statement of the Diocese, as it doesn't reflect accurately the current mission of the diocese.

Mrs. Judge requested that draft Executive Council Minutes be shared within two weeks of the meeting. Bishop Daniel agreed and asked that Canon Stockard, Secretary to Convention, see that this occurs.

Ms. Geiszler-Ludlum asked for clarification where the final authority lies in relation to decisions made by Executive Council, Trinity Center Board and the Capital Campaign Committee. She added that Council needs to address this matter in a systematic way.

Dean Frazier made a motion, based upon a request of the Trinity Center Board, that the 1st million dollars collected from the "Trinity and Beyond" Capital Campaign be used for the immediate capital needs of Trinity Center. Mr. Brown seconded the motion and the motion carried. Bishop Daniel asked that a copy of the letter from the Trinity Board be included with the minutes of this meeting.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Jimi Paderick
Assistant to the Secretary of Convention

Executive Council Called Meeting
Diocesan House, Kinston
November 17, 2011

Those members present were: The Rt. Rev'd Clifton Daniel, 3rd, The Rt. Rev'd Santosh Mar-ray, The Rev'd Canon Matthew E. Stockard, The Rev'd Phillip Glick, Mr. Brewster Brown, The Rev'd Mary Reese, Ms. Sara Pope, The Very Rev'd Mimi Lacy, Ms. Laura Manigault, The Rev'd David Williams, Mr. John Roberts, Mr. Thomas Secules, Mrs. Jane Squires, Mrs. Martha Clark, The Very Rev'd John Frazier, The Very Rev'd Catherine Powell, Mr. Ray Tait, The Very Rev'd John Bonner. Also present were: The Rev'd Richard Elliott and The Rev'd Carolyn Craig, Mrs. Donna Goodson and Mrs. Jimi Paderick.

Bishop Daniel called Executive Council to order. Canon Stockard, Secretary of Convention, confirmed that a quorum was present.

Bishop Daniel explained that the sole purpose of the Called Executive Council Meeting was to draft a resolution for the Annual Convention in February 2012. He reminded Council that in 2009 General Convention passed Resolution A177 – Denomination Health Plan that requires specific implementation in all dioceses effective January 1, 2013.

Bishop Daniel shared that several plans are available through the Church Medical Trust and that each diocese is to decide which level of coverage that they plan to offer. He directed Council to a draft resolution that was created by members of the Diocesan Compensation and Benefits Committee, following feedback from Personnel Committee and education sessions held in each deanery. Each line of the draft of the resolution was discussed in detail. After discussion, Dean Frazier made a motion to adopt this draft resolution and present it to the 129th Annual Convention of the Diocese of East Carolina. The motion was seconded by Ms. Manigault and passed unanimously.

Implementation of the Denominational Health Plan
in the Diocese of East Carolina

Resolved, the 129th Annual Convention of the Diocese of East Carolina enacts the following policies to implement the Denominational Health Plan (DHP) in fulfillment of General Convention Resolution 2009-A177 in the Diocese of East Carolina:

1. Health care insurance is defined as medical and dental insurance. Household status is defined as single, employee plus one, or family.
2. All eligible clergy and lay employees working full time (30 or more hours/week) will be offered health care insurance as follows:
 - a. The minimum medical coverage offered to eligible clergy and lay employees in the

Diocese will be 100% of the premium for the High Deductible Health Plan (HDHP), according to the clergy or lay employee's household status.

b. The minimum dental coverage offered to eligible clergy and lay employees in the Diocese will be the basic dental PPO coverage.

c. The Vestry or governing board will contribute annually to the Health Savings Account (HSA) for eligible clergy and lay employees a minimum of 80% of the deductible as established by the Church Medical Trust.

d. If the clergy or lay employee selects a different Medical Trust Plan (EPO or PPO), the clergy or lay employee may be required to pay the difference in the cost of the premium.

3. All eligible clergy and lay employees working part time (20-29 hours/week) may be offered the same coverage as full time employees but may be required to pay the full premium.

4. Vestries or governing boards are encouraged to exceed the minimums described above while meeting all parity requirements.

5. Existing letters of agreement will be honored through December 31, 2012. All parity requirements will be effective January 1, 2013.

6. Schools, day care facilities, and other diocesan and parish institutions and programs with eligible clergy and lay employees are encouraged to adopt the principles articulated in this recommendation, but are not required to do so. However, each is required to seek a quote from Church Medical Trust each year and may opt in.

7. A clergy or lay employee may opt out of the DHP if they have health care coverage available through qualifying exceptions as allowed by Church Medical Trust and must present documentation to that effect.

8. Benefits as described in this resolution are extended to qualifying domestic partners and their dependents. A clergy or lay employee seeking such benefits will submit to the Office of the Bishop a Domestic Partnership Affidavit as provided by the Church Medical Trust.

9. The Executive Council of the Diocese of East Carolina shall recommend to the Annual Convention (beginning in 2013) a proportional cost sharing plan by which clergy and lay employees may be required to make a contribution to the cost of health insurance beginning January 1, 2014, changes in that cost not to exceed an increase of 5% in a year.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Jimi Paderick

Assistant to the Secretary of Convention

**Executive Council Meeting
Diocesan House, Kinston
January 19, 2012**

Those members present were: The Rev'd Clifton Daniel, 3rd, The Rev'd Santosh Marray, The Rev'd Canon Matthew Stockard, The Rev'd Mary Reese, Mr. Samuel Deans, The Very Rev'd Mary Lacy, Ms. Laura Manigault, The Rev'd Robert Spainhour, The Rev'd David Williams, Mr. John Roberts, Mr. Thomas Secules, The Very Rev'd John Frazier, The Very Rev'd Dr. Canon Peter Stube, The Very Rev'd Catherine Powell, The Rev'd Jim Horton, Mrs. Tess Judge, Mr. Ray Tait and The Very Rev'd John Bonner. Also present were: Mrs. Donna Goodson, Mrs. Bonnie Holton, Mrs. Jimi Paderick and Mrs. Emily Gowdy-Canady.

Bishop Daniel called upon Canon Stockard, Secretary of Convention, to verify a quorum was present. Canon Stockard stated that a quorum was not present in the lay order.

Mrs. Judge presented the Treasurer's Report. She reviewed with Council the Analysis of Revenues and Expenses from January to December 2011. Council discussed the \$45,992.41 in pledges that was written on from unpaid pledges from previous years. Bishop Daniel shared that he had sent a letter to all rectors and parishes in the diocese stating that if a parish was not giving at the 10% minimum that that are not eligible to call a new rector or assistant rector.

Mrs. Judge then shared the 2012 Proposed Ministry Budget with Council. She noted that this budget would be presented at the upcoming annual convention for approval.

Mrs. Judge directed Council the 2011 Pledge Worksheet. She noted that an additional \$63,343 in additional pledges had been received and would be allocated as previously determined by Council.

Bishop Daniel gave a brief update on the Diocese's Capital Campaign, "Trinity & Beyond." The campaign is progressing well with the good leadership of Mr. Carl Ragsdale as Campaign Chair. More information on the campaign will be shared at the upcoming convention.

The Upper Cape Fear Deanery Report was given by Dean Frazier. He stated that approximately 25 people attended their pre-convention deanery meeting at St. John's, Fayetteville. He added that it was a good meeting and much of the conversation was regarding resolutions concerning The General Church structure and Denominational Health Plan.

Dean Powell gave her report for the Lower Cape Fear Deanery. She stated their pre-convention deanery meeting went well with the main topic being the Denominational Health Plan.

Dean Stube gave the Trinity Deanery Report. He told Council that their pre-convention deanery meetings were similar with the others with conversation focusing on the structure of The General Church. He shared that the DVD that Canon Stockard provided was extremely helpful. Dean Stube told Council that the clericus continue to meet for breakfast once a month.

Dean Lacy gave the Pamlico Deanery Report. She stated that their pre-convention deanery meeting will be held soon and she expects there to be a lot of conversation around Denomination Health Plan.

Dean Bonner gave his report for the Albemarle Deanery. He shared that they had not had their pre-convention deanery meeting. Dean Bonner shared details of their deanery Making Christ Known. He added the clericus meeting monthly and as a deanery they plan on holding future deanery-wide events.

Dean Powell asked what the current financial status was for the Episcopal Farmworker Ministry in Newton Grove. Bishop Marray stated that the Episcopal Farmworker Ministry budget is at a critical stage. He stated that the EFM board has been working hard on reducing costs and are research new ways to receive funding through grants and donations. After discussion, Bishop Daniel stated that the May Executive Council Meeting would be held at Newton Grove.

Emily Gowdy-Canady, Program Officer for Youth, College Campus and Young Adult, stated that the Department of Campus Ministry was in ongoing transition. She shared her excitement regarding youth activities at convention.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Jimi Paderick
Assistant to the Secretary of Convention

Convention Reports

ANTI-RACISM COMMISSION Seeing the Face of God in Each Other

The year 2011 saw several significant accomplishments by the Anti-Racism Commission as well as significant developments in support of the cause of enabling all of us to more clearly see the face of God in each other.

During 2011, members of the Anti-Racism Commission conducted three Seeing the Face of God in Each Other one-day workshops: in February at St. Phillip's in Southport; September at Christ Church, New Bern; and November at Emmanuel Church in Farmville. These workshops were attended by a total of 63 participants: 40 lay people from our diocese, 2 clergy (one from a different denomination), and 21 extra-diocesan participants. It's a start, but is a long way from reaching everyone in leadership positions. However, two other significant events occurred during 2011 which should help.

The first significant event was the passage by the 128th Annual Convention of the Diocese of East Carolina of RESOLUTION #2, which stated, among other things, that lay and ordained leadership throughout the diocese would commit to participating in Anti-Racism workshops. The resolution also stated that the diocesan Committee on Constitution and Canons would "draft a canon requiring all church leadership to participate in Anti-Racism training and submit the draft for consideration to the 129th Convention..." As this report is being written, members of the Anti-Racism Commission are working with members of the Committee on Constitution and Canons toward that end.

The second significant event derived from the second "resolved" from RESOLUTION #2, which stated that the Anti-Racism Commission would "offer regularly scheduled Anti-Racism Workshops per deanery annually, beginning in the fall of 2011, and report to the 129th Diocesan Convention on the progress of the work of the Commission in its ministry of promoting dialogue, understanding and reconciliation." Happily, beginning in September, 2011, the Anti-Racism workshops are now and will continue to be on the diocesan calendar, with one workshop scheduled per deanery per year. This schedule is publicized throughout the diocese, with each deanery covered by June, 2012, at which point the diocese will publish the schedule to begin in September, 2012. It is hoped that this consistency will make it easier for participants to plan for and find a workshop which is convenient for them.

As to "the progress of the work of the Commission in its ministry of promoting dialogue, understanding and reconciliation", the only measuring system we currently have of our success is the evaluation form completed by the participants at the end of each workshop. To date, those evaluations have been overwhelmingly positive, with valuable (and utilized) constructive criti-

cism also being offered. While it is true that not everyone has felt the workshop to be of value to them, most have, and have consistently agreed that the workshops have helped open their eyes at least a bit to more clearly see the face of God in each other.

Respectfully submitted,
The Rev. Mary Reese
The Rev. Bonnie Clark
Co-Chairs of the Anti-Racism Commission

CAMP TRINITY FALL and WINTER YOUTH CONFERENCES

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, sports, 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 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 clergyperson 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 2011, a dedicated Camp Trinity staff certainly achieved that goal with 612 campers. The summer staff was supported by seven nurses, nine session leaders, fifteen counselors-in-training, and 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 2011, Trinity Center disbursed slightly more than \$40,000 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, I have been in charge of programming, staffing, and

hosting responsibilities for the Diocesan Fall and Winter Youth Conferences. The Fall Middle School Conference (6-8 grades) is now held in early November of each year, and the Winter High School Conference (9-12 grades) was held the first weekend after January 1st this past year. Each conference is staffed by young adults who will have been chosen by conference coordinators. We are in our seventh year of this new structure, and I am happy to report that attendance is strong for both conferences. I am hopeful that the revitalized 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 March 1 of each year. Applications are mailed to individuals and parishes in mid-November each year. The Fall and Winter Conferences are also open to all children, with registration possible through your Diocese of East Carolina Church. For more information about any of these programs, please contact us at 888-874-6287 or at camptrinity@trinityctr.com.

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.

Respectfully submitted,
Mary Beth Gay

CAMPUS MINISTRY COMMISSION

The Campus Ministry Commission was called together by Bishop Daniel in March following changes in the Campus Ministry Budget for 2011. Two representatives, one lay and one clergy, from each Deanery were asked to serve on this Commission.

Members who met included:

The Rev. Jill Beimdiek – Pamlico

The Rev. Ray Brown – Upper Cape Fear

The Rev. Tim Dols – Lower Cape Fear

Mr. J. R. Hustwit – Upper Cape Fear

Mr. James Meyers – Pamlico

The Commission met three times from April to December. In December 2011 The Rev. Sam Portaro, former Campus Ministry Chaplain at the University of Chicago facilitated a an overnight session for members of the Commission and other members at large from across the Diocese. The future direction and vision for Campus Ministry in the Diocese was the topic of the overnight.

The work of the Commission also included continued reports on progress from UNC-Wilmington's Campus Ministry and ECU in Greenville's Campus Ministry.

Ongoing work continues in the area of University and Campus Ministry in the Diocese.

Respectfully submitted by:

Emily Gowdy Canady for

The Rev. Tim Dols and Mr. James Meyers, Commission Co-Chairs

CHAPLAIN FOR RETIRED CLERGY, CLERGY SPOUSES and SURVIVING SPOUSES

The concept for this position as Chaplain originated with the Episcopal Church Pension Fund. The mission for this Chaplain is to serve as both a resource and a support for Retired Clergy, Clergy Spouses and Surviving Spouses who are resident in each diocese.

The precise methods to accomplish this mission are as varied as the people involved. For the Diocese of East Carolina the primary connection is carried out through annual and/or bi-annual letters to each of the designated recipients in this diocese. The letters explain that the Chaplain is available to assist with questions regarding Pension or Health Care of finances or local contacts or just to keep in touch. The recipients have responded via telephone calls, letters and e-mails.

The yearly listing of the recipients of this service includes retired clergy and surviving spouses receiving pension benefits who are canonical residents of this diocese. Therefore, clergy and surviving spouses who are not canonically resident in The Diocese of East Carolina are served through the Chaplain of their canonical residence.

The following information includes some overall coverage of this Chaplain's mission.

Number of Resident Retired Clergy	83
Number of Resident Surviving Spouses	39
	122

The Chaplain's position is a service with expenditures being covered through the Diocesan Bishops.

Your help would be appreciated greatly. If you know of retired clergy or surviving spouses who could use some assistance, please contact me or encourage them to make a contact.

Additionally, if you know of retired clergy or surviving spouses who are living in this diocese and whose canonical residency is elsewhere and could benefit from this local chaplaincy service, please contact me or encourage them to make a contact.

My telephone number is 910-313-2565. My e-mail address is revchandler@bellsouth.net. Please feel free to contact me with questions or follow-up requests.

Respectfully submitted,
The Rev'd Nan Chandler, Chaplain

CHRISTIAN FORMATION AND EDUCATION COMMITTEE

The Diocesan Christian Formation and Education Committee are a group of clergy and lay people working to support and assist with Christian education projects in the 75 parishes, of the Diocese of East Carolina. Its members represent both large and small parishes throughout the diocese.

This committee strives to be a resource for any parish and/or person involved with Christian education. Not only does this committee make itself available for consultation but it also works to high-light resources available online and through parishes one to another. In 2011, the committee has continued to focus on:

- Identifying available educational materials, especially open – source and online resources.
- Promoting educational events/training opportunities in parishes throughout the diocese.
- Making available training as needs are identified.
- Implementing and organizing Diocesan level educational events.
- Seeking technical resources to connect parishes to one another as events are hosted.

We find that these topics highlight the primary goal of our mission. During 2011 events were presented throughout the Diocese supporting the people who work as educators in our parishes by providing new programs of interest. Below you will find a few of the programs that were offered during this past year:

- In January, two parishes hosted the 41st National Theological Conference of Trinity Institute. Church of the Servant in Wilmington and St. Paul's in Greenville joined nearly 100 partner sites to present "reading Scripture through others' eyes". Between the parishes, over 50 participants were involved in this two-day program.
- For the second year, the Rev. Catherine Howell offered introductory sessions on the Catechesis of the Good Shepherd in the early summer. This Montessori-based Christian education method provides a unique option as programs are planned for faith development of our children

- In November, the Church of the Servant in Wilmington host a two-day workshop on a certain study called the Bible Workbench. It was led by the Educational Center and prepared leaders for a particular approach to Bible study that enhances both study and fellowship.

Other trainings were hosted for spiritual formation involving the youth of our diocese. Emily Canady provided the training in Journey to Adulthood. She is an excellent resource for projects and programs involving the young people of our church. Again this year we see these trainings to be great examples of how people involved with faith formation encourage one another and share their gifts. We continue to encourage any church hosting workshops or conferences on faith education and formation to contact the diocese so we can help communicate these programs to other churches throughout their deaneries and beyond.

As was reported last year in 2010 a list was compiled of all churches with contacts for Christian formation. This list has been used as a template when we began a new form of communication in the fall of 2011. In an effort to create some forum for educators to learn more about what's happening throughout the diocese and in their neighborhoods, a monthly to bimonthly newsletter (in e-mail form) has been developed. It has provided an arena for resources to be shared and people to begin "meeting" one another. We look forward to continuing this in the New Year.

We encourage all within the diocese to look once again at the CHARTER FOR LIFELONG CHRISTIAN FORMATION, which was passed by General Convention of 2009 and can be found on the Diocesan website. This charter has become part of our working tool as we encourage the growth of our faith formation programs throughout the diocese. Our work continues to be supported through this charter and we invite all to live fully into its charge. The Christian Formation and Education committee seeks ways to serve the faith formation needs of this diocese in all of its many facets. We will continue to pursue creative ways to support your ministry.

Respectfully submitted,
The Reverend Carrie Craig, Chair

COMPENSATION & BENEFITS COMMITTEE

The Committee on Compensation and Benefits has reviewed the past year and examined several components of clergy compensation for 2012. Enclosed you will find an updated chart regarding compensation for the upcoming year. Each chart is based on the average Sunday attendance for 2010.

In order to assist parishes and clergy in determining where they fit on the scale, there are two components to each chart:

1. The left side of the chart is used to determine years of service in a specific size parish or job responsibility level, not years of ordained service.
2. Across the top of each chart you will find percentage increases. The 2.3% increase reflects the minimum cost of living adjustment for 2012. By using a mutual ministry review additional merit raises may be given as reflected in the additional 2% increases seen on each chart.

We hope this will clarify exactly where clergy should be with regard to their base compensation. Beyond the salary compensation, it is important for parishes to re-evaluate all allowances, including but not limited to housing, utilities, and travel allowances.)

In the area of Continuing Education, the committee did not change the allowance for Continuing Education, but encourages parishes to meet the guidelines of a minimum of \$1,400 and 2 weeks. The figure is essential for the health of clergy and parishes.

The minimum supply clergy remuneration plus mileage and travel reimbursement is outlined on page 5. In our diocese, supply clergy are very important and need to be paid appropriately.

The Committee on Compensation and Benefits is willing to talk to any vestry, finance committee, wardens or clergy wishing to explore specific issues involving clergy compensation.

Respectfully submitted,
The Rev. Carolyn Craig
The Rev. Richard Elliott
The Rev. Marquita Hutchens
The Rev. John Pollock
The Rev. Deacon Kay Swindell
Mrs. Tess Judge
Mrs. Arleen Oliver
Ms. Margi Thompson

2012 CLERGY COMPENSATION REVIEW AND RECOMMENDATION

A. ANNUAL COMPENSATION REVIEW PROCESS

The rector and the senior warden are asked to appoint a Compensation Review Committee. It is suggested that the following might serve on the Compensation Review Committee: (1) a former senior warden; (2) one of the current vestry; and (3) preferably someone from the congregation at-large who may have experience in compensation review on a professional level.

Suggested steps for carrying out the compensation review process are:

- (1) After the Committee has been appointed, all members should be supplied with copies of "ACaring for Clergy through Compensation", "ACaring for Clergy through Housing" (see page 5 for ordering information) and the Diocesan Clergy Salary Study Commission findings, which should be read before meeting with the rector.
- (2) The Committee should review the existing compensation package by item in order to be familiar with its details.
- (3) The rector should be asked to comment to the Committee on the present compensation and how the total package should be structured for the coming year.
- (4) The Committee should be aware of the current COLA (cost of living allowance.) COLA is not considered a raise. The COLA for the year 2012 is 2.3%.
- (5) The guidelines recommended by the diocese should be reviewed.
- (6) The Committee should ascertain that the rector is familiar with the tax consequences of how the salary package is structured.
- (7) The compensation should be set. The Diocesan Employee Compensation Committee encourages Parish Compensation Review Committees to set the compensation with the rector present to allow for an open dialogue.

B. MINIMUM SALARY AND COMPENSATION FACTORS

THE COST OF THE POSITION

Clergy, as are all Christians, are called to do the work of the Lord. Compensation of clergy is one measure of how we care for one another as Christians. The compensation of clergy is influenced by many factors such as the scope of the job, clergy/vestry accountability, church stewardship, and the resources of the parish. Maximum equity and fairness result when the policies and methods pertaining to clergy compensation are standardized as much as possible and dealt with openly, making allowances for "special situations".

The following guideline for determining the cost of a full time clergy position is offered for establishing equity and fairness between the clergy and the vestry.

While there is difficulty in any ministry review for clergy and vestry, there is an obvious need for an annual review of their mutual ministry. Communication and accountability between clergy and vestry should be a part of that review. An ongoing written clarification of expectations between clergy and vestry will support the mutual ministry of the parish.

CLERGY COMPENSATION STUDY

LEVELS OF RESPONSIBILITY AND COMMENSURATE COMPENSATION

Salary is that cash amount which is paid directly to a member of the clergy exclusive of housing, utilities, and FICA. The first step in determining salary is to determine the Job Responsibility Level. The descriptions of each level and the ranges of each salary are of a scope comprehensive enough to allow practically any situation to fall within one of the job responsibility levels. The Job Responsibility Level determines the salary range.

Job Responsibility Level. (Please refer to Sizing Up a Congregation for New Member Ministry by Arlin J. Routhage.)

Level A- 1 This is the first year of ordained ministry, which begins on the day of ordination to the Diaconate. (Salary set by diocese.) This is an entry - level position.

Level A-2 This is the second year of ordained ministry, which begins on the first anniversary date of the ordination to the Diaconate.

NOTE: The following levels are based on average Sunday attendance taken from the previous year's parochial report.

Level B Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes. This size congregation with up to fifty members attending worship regularly is called the Family Church.

Level C Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small to medium parish, college chaplain, or seasoned assistant. This size congregation, with fifty to one hundred and fifty members attending worship regularly, is called the Pastoral Church.

Level D These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant/Associate in a parish whose rectorship is at Level E or F, or a "Specialist" in certain areas. This size congregation, with one hundred fifty to two hundred fifty members attending worship regularly, is called the Small Program Church.

Level E These positions are very complex. Typical of this level is the rectorship of above average in size and complexity of program. This size congregation, with two hundred fifty to three hundred fifty members attending worship regularly, is called the Large Program Church.

Level F These positions require considerable experience and mastery of several, but not necessarily related, disciplines. Direction and training of a large staff is required. Rectors of very large, diverse parishes are typically at this level. This size congregation, with three hundred fifty or more members attending worship regularly, is called the Corporate Church.

Level G Episcopate

Total Cost to Parish

A. Salary and Housing for Pension purposes (use form on page 6)

1. Salary
2. Housing - (a) if rectory is provided, 30% of salary, utilities and social security allowance for purpose of deferring pension payment; (b) if no rectory is provided, actual cash allowance, utilities and social security allowance.
3. Utilities - reimbursement of actual costs
4. Social Security or FICA allowance – cash allowance given to clergy to offset the cost of self-employment taxes in accordance with SECA. This is usually calculated as half of the current SECA percent (currently 15.3% or 7.65%).

B. Benefits

1. Retirement (Church Pension Fund) - 18% of salary, housing and utilities, social security allowance and Any Other Cash Allowances
2. Life , Medical, and Dental Insurance - Based on 2012 quotes to the Diocese.
3. Long term Disability Insurance (Short term Disability is provided by the Church Pension Fund)
3. Sabbatical Leave (three months per five years)
4. Vacation – Cost to provide Supply Clergy during vacation period
5. If rectory is provided, a monthly equity allowance placed in a non-taxable annuity

(The Church Pension Fund is one source to establish an annuity. Call 1-800-223-6602.)

C. Business Expenses

1. Travel - reimbursement of actual expenses for parish and diocesan activities.
2. Continuing Education - reimbursement of actual expenses, including travel, registration, lodging, etc. (\$1400-\$1600). A minimum of two weeks (including two Sundays) is an appropriate length of time for continuing education.
3. Other Professional Expenses - reimbursement of actual expenses (such as books).

Letters of Agreement (including compensation packages) need to have the approval of the Diocesan Office.

Note: There is growing concern that a sabbatical is helpful/necessary if the quality of ministry from the clergy is to grow and remain competent within the life of the congregation. A three month leave after five years in an individual parish has been suggested by our Commission on Ministry as an appropriate time. The parish treasurer is encouraged to accrue funds each year. The course of study, as well as the length of time, should be negotiated with the vestry. Please consult the Commission on Ministry's Policy on Sabbatical Leave.

There are numerous printable resources available from the Office of Transition Ministry to assist parishes and clergy with clergy compensation issues. The website link is www.episcopalchurch.org/cdo, and look under Resource List.

For immediate assistance you may contact OTM at 800-334-7626 or call directly:
The Rev. Victoria Duncan at 212-922-5251 or vduncan@episcopalchurch.org.
Sabrina Nealy at 212-716-6064 or snealy@episcopalchurch.org. FAX: 212-682-5594

MINIMUM SUPPLY CLERGY REMUNERATION

One Sunday Service (or special services, such as funerals and weddings)	\$210.00
Two or more Sunday services	\$260.00
Regularly Scheduled Midweek Service	\$105.00
Mileage Reimbursement (Required)	Current Allowable IRS Rate
Lodging and Meals as Necessary	Standard Lodging Per Diem: \$70
	Standard Meals & Incidentals Per Diem: \$46

* The standard lodging and meal per diems are for most areas within the Diocese. To check your location, go to www.gsa.gov and follow the link under travel resources for per diems for the state of North Carolina, especially for areas along our coast.

*Use of the per diem rates is not mandatory—a parish can always reimburse actual expenses if the supply clergy provides adequate records (actual receipts).

Note: Supply clergy are responsible for federal and state income tax and social security tax on these amounts. Interim situations are all unique and should be negotiated individually with the involvement of a Diocesan consultant. The Church Pension Fund should be alerted to any retired priest providing supply services over 3 months.

In the case where a congregation has a regular agreement with a supply priest and wishes to contract with them for pastoral care or other specific services, then compensation is appropriate. The amount, depending upon time given for those services, needs to be near or equal to the minimum remuneration for Sunday services.

Supply clergy that are regularly employed and consistently work at the same congregation are normally considered to be employees of the congregation. The congregation is responsible for providing the supply clergy with a Form W-2, "Wage and Tax Statement," at year-end and must also file a quarterly Form 941, "Quarterly Federal Tax Return," as well as quarterly state returns.

Congregations that pay any supply clergy over \$600.00 in a calendar year must, at the minimum, provide the supply clergy with an annual Form 1099 MISC. The congregation is responsible for obtaining the supply clergy's Social Security number to be reported on the Form 1099.

A CHART TO CALCULATE RECTOR'S SALARY AND BENEFITS

NOT LIVING IN RECTORY		LIVING IN RECTORY	
SALARY/ALLOWANCES:		SALARY/ALLOWANCES:	
1	SALARY	1	SALARY
2	UTILITIES CASH ALLOW	2	UTILITIES CASH ALLOW
3	HOUSING CASH ALLOW		
4	SOCIAL SECURITY CASH ALLOW	3	SOCIAL SECURITY CASH ALLOW
A	TOTAL SALARY/ALLOWANCES (1+2+3+4)	A	TOTAL SALARY/ALLOWANCES (1+2+3)
RETIREMENT (PENSION FUND)		RETIREMENT (PENSION FUND)	
	4 SALARY+UTILITIES+FICA (SAME AS A)		
	HOUSING:		
	5 30%(SALARY+UTILITIES+FICA)		
	6 SUBTOTAL (4 + 5)		

B	PENSION (18% OF ITEM A)	B	PENSION (18% OF LINE 6)
C	LIFE MEDICAL & DENTAL INSURANCE	C	LIFE MEDICAL & DENTAL INSURANCE
D	LONG TERM DISABILITY INSURANCE (S/T DISABILITY PAID BY CPG)	D	LONG TERM DISABILITY INSURANCE (S/T DISABILITY PAID BY CPG)
E	SABBATICAL LEAVE (THREE MONTHS PER FIVE YEARS)	E	SABBATICAL LEAVE (THREE MONTHS PER FIVE YEARS)
F	VACATION (SUPPLY CLERGY COST)	F	VACATION (SUPPLY CLERGY COST)
G	EQUITY ALLOWANCE (N/A) 0.00 (TO NON-TAXABLE ANNUITY)	G	EQUITY ALLOWANCE
H	TRAVEL-ACTUAL EXPENSES	H	TRAVEL-ACTUAL EXPENSES
I	CONTINUING EDUCATION	I	CONTINUING EDUCATION
	TOTAL COST TO PARISH (A+B+C+D+E+G+H+I)		TOTAL COST TO PARISH (A+B+C+D+E+F+G+H+I)

BENEFITS FOR RETIRED CLERGY

This proposal is submitted concerning a benefit for retired clergy and widows of retired clergy.

Retired clergy will receive assistance in defraying the cost of Medicare Supplement Insurance, within the following guidelines:

ELIGIBILITY

To all clergy who are sixty-five years old or older, and have served as a priest with compensated benefits for at least 20 years in the Episcopal Church of the United States of America and ten years as such a priest in continuous service and canonically resident at the time of retirement in the Diocese of East Carolina, the diocese shall pay a fee for each retiree meeting these criteria which would allow them to be on the premium supplement plan with the Episcopal Church Medical Trust.

BENEFIT AMOUNT

Each year the maximum reimbursement allowance will be reviewed and a recommendation made to the Diocese.

Consideration in setting the amount of this benefit shall, without any obligation to offset it, be based upon what it would cost to purchase Medicare Supplement insurance with the group health insurance that the Diocese is using at the time. In no event will the amount of reimbursement in a given instance be more than the lesser of the following: (1) the actual cost of the insurance, or (2) the maximum reimbursement benefit in effect at the time.

RECIPIENT'S RESPONSIBILITIES

While the recipient is responsible for securing his/her Medicare Supplement coverage with the provider he/she chooses and also for filing evidence of its having been paid (for reimbursement purposes), the amount of reimbursement will be determined in accordance with the preceding section ("Benefit Amount").

RECOMMENDATION FOR 2012

It is the recommendation that the maximum benefit amount for the current year be \$100 per month for Medicare Supplement coverage provided by the Church Medical Trust.

Level A-1 Job Grade Salary Range (Diocese of East Carolina)

This is the first year of ordained ministry, which begins on the day of ordination to the Diaconate. This is an entry level position. Salary is set by the diocese - \$29,815 for 2012. (This figure does not include housing, utilities, travel, etc.)

Level A-2 Job Grade Salary Range (Diocese of East Carolina)

This is the second year of ordained ministry, which begins on the first anniversary date of the ordination to the Diaconate. Salary is set by the diocese - \$33,057 for 2012. (This figure does not include housing, utilities, travel, etc.)

Level B Job Grade Salary Range (Diocese of East Carolina)

Rector of Congregation with up to fifty persons attending Sunday worship regularly (Family Church). Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes.

Years of Service	2011 Base Salary % of increase	2012 COLA Increase 2.30%	2012 2% Above COLA 4.30%	2012 4% Above COLA 6.30%	2012 6% Above COLA 8.30%
19 and up	\$56,475	\$57,773	\$58,903	\$60,032	\$61,162
13-18	\$51,464	\$52,648	\$53,677	\$54,707	\$55,736
8-12	\$46,455	\$47,524	\$48,453	\$49,382	\$50,311
4-7	\$41,446	\$42,400	\$43,229	\$44,058	\$44,887
0-3	\$36,435	\$37,273	\$38,002	\$38,731	\$39,459

For this size parish, \$37,273 is considered the minimum entry salary. For churches whose attendance is near the maximum for this category, the vestry should consider advancing the salary. Other factors which will call for increased base salary include time since ordination, time in the parish, unique skills and talents which the parish finds desirable in its clergy, and any other subjective factors which the vestry, in its discretion appreciates in the mutual ministry shared with the clergy.

Level B may also be appropriate for assistant clergy depending upon experience and years of ordination.

Level C Job Grade Salary Range (Diocese of East Carolina)

Rector of Congregation with fifty to one hundred fifty persons attending Sunday worship regularly (Pastoral Church). Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small to medium parish, college chaplain, or seasoned assistant.

Years of Service	2011 Base Salary % of increase	2012 COLA Increase 2.30%	2012 2% Above COLA 4.30%	2012 4% Above COLA 6.30%	2012 6% Above COLA 8.30%
19 and up	\$57,688	\$59,015	\$60,169	\$61,323	\$62,476
13-18	\$52,880	\$54,096	\$55,154	\$56,211	\$57,269
8-12	\$48,071	\$49,177	\$50,139	\$51,100	\$52,061
4-7	\$43,265	\$44,260	\$45,126	\$45,991	\$46,856
0-3	\$38,457	\$39,341	\$40,111	\$40,880	\$41,649

For this size parish, \$39,341 is considered the minimum entry salary. For churches whose attendance is near the maximum for this category, the vestry should consider advancing the salary. Other factors which will call for increased base salary include time since ordination, time in the parish, unique skills and talents which the parish finds desirable in its clergy, and any other subjective factors which the vestry, in its discretion appreciates in the mutual ministry shared with the clergy.

Level C may also be appropriate for assistant clergy depending upon experience and years of ordination.

Level D Job Grade Salary Range

Diocese of East Carolina

Rector of Congregation with one hundred fifty to two hundred fifty persons attending Sunday worship regularly (Small Program Church). These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant in a parish whose rectorship is at Level E or F, or a "Specialist" in certain areas.

Years of Service	2011 Base Salary	2012 COLA Increase	2012 2% Above COLA	2012 4% Above COLA	2012 6% Above COLA
	% of increase	2.30%	4.30%	6.30%	8.30%
19 and up	\$67,560	\$69,114	\$70,465	\$71,816	\$73,167
13-18	\$61,567	\$62,983	\$64,215	\$65,446	\$66,677
8-12	\$55,572	\$56,851	\$57,962	\$59,074	\$60,185
4-7	\$49,580	\$50,720	\$51,712	\$52,703	\$53,695
0-3	\$43,586	\$44,589	\$45,460	\$46,332	\$47,204

For this size parish, \$44,589 is considered the minimum entry salary. For churches whose attendance is near the maximum for this category, the vestry should consider advancing the salary. Other factors which will call for increased base salary include time since ordination, time in the parish, unique skills and talents which the parish finds desirable in its clergy, and any other subjective factors which the vestry, in its discretion appreciates in the mutual ministry shared with the clergy.

Level D may also be appropriate for Senior Assistant/Associate clergy depending upon experience and years of ordination.

Level E Job Grade Salary Range

Diocese of East Carolina

Rector of Congregation with two hundred fifty to three hundred fifty persons attending Sunday worship regularly (Large Program Church). These positions are very complex. Typical of this level is the rectorship of above average in size and complexity of program.

Years of Service	2011 Base Salary % of increase	2012 COLA Increase 2.30%	2012 2% Above COLA 4.30%	2012 4% Above COLA 6.30%	2012 6% Above COLA 8.30%
19 and up	\$104,583	\$106,989	\$109,080	\$111,172	\$113,264
13-18	\$95,305	\$97,497	\$99,404	\$101,310	\$103,216
8-12	\$86,026	\$88,005	\$89,725	\$91,446	\$93,167
4-7	\$76,750	\$78,515	\$80,050	\$81,585	\$83,120
0-3	\$67,473	\$69,025	\$70,374	\$71,724	\$73,073

For this size parish, \$69,025 is considered the minimum entry salary. For churches whose attendance is near the maximum for this category, the vestry should consider advancing the salary. Other factors which will call for increased base salary include time since ordination, time in the parish, unique skills and talents which the parish finds desirable in its clergy, and any other subjective factors which the vestry, in its discretion appreciates in the mutual ministry shared with the clergy.

Level F Job Grade Salary Range

Diocese of East Carolina

Rector of Congregation with three hundred fifty persons or more attending Sunday worship regularly (Corporate Church). These positions require considerable experience and mastery of several not necessarily related disciplines. Direction and training of a large staff is required. Rectors of very large, diverse parishes are typically at this level.

Years of Service	2011 Base Salary	2012 COLA Increase	2012 2% Above COLA	2012 4% Above COLA	2012 6% Above COLA
	% of increase	2.30%	4.30%	6.30%	8.30%
19 and up	\$130,725	\$133,732	\$136,346	\$138,961	\$141,575
13-18	\$119,130	\$121,870	\$124,252	\$126,635	\$129,018
8-12	\$107,533	\$110,006	\$112,157	\$114,308	\$116,458
4-7	\$95,935	\$98,142	\$100,061	\$101,979	\$103,898
0-3	\$84,340	\$86,280	\$87,967	\$89,653	\$91,340

For this size parish, \$86,280 is considered the minimum entry salary. For churches whose attendance is near the maximum for this category, the vestry should consider advancing the salary. Other factors which will call for increased base salary include time since ordination, time in the parish, unique skills and talents which the parish finds desirable in its clergy, and any other subjective factors which the vestry, in its discretion appreciates in the mutual ministry shared with the clergy.

Level G Job Grade Salary Range Diocese of East Carolina Episcopate

Years of Service	2011 Base Salary % of increase	2012 COLA Increase 2.30%	2012 2% Above COLA 4.30%	2012 4% Above COLA 6.30%	2012 6% Above COLA 8.30%
19 and up	\$163,356	\$167,113	\$170,380	\$173,648	\$176,915
13-18	\$148,865	\$152,289	\$155,266	\$158,244	\$161,221
8-12	\$134,372	\$137,463	\$140,150	\$142,837	\$145,525
4-7	\$119,882	\$122,640	\$125,037	\$127,435	\$129,832
0-3	\$105,390	\$107,814	\$109,922	\$112,030	\$114,138

Consumer Price Index

1991	4.2
1992	3.0
1993	3.0
1994	2.7
1995	2.8
1996	3.0
1997	2.3
1998	1.6
1999	2.2
2000	4.0
2001	3.5
2002	1.5
2003	2.0
2004	2.0
2005	2.1
2006	3.1
2007	3.8
2008	2.5
2009	3.9
2010	1.3
2011	2.3

2012 COLA 2.3%

2012 Diocese of East Carolina Insurance Rates

Medical Plans

Plans Offered in 2012

Plan Name	Single	Plus Sps	Plus Child	Family	Increase
Empire BCBS High Deductible Health Plan/HSA II*	\$526	\$947	\$947	\$1,472	2.51%
Empire EPO 90	\$765	\$1,378	\$1,378	\$2,142	1.86%
Empire PPO 90/70	\$801	\$1,443	\$1,443	\$2,243	1.77%

* Prescription Drug Option is not applicable

* HDHP/HSA plans priced as side by side offering.

Premium Rx premiums are not reflected in the rates above. Select Prescription Drug Option above to include these fees in quoted rates

Dental Plans 2012 Rates

Plan Name	Single	Plus Sps	Plus Child	Family
Dental & Orthodontia PPO - \$25/\$75 Ded.	\$66	\$116	\$116	\$177
Basic Dental PPO - \$50/\$150 Ded.	\$53	\$96	\$96	\$149
Preventive Dental	\$22	\$39	\$39	\$61

2012 Diocese of East Carolina Insurance Rates

Life Insurance (2012 estimate):

\$.65 per \$1,000 of life insurance per month

The amount of life insurance is 2x salary, housing, utilities and cash allowances (total compensation reported to the Church Pension Fund), rounded to the nearest \$500.00.

Employer-paid Long-Term Disability:

Premium is based on actual salary (total compensation reported to the Church Pension Fund), and is \$.67 per \$100 of monthly covered payroll.

Church Pension Fund pays premiums for Short-term Disability for Clergy.

Voluntary Long-Term Disability:

Salary Ranges	25% Option	50% Option
Less than \$25,000	\$14	\$23
\$25,000 to \$44,999	\$26	\$44
\$45,000 and above	\$50	\$86

Employer Paid Short-Term Disability:

Salary Ranges	Rate
Less than \$25,000	\$8.00
\$25,000 to \$49,999	\$17.50
Greater than \$50,000	\$32.00

CURSILLO

Cursillo in Christianity, a renewal and reaffirmation program sponsored by the Episcopal Church, celebrated its 30th year in eastern Carolina this year. There have been 85 weekends and several thousand people have participated in the 3 day weekend retreat and the “4th Day” reunion.

Not a cult or a secret society as we are sometimes asked, Cursillo is a lay-led movement open to all men and women who wish to strengthen their commitment and relationship to God, Jesus, their church, and their community. I have called it my personal 3 day walk with God with life changing effects.

Our East Carolina Cursillo community is strong and getting stronger. The two weekends for 2012 are in April and November and are held at Trinity Center. Rob Richardson from Fayetteville will be the Rector for EC 86 and Jim Scott of Wilmington Rector of EC 87. We are very strong in some areas, and working on strengthening participation in other areas. Our goals for this year are to publish a cookbook, compile as complete and accurate mailing/email list of participants as possible, and to make our name and faces as visible as possible to all. During the Convention, please drop by the Cursillo table to chat, update your contact information, or get information on our weekends – we would love to talk to you. Information is also available on our website: cursilloec.com. Our motto is “BE a friend, MAKE a friend, BRING a friend to Christ”. We invite you to join us in this exciting adventure.

Christie Wineholt
Lay Director, East Carolina Cursillo

DAUGHTERS OF THE KING

The Daughters of the King is an order for women, lay and ordained, who are communicants of the Episcopal Church, Churches in communion with it, or Churches in the historic episcopate but not in communion with it. In the Diocese of East Carolina, all chapters are found in Episcopal Churches.

Members undertake a Rule of Life, incorporating the Rule of Prayer and the Rule of Service. Daughters pledge themselves to a life-long program of prayer, service and evangelism, dedicated to the spread of Christ’s Kingdom and the strengthening of the spiritual life of their parishes.

We are blessed to have nearly 250 Daughters in our diocese, serving in chapters in 16 parishes. Daughters of the King provide intercessory prayer in their churches, lead Bible and book stud-

ies, sponsor Quiet Days, and many other needs specified by their parish priests. Daughters may not sponsor any fund-raising activities. Many Daughters are active in other areas of their parishes, such as singing in the choir, lay reading, or teaching Christian education.

Women who are not currently attending parishes with Daughters chapters may continue as Daughters with an at-large status. Several of our Daughters-at-large have eventually founded new chapters. Our newest chapter, at St. Paul's in Clinton was started by a former Daughter-at-large. Another chapter is in formation at St. Christopher's in Elizabethtown.

The Daughters of East Carolina assemble yearly at a host church. In the spring of 2011, approximately 75 women met at St. Phillip's Episcopal Church, Southport. Our speaker, Ms. Peggy Denny, a member of the National Council of the Order, spoke on the topic of "Joy" in the life of Daughters of the King. Our 2012 Assembly will take place on March 10 at St. Andrew's by-the-Sea Church in Nags Head. All are welcome to attend. Please check our link on the Diocese of East Carolina website for more information.

If you are interested in becoming a Daughter of the King or learning more about the Order, please contact Connie K. Widney, Diocesan President of the Daughters of East Carolina, at ckwidney@gmail.com.

Respectfully submitted,
Connie K. Widney
President, Daughters of the King, Diocese of East Carolina

DISCIPLINARY BOARD

The 2009 General Convention revised the procedures of ecclesiastical discipline within the Episcopal Church. These changes became effective on July 1, 2011. The new procedures replaced the Ecclesiastical Court with the Disciplinary Board. The Diocese of East Carolina established a Disciplinary Board consisting of eleven members - six clergy and five lay. The initial Disciplinary Board was appointed by the Bishop from those elected to the former Ecclesiastical Court. They shall serve until the conclusion of the 2012 Diocesan Convention.

The 2012 Diocesan Convention shall elect all eleven member of the Disciplinary Board. Of the six clergy members, two shall serve a one year term, two shall serve a two year term, and two shall serve a three year term. Of the five lay members of the Disciplinary Board, one shall serve a one year term, two shall serve a two year term, and two shall serve a three year term. Beginning at the 2013 Diocesan Convention and each Diocesan Convention thereafter all persons elected to the Disciplinary Board shall be elected to a three year term in accordance with the canons.

There have been no incidents brought before the Disciplinary Board as of the time this report was prepared in November 2011.

Submitted by:
Harry Gormley
Christ Church, New Bern
President - Disciplinary Board

EDUCATION for MINISTRY (EfM)

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 a year at a time) covers the basics of a theologically reflective education in the Old and New Testaments, Church history, liturgy, spirituality and personal ministry.

East Carolina is one of 87 sponsoring U.S. Episcopal Dioceses of EfM. “Sponsoring” status not only supports the ongoing world-wide growth of EfM, it also affords savings locally by providing (substantially) reduced tuition to students and paying trainers to provide local training of EfM mentors. In 2011, overall savings to our diocesan program, students and mentors was just over \$12,040. A savings of approximately \$14,800, as a result of our sponsor status, is anticipated in 2012. In the 2010-2011 academic year, 79 East Carolina students were enrolled in EfM. CONGRATULATIONS to these ’11 graduates: from Wilmington –Alice Evans, John Evans, Jennifer S.G. Smith and Kathy Welliver; from New Bern – Tony Norwood and Kathleen Rice; from Atkinson – John Spute; and from Greenville – Connie Widney!

Well trained Mentors are the bedrock of EfM’s ongoing success. Mentors commit to recertifying their training every 12-18 months. Two Mentor training sessions will be offered at Pelican House this summer. East Carolina is honored to have 18 currently certified Mentors: the Rev Andy Atkinson, Frances Trask, Ginny Woodruff, the Rev Gene Carpenter, Judy Carpenter, the Rev Kevin Johnson, Harry Gormley, Rachel Pace, Alice Lane, Tom Lacy, the Rev John Pollock, Ed Toone, Bates Toone, Laura Wells, David Crean, Bill Rich, Ann- Marie Montague, the Rev Joe Rushing and the Rev John Frazier. Many other EfM graduates have participated in Mentor training and are willing to recertify in order to start EfM groups. Thanks to you all!

For more information about EfM in the Diocese of East Carolina and EfM Mentor training, please contact me at piergazer@gmail.com or visit our website www.eastcarolinaefm.com.

Respectfully submitted,
Lisa Richey

EPISCOPAL RELIEF AND DEVELOPMENT

Episcopal Relief and Development provided disaster relief to the Diocese of East Carolina after the April tornados. One of the new areas in which Episcopal Relief and Development can offer assistance to a parish or diocese is in planning for disasters. There are trained people who will offer assistance in preparing a disaster plan. Many dioceses have a person who will also do this; check with the diocesan office if this is of interest to your parish.

The people of this diocese continue to be generous in contributing both in designated money and general donations. The global needs fund works to improve the ability of people in other countries and here to have better lives by making micro loans, teaching skills and planning for disasters. The Gifts for life program is becoming more popular and is not limited to Christmas giving.

The Nets for Life Inspiration Fund hopes to provide 7 million nets over the next several years. Many parishes, organizations and dioceses have taken the challenge to have every parishioner or every family donate the \$12.00 required to furnish a net and the training in how and where it should be used.

Current information is sent by me via email to a person in each parish if I have a name and email address for that parish. I welcome volunteers if your parish does not have such a person. I have no budget for Episcopal Relief and Development so email is my best communication. Information about program material can be found on the Episcopal Relief and Development site on the diocesan web page or at er-d.org. I am available for programs or to answer questions at nbroadwell@nc.rr.com.

Respectfully submitted,
Nancy Broadwell

FOUNDATION

Your East Carolina Episcopal Foundation has assets of roughly 8 million dollars. These assets are derived from your forebears who by bequests and grants made a commitment to ensure that our diocese could continue to spread the good news that “God so loved the world that he gave his only begotten Son” would never be forgotten.

Each year the Foundation, through it’s prudent and sound investment policy allocates 4 to 5% of those dollars to aid the work of the Foundation and as importantly grant funding requests to those parishes who have a need for a unique circumstance in that period. Please be assured that these grants come from the earnings of the investments and do no encroach on the corpus. Ad-

ditionally, we are very stringent in following the request to adhere to the GRANTORS wishes as to how those monies are to be spent.

The Foundation meets 4 times a year to carry out these responsibilities. Our board consists of 16 to 20 members representing a variety of parishes.

The Foundation is alive and very active. We can only be that way through the generous giving of you and your fellow Episcopalians. To make known your wishes to make a gift to the Foundation, please contact the Diocesan House or your rector.

God'Peace

Raymond Tait, Board President

HISTORIOGRAPHER'S REPORT

This has been an unusual and blessed year, for at the request of our Bishop, I visited churches that were either low in numbers, being rented by a different congregation, or actually closing and sold.

In February I went to Aurora and met with Harry Douglas. He asked me to take only the silver items that were from Holy Cross and St. Jude's. These are in the display case in the hallway at the diocesan office. I did an inventory of what we took. We have the register for Holy Cross in the office and I have computerized it.

It was April that we went to Edenton and met with Carolyn Jackson to decide what items to remove from St. John the Evangelist. Nearly everything associated with worship was loaded in my van and take to the diocesan office. The photo display of the Rev'd Wendy Raynor are included. I kept the registers and important papers to computerize for our records at the office. In June several items from the inventory of St. John the Evangelist were delivered to the new parish of Holy Cross in Wilmington as well as the new St. Luke's in Moyock. We traveled to Edenton one more time in October to pick up the Bishop's chair and two baptismal fonts from St. John the Evangelist.

December was a trip to Grifton to meet with Eugene Fleming at St. Mark's. We picked up several boxes of hymnals and prayer books, chasubles, altar, lectern and pulpit hangings, youth robes and cottas, and an altar book dedicated to the Rev'd A.C.D. Noe. We delivered these to the office in Kinston and an inventory was taken.

I have enjoyed meeting the people associated with these churches, some are sad about the decrease in numbers necessitating the closing, but joyful that the diocese wants to use the items either at the office in Kinston or dispersed to new parishes.

Throughout the rest of the year I worked with Penn Perry, Executive Director of Trinity Center, putting together the book on Camps and Conference Centers of the diocese. In the fall, we delivered the manuscript to the printer with hope that the book will be ready by Convention. In addition, the book of the history of the diocese was shaping up. A message to each parish with a copy of their history was sent, and several parishes added and upgraded their history. Thank you.

Our Chancellor was in touch with me about several churches she needed to have information on. Since I have worked on most of this information at my home office, I sent her everything that I have put together so far. Also helped with information to other parishes that were planning celebrations in 2011.

At my office in Kinston, I computerized St. Mark's, Fayetteville registers, and at my home office computerized the book of Postulants, Candidates, Deacons, Priests and Lay Readers. I continue to work on the history of each parish to share with the people, and to place in the libraries at ECU and New Hanover County. I am looking forward to moving into the larger space at the office in Kinston where research can be done and shared with visitors.

I thank everyone who has been gracious and helpful this year in gathering and disseminating history to our congregations throughout the diocese.

With best regards,
Mamré Marsh Wilson, Historiographer

INTERFAITH REFUGEE MINISTRY

(New Bern)

These shoes aren't mine! I am not a poor person living far from home! I am respected in my village. Everyone comes to ME for help and advice. I have a reputation as a wise woman. I know many things. I can speak words of comfort.

Now I am walking in someone else's shoes. I don't know this person. She understands nothing. She cannot speak to those around her. She cannot understand when others speak to her. What a strange babble surrounds her.

These shoes are not mine!! I am strong. I am kind. This stranger's shoes belong to a sad woman. She has lost everything she had. Even her family is gone.

These shoes are not mine! My family is safe. They are all around me. My little child holds my hand and looks at me with love and trust.

These shoes belong to someone who has no family – her little child looked at her with love and trust and died of starvation with his hand in hers. Her husband was shot defending his daughter.

These shoes are not mine! But Lord, I must walk in them the rest of my life.

Since 1992 when Rosemary Stark began Interfaith Refugee Ministry (IRM) at the request of the late Bishop Sid Sanders, IRM has helped approximately 1,500 refugees from Bosnia to Burma begin new lives in peace and safety in eastern North Carolina. This ministry could not have flourished without God's help as well as the continued support of this diocese and the many church teams and other volunteers who have given their prayers, time and talent so faithfully.

As an affiliate of Episcopal Migration Ministries, a national refugee resettlement agency in New York City, IRM is required to provide many services refugees. These services include housing, furnishings, employment assistance, transportation, help in learning English, and orientation to life in America, to name a few. Federal grants and your donations help IRM carry out these services. Although Interfaith resettles refugee families without church involvement, it is far better for the refugees to have a church to assist them during the first six months of their transition. Churches provide friendship, compassion, and many other necessities. There are a variety of ways in which a church can help refugees. Donations of furniture, household items, and cash are always welcome. Anyone who lives in or near New Bern can volunteer to help with teaching English as a Second Language, office work, or transportation.

Over the past year, IRM resettled 180 refugees in the New Bern area.

Employment and learning English are the main targets of this program, and we are proud that nearly 90% of new arrivals are employed by the end of their first 6 months. Dedicated tutors work hard to help with English.

Donations from Episcopal churches on Interfaith Refugee Ministry Sunday and at other times mean IRM can provide refugees with more than the minimum household items required by the Department of State. For example, washing machines, refurbished computers, and vacuum cleaners. It also means IRM can help with rent and utility payments if there is an emergency or job loss.

Refugees are a constant source of inspiration to those who resettle them. They come with very few expectations other than being able to finally live without fear of violence and persecution. They continue to show us how blessed we are to live in this country and also how little a person really needs materially in order to have a happy life.

(Wilmington)

During 2011, Interfaith Refugee Ministry – Wilmington (IRM-W) had the privilege of resettling 63 refugees in Wilmington and Lumberton (5 individuals), after fleeing persecution in their homelands. In addition, IRM-W has served 11 refugees who have moved to Wilmington after initially being resettled in another location. Of these 74 individuals served in 2011, 61 represent various ethnic groups from Burma, 8 are from Iraq, and 5 are from Cuba.

IRM-W has enjoyed its second year of operation – having started in January 2010 – with growing successes for its clients and for the program. IRM-W's staff has grown from one full-time individual in January 2010 to four full-time employees. In addition, the program has created a successful partnership with the University of North Carolina – Wilmington's (UNC-W) School of Social Work which means that IRM-W will have two Interns from UNC-W during the 2011-2012 school year.

The refugees who have resettled in Wilmington have been able to establish new lives of hope and promise through employment, attending English classes provided by volunteer tutors or through classes in the community, watching their children enroll in public schools and begin thriving in their new educational environments, by receiving excellent medical care, and by becoming members of congregations and making positive strides toward becoming acclimated to their new communities. Refugees have participated in the NPR Story Corps interviews that took place in the spring, giving testimonies of their experiences fleeing persecution and coming to America. In addition, refugees have participated in the 2011 Azalea Festival in Wilmington, and in other events such as the Burmese Karen New Year and World Refugee Day.

IRM-W has also developed many positive relationships with churches in the area. St. James Episcopal Church, which has provided strong support for the program since its start, has provided free office space to IRM-W- a wonderful gift to a vibrant ministry. St. James has also strongly supported the program by sponsoring two events during its annual "Blessings Weeks" in November – the most recent event was a "Beds to Make a Home" campaign, which helped to collect beds and bedding from parishioners for newly-arrived refugees. In addition, Church of the Servant Episcopal Church has strongly supported IRM-W, especially by sponsoring two "drives" – the most recent drive was for coats and jackets for clients of IRM-W. The Episcopal Diocesan youth event "Happening" also raised over \$600 in Walmart gift cards for refugees which was a wonderful gift with many practical uses. In addition to Episcopal churches, IRM-W has fostered great relationships with Methodist, Baptist, and Quaker churches/communities.

Many churches have collaborate each year to provide Christmas gifts for refugee children.

IRM-W hosted its first annual “Ticket to Taste” fundraiser event in April, which featured a tasting of a traditional Burmese dish, entertainment provided by Burmese/Karen singers, and various speakers and presentations. All-told, IRM-W welcomed 140 guests for the evening, and raised a considerable amount of money to support clients and their resettlement in Wilmington.

All of us in both offices continue to feel surrounded by God’s presence, and even in these challenging times your prayers continue to uplift us as we do the work we are called to do.

Our hope for the coming year is to continue to involve more Episcopal parishes in this life-saving ministry through Board or Council membership, volunteering, and donations of cash and household items.

For more information please contact:

Susan Husson, Diocesan Refugee Coordinator, 252-633-9009
1233 Colony Drive
New Bern 28562
Email: shusson@helpingrefugees.org

Or if you are in the Wilmington area: Jamie Mills, Sub Office Director, 910-264-7244
25 South 3rd Street
Wilmington 28401
Email: jmills@helpingrefugees.org

KANUGA CONFERENCE

Serving the Episcopal Church since 1928, Kanuga is located six miles from Hendersonville, N.C. on 1,400 mountain acres with Kanuga Lake at its center. Kanuga welcomes approximately 26,000 guests annually to its year-round conference center, two youth camps and outdoor education school. Partnering with other organizations and mapping its future are themes that have characterized Kanuga’s ministry in 2011. A list of Kanuga’s several recent partnerships are outlined here:

In response to the spring tornadoes across the southeast, Kanuga opened spaces in its two summer camps for displaced children to attend free of charge. Dozens from the Tuscaloosa area in Alabama and from the Raleigh and Sanford areas in North Carolina attended sessions at Camp Kanuga and Camp Bob for a vacation from the harsh realities of their lives in the wake of the tornadoes. In addition, close to a hundred campers from the two areas came to Kanuga from Au-

gust 1-5 for a special camp session. All campers were identified by local church and aid organizations as those in most need. Kanuga drew upon the help of donors to provide this experience to campers, and Episcopal Relief and Development joined the initiative to provide transportation.

Partnering with the National Military Family Association, based in Arlington, Virginia, Kanuga's Bob Campbell Youth Campus hosted a session of Operation Purple Camp in July. The session provided to 134 children a comprehensive camping experience staffed by Camp Bob counselors and offered at no cost to children with parents serving in the U.S. Armed Forces. Funding for Kanuga's Operation Purple Camp was provided by The Sierra Club through the National Military Family Association.

Partnering with the Episcopal Preaching Foundation to co-sponsor the 2nd Annual National Episcopal Preaching Conference in March. This conference gave clergy and seminarians practical tools for improving their preaching and was coordinated by The Rev. Dr. William Brosend, Sewanee School of Theology.

Partnering with the Province IV ECW to co-sponsor the Province IV Women's Conference in June. This conference was an opportunity for all women to celebrate faith and friendship. Participants learned how to share their faith through skits, photography, scrapbooking, journaling, dance and prayer.

Kanuga is embracing the future and its boards and staff are exploring ways to speed accomplishment of long-range plans, completed in 2010. The plan provides a clear roadmap for phased enhancements of Kanuga's campus, facilities, programs, funding basis and overall capacity for ministry from now until Kanuga's centennial in 2028. A booklet, *Calling Us Forward – Kanuga Looks to 2028*, outlining highlights of the plan was distributed in the summer and fall. Board committees and staff departments have been restructured, campus infrastructure improvements are underway, a campus landscape master plan is nearly complete and guest feedback and inter-departmental communication have been streamlined to improve efficiency and guest experiences. Kanuga has pursued leadership in historic preservation through the interior refurbishment in the Arts and Crafts style of the hundred-year-old cottages that form the Kanuga Lake Historic District. This year, ten of Kanuga's 39 Historic Cottages, have been added to the list of cottages that are completely refurbished. Kanuga continues to be a change agent for the environment, providing leadership in environmental stewardship among institutional peers through consultations with sister nonprofits regarding implementation of thermal solar systems and programs in environmental stewardship education offered by the Mountain Trail Outdoor School – a residential environment and outdoor education program that works with public & private schools, churches, non profits, and businesses to compliment their curriculum or goals with environmental science, community building and adventure activities. The organic garden is under expansion.

sion including a gazebo and green house being built to create an experiential learning center for all of Kanuga's guests, campers and adults alike.

Camp Kanuga is undergoing facility improvements and has completed a promotional video. Work began in late September to give the dining hall 50 percent more space, allowing it to comfortably serve 162 diners with an additional 864 square feet of dining space. The renovations also improved sanitation and accessibility. Construction on a new 3 bedroom/2 bath Director's Cottage is underway, strengthening camp considerably from an operational and vocational standpoint while making the campus more attractive in the process. In December a Camp Kanuga video (www.kanuga.org/camps-and-outdoor-education/camp-kanuga) debuted, highlighting the exceptional ministry camp provides to young people. We've received numerous comments reminding us all that camp truly is a transformational experience.

In 2011 Kanuga was the site of choice for many Episcopal Groups from the national, provincial, diocesan and parish levels, confirming the important role it plays in the many ministries of the Church. Nationally we hosted the College for Bishops, Episcopal Church Medical Trust, Fresh Start, General Board of Examining Chaplains, and the House of Bishops. From Province IV were the Altar Guild, Daughter's of the King, HIV/AIDS Ministry Conference, Synod and Women's Conference. On the diocesan level we hosted clergy retreats, executive councils, standing committees, task forces and the Convention of the Diocese of Western North Carolina. At the parish level there were over 35 parish retreats, 20 vestries, several Choirs and retreats for men, women and youth. Recognizing the paramount importance of electronic communication and commerce, Kanuga planned the redesign and improvement of its website (www.kanuga.org). The new website, launched in December, ensures greater electronic accessibility to more information and functions for user-groups, guests, patrons and friends.

Part of our recent staff restructuring included a promotion for Jimmy Haden to Vice President of Hospitality and Sales. Within this division he will be overseeing the departments and programs of Adult Conferences, Group Sales, Guest Periods, Guest Services, Food Service, and Reservations. He will also be Kanuga's chief steward of relationship building with Episcopal institutions and organizations, including those at the diocesan level. Of note, Jimmy was a delegate to your convention in 1991 representing Episcopal Campus Ministry while attending school at East Carolina University. Expect to see and hear more from him in the future.

As the calendar year nears its close, all of us at Kanuga continue to be grateful to friends, supporters, conference and Guest Period participants, campers and partners in ministry from the Diocese of East Carolina.

Faithfully,

Stanley B. Hubbard, Jr.
President

MILLENNIUM DEVELOPMENT GOALS (MDGs) COMMITTEE

The Millennium Development Goals:

Goal 1: Eradicate extreme poverty and hunger

Goal 2: Achieve universal primary education

Goal 3: Promote gender equality and empower women

Goal 4: Reduce child mortality

Goal 5: Improve maternal health

Goal 6: Combat HIV/AIDS, malaria and other diseases

Goal 7: Ensure environmental sustainability

Goal 8: Develop a Global Partnership for Development

In obedience to the call of our Savior Jesus Christ to serve the needy, the poor, the broken hearted and the oppressed, the mission of the Diocese of East Carolina's Millennium Development Committee is to create awareness of the Millennium Development Goals within the diocese and to function as a resource for information.

Objectives:

1. Thoroughly familiarize ourselves with the Millennium Development Goals and their history.
2. Encourage each parish to develop a program of response through prayer, fasting, study, advocacy and giving to carry out one or more of these goals.
3. Improve communication with parishes and develop additional resources to assist parishes. Develop and maintain an effective web page on the diocesan website. Utilize a net work of parish contacts.
4. Encourage every parish member to designate .7% of their own income to carry out one or more of the MDG goals.
5. Make recommendations as to how funds set aside in the convention budget can best be allocated.
6. Collect information about progress and report to the Bishop and to convention yearly.
7. Assist in planning for a companion diocese relationship with the Dominican Republic.

The MDG Committee provides information, through a display, during diocesan convention and on the diocesan website. We have created an inventory of the MDG's being met by parishes in the diocese and secured the names of outreach/mission/MDG chairs in many of the parishes in the diocese. It was great to learn of the many wonderful and creative ways the goals are being met around the diocese.

The committee in its planning has decided to address one area of the MDG's for the next eight years. As we approach convention in 2012 we are focusing on malaria and how we can work to eliminate malaria in some of the most remote areas of sub-Saharan Africa. More about this will be explained during convention.

A focus of mission is providing funding (.7%) through the diocesan budget for MDG ministries. In 2011 we were able to help projects near and far.

Diocese of Guyana	\$1,000
Mother's Union Parenting Training	
St. Luke's Mission in Haiti	\$1,000
Water filtration systems in Haiti following earthquake	
Dominican Development Group	\$1,000
Local MGD needs in the Diocese of the Dominican Republic	
Diocese of Harare, Zimbabwe	\$1,000
Education and feeding of orphans	
Episcopal Relief and Development	\$1,000
Micro loans for women	
Friends of Kadami	\$2,042
Building a hospital in Kadami, Uganda	
Holy Trinity, Hampstead – Diocesan Grant	\$500
Gleaning Project	
St. Thomas, Ahoskie – Diocesan Grant	\$500
Medical supplies for hospital in the Dominican Republic	

In our attempt to be the heart and hands of the diocese, we strive through a hands-on effort at each convention to meet the needs of the poor. I want to express my extreme appreciation to the hard working members of this committee.

Respectfully submitted,

The Rev. A. Michael Singer
 St. Mary's Episcopal Church, Kinston
 Chair – the Millennium Development Goals Committee

MISSION and DEVELOPMENT

The 2010 World Mission Conference in Edinburgh, Scotland, cites God's mission (mission Dei) as the emphasis of the Church. It declares that the essential task of the Church is to be the, in Pauline terms, the ambassador to Christ! Christians are called to participate shifting the conversation from a Church-centered mission to a mission-centered Church. Mission is cited as "complex and multiple: witness, proclamation, catechesis, worship, inculturation and inter-faith dialogue.

The Department of Mission of Development spent the preceding year emphasizing and promoting in some of our congregation many of these caveats through the "Mission Cooperative: A Strategy for Healthy Congregations" project. The project was launched at the 128th Session of Diocesan Convention. The main thrust of the program promotes collaboration and mutual ministry among large and small churches. The object is to foster a spirit of greater community and congregational fellowship and support among congregations. Included in the components are leadership training of lay leaders in aspects of church leadership and mission engagement. The Albemarle Deanery consented to intentionally engage the program since it's the deanery with the largest concentration of small churches without full time clergy. To date the deanery has met (9) times as a mission body for conversation, planning, fellowship building and education. It involves over thirty (30) faithful and committed participants, lay and clergy, from (19) congregations actively engaged in the work of shaping the ministry component.

Led by The Very Rev'd John Bonner, Dean Albemarle Deanery, the department sent a team of (5) persons from the deanery to the "New Chapter: Your Church in God's unfolding Story", sponsored by the Episcopal Diocese of Southern Virginia in partnership with The Episcopal Church Center's Office on Congregational Vitality. Judging from the feedback it seemed to have immensely benefited participants. Hopefully, much of the information will be translated in our diocesan discussion on Vital Church Ministry. The Albemarle Deanery will present a report on their efforts on the project at this year's 129th Diocesan Convention.

Bishop Clifton Daniel, 3rd, led a significantly energetic leadership forum in the Upper Cape Fear Deanery. The forum was organized by the department in conjunction with the Dean and Rectors. It gathered Wardens and Clergy to share possible ways in which the deanery could partnership for stronger witness of the Episcopal presence in the deanery and engage congregations in other collaborative work in support of witness, mission and ministry.

In addition, the department sponsored the second Day of Conversation for African American Congregations hosted by St. Mark's Episcopal Church Wilmington, moderated by The Rev. Mary Reese and led by The Rev'd Robert C. Wright, Rector of St. Paul's Episcopal Church, Atlanta, Georgia, one of the largest and growing African American Episcopal Churches in the country. Over forty (40) participants from (5) churches attended and from all reports much was

achieved by way of encouragement, information sharing and ideas on ways to improve the life and impact of the Church in community.

The Hispanic/Latino congregations, (La Iglesia de la Segrada Familia, Newton Grove; St. Francis Church, Goldsboro; St. Peter's Church, Washington) have seen steady growth under the leadership of Fr. The Rev'd Jesus A. Rojas, The Rev'd Kevin Johnson and Rev. Deacon Janet Suerio Rodman. Unfortunately, The Parish of La Iglesia de la Segrada Familia was disappointed to learn from diocesan legal advisors that the proposed property adjacent to Episcopal Farmworkers Ministry Complex air marked for the construction a church wasn't properly deeded to its current owner. As a result of this he would be unable to provided full title deed to the diocese. However, the good news is that the current location has sufficient available land to allow the construction of a facility. The prospect of witnessing some activity in the new year is one of the existing expectations in 2012.

I am disappointed to report that there wasn't any further work done with Christ Church, Hope Mills. The cost of repairs seems prohibitive at this moment. At present the future of this church is being addressed by the "Ad Hoc Committee on Parish Viability" established by the Bishop to ascertain the viability of inactive churches. Its mandate is to report its findings and recommendations to convention. In the meantime, members attend St. Paul's-in-the Pines where they are pastorally and spiritually cared for by the congregation and rector.

The Department held several Congregational Development Weekends with several of our small Congregations including Parish Weekend Retreats for others. Also, the department was invited to lead the Episcopal Diocese of Albany Clergy and Spouses Conference.

We give God thanks for the labor of love shown by all our lay and clergy who have willingly and devoutly committed time, talent and treasure to the ministry and mission of the diocese. Without your generous support we as a diocese could not have come this far. Our sustainability and viability as Diocese and Church rely on such unswerving loyalty and devotion to God and Church. Let us give God the glory for the great things God has done among us and through to share God's love, hope and healing power to our broken world.

"You did not choose me but I chose you. And I appointed you to go bear fruit, fruit that will last, so that Father will give you whatever you ask in my name."(John 15: 16)

PERMANENT DIACONATE

In most denominations with ancient roots, historic episcopate, and love of scripture, tradition and reason, there are four “orders”. These orders are (in prayer book sequence) laity, bishops, priests, and deacons. East Carolina’s parishes are very familiar with laity, bishops, and priests. Few of our parishes have experienced deacons’ ministries. The bishop and deacons would love to change that phenomenon.

In our Diocese, Bishop Daniel seeks people who are living the parable of the Good Samaritan to be ordained deacon. He is seeking people whose ministry beyond the church’s walls takes them out of their comfort zone to work with people who are stranded on the roadside of life rather than on the life’s road. The deacon is the servant minister who goes to the roadside or ditch and helps to bring folk back onto the highway. The unique role of the Order of Deacon is to inform the Church’s members of the people on life’s roadside or ditch. The Church and her deacon(s) then look for ways to help folks get out of the ditch and back on their way.

In past years, bishop, deacons, archdeacons, and some priests have pondered how to raise awareness of the order and work of the deacon. 2012 was no different. We have begun work that will be available in 2012 to parishes and deaneries to hopefully answer questions about the diaconate. We hope that in the spring or early summer 2012, the details of a speaker’s bureau of deacons will be available. Rectors, deans, or lay leaders will have the opportunity to invite deacons from the bureau to speak at clericus, parish forums, or other venues. The archdeacons continue to plan to meet with each clericus to answer questions and hear thoughts and ideas on the diaconate. Work has also been started but not completed in areas such as a new brochure and more information on our website attached to the Diocesan page.

At the beginning of 2011 in East Carolina, we had nineteen permanent deacons. Of those, one deacon in seminary graduated and has now been ordained to the priesthood. Seven are retired, and of the retired, four are still assigned and active in parish and/or diaconal ministry. Both men and women serve as deacons in our diocese. Their ages range from middle-somethings to senior-somethings. Several deacons have faced continuing health issues. One deacon resigned orders.

We do see hope in that we are now blessed with the addition of three postulants: one addition in late 2010 and two in this fall bringing new and exciting ministries in much needed areas.

This year, East Carolina’s deacons and postulants ministered beyond the church’s walls and ventured onto the roadside in the following ways: providing meals and shelter for the homeless and elderly; working with the Latino and farm worker population; working to eliminate racism within our Diocese; establishing and facilitating support groups for those in special life circumstances; addressing aging issues; development and referral for health care services through agen-

cies and clinics; volunteering as Chaplains in hospitals; advocacy for those effected by mental health issues, founding support groups and training others to lead such groups; serving as hospice volunteers and leading others in this field; working with young people at risk in schools due to frequent moves, lack of parental understanding and language difficulties; leading groups of young people in building projects; and working with support groups addressing dependency issues.

The deacons have also performed their liturgical roles as set out by The Book of Common Prayer. They read the Gospel; call the people to confession; assist in setting the Altar for Communion, and dismiss the people. They also may frequently preach in their parish and they have assisted when the rector of the assigned parish was on sabbatical.

Though few in numbers, our deacons in East Carolina do a lot. We pray that others will be inspired to discern a call to serve as deacon that this apostle-ordained order may grow.

Respectfully submitted,
The Ven. Joseph M. Browne, III, Archdeacon
The Ven. Joy M. Doshier, Archdeacon

PRISON MINISTRY COMMISSION

The mission of the commission is to actively encourage people from the Diocese to become involved in all areas of Prison Ministry so that we might respond to the Bishop's challenges in the areas of evangelism, hospitality and worship, through ministering to those in prison, to those who are re-entering our communities from prison, and to their children through the Angel Tree Program and through Camp Hope.

During 2011, members of the Commission and other volunteers throughout our Diocese have been very involved in a variety of programs and activities under the Prison Ministry umbrella. We are most grateful to the Diocese of East Carolina for the continued support of our programs, and to the growing of number of parishes and individuals within the Diocese who have supported Camp Hope for its sixth year.

The Prison Ministry Commission was represented at the Diocesan Convention in New Bern. We had a display table showing pictures from special events inside prison, and a DVD of Camp Hope from 2010. Bishop Daniel designated Sunday, February 27, 2011 as Prison Ministry Sunday throughout the Diocese. We received financial support for funding Camp Hope from many parishes and individuals throughout the diocese. Several Camp Hope campers were at the Prison Ministry Display table at Convention and were able to share with delegates and visitors what the camping experience meant to them.

Kairos Prison Ministry, which is the Prison version of Cursillo, is well represented in the Diocese by Gordon Keifer (St. Paul's, Wilmington), and Alex McIlwraith (St. John's, Wilmington) at Pender Correctional Institution. Kairos for Women is represented by Charlotte Robinson (St. John's, Wilmington) and Jane Swint (St. Anne's, Jacksonville) and at the NC Correctional Institution for Women in Raleigh (maximum security), and at the Raleigh Correctional Center for Women (medium and minimum security). Charlotte and her team are always looking for volunteers in all of the prisons. There is a special need female clergy.

Yokefellow Prison Ministry continues to engage many individuals on a regular basis who visit the residents of Greene, Craven, Carteret and Pamlico Correctional Institutions. It is a supportive listening ministry where residents can freely share their concerns and praise reports, and share Bible passages with volunteers. C.B. Evans (Christ Church, New Bern) serves as Vice Chairman of the State Board of Directors of Yokefellow Prison Ministry. He is responsible for the training of volunteers in several prisons.

In July, we sponsored 65 children of incarcerated parents to attend Camp Hope at Camp Bob, Kanuga for the sixth year. Terry Brubaker and Jane Merritt served as Camp Hope Coordinators in 2011. This year we were blessed to have Bishop Santosh Marray and his wife Lynn join us at Camp Hope for the week. The children responded well to their presence throughout the week. Bishop Marray celebrated Holy Communion with the children and participated in the daily worship services. It was a life-changing experience for all of the volunteers: Terry Brubaker, Jane Peele, Gail Dorman, Kathy Hancock, Gene Cesco and Jane Merritt from Christ Church, New Bern were among this year's volunteers. Terry Brubaker, Jane Peele, Anne Bell and Jane Merritt have maintained close contact with seven of the campers. We continue to support the Angel Tree Christmas program in many parishes throughout the Diocese. Ellen Chance and Gail Paxson of Christ Church, New Bern, coordinated for the 22nd year the Angel Tree gift giving to over 90 families in Craven County.

Christ Church, New Bern supported the 32nd Annual Family Picnic at Carteret C.I. in September. The picnic provides an opportunity for family members to be together with their incarcerated loved-ones for a day of relaxation and fun. This event is coordinated through the Community Resource Council of Carteret C.I. For the past ten years, Jane and Keith Merritt have offered an ecumenical Praise and Worship service six times a month at Greene Correctional Institution. They hosted a Christmas party for 60 residents on December 22, sang carols, and shared the Christmas Gospel.

Steve Sawin reported that St. Andrews by the Sea, Nags Head continues its decade-long program of offering Morning Prayer at the Dare County Detention Center twice monthly. The St. Andrew's parishioners are joined by members of the United Methodist and Presbyterian churches. C.B. Evans serves on the Community Resource Council of Carteret Correctional Institution,

and Jane Merritt serves on the Community Resource Councils of Pamlico and Craven Correctional Institutions.

C.B. Evans and Harry Gormley visit the Brig at Camp Lejeune each month. They are volunteers in the Prison Visitation and Support (PVS) program, trained to visit prisoners in Federal and Military facilities. Harry Gormley attended a required tri-annual training session at Fort Leavenworth, Kansas. He visited the military prison while at Fort Leavenworth and was able to visit a former resident of the Brig at Camp Lejeune who is now on Death Row.

We provide several volunteers in some of the One Day With God camps for children of the incarcerated organized by Forgiven Ministry. We are in need of volunteers to help with the camps at Craven C.I. in Vanceboro on April 14, 2012, and at Pamlico C.I. in Bayboro on May 5, 2012. Please contact Terry Brubaker or Jane Merritt at Christ Church, New Bern if you would like to volunteer. We continue to seek ways to help our brothers and sisters re-enter our communities successfully. We believe our ministry to the children is an important part in fostering healthy home environments for those coming out of prison. If you would like to become involved in one of our ministries, please contact a member of the Commission.

Respectfully submitted,
Jane Merritt
Chairperson – Prison Ministry Commission

SEWANEE: THE UNIVERSITY OF THE SOUTH

College of Arts & Sciences enrollment from the Diocese of East Carolina for the 2010-2011 academic year: 7 students, 3 of whom report themselves to be Episcopalians.

School of Theology enrollment from the Diocese of East Carolina for the 2010-2011 academic year: 1 summer Advanced Degrees Program student.

2010-2011 Financial aid awarded to all undergraduate students from the Diocese of East Carolina: \$68,496.00

2010-2011 Amount of support from East Carolina churches and the Diocese of East Carolina: \$2,600.00

Governing board representatives from East Carolina:
Board of Trustees
The Rt. Rev. Clifton Daniel III, D.D.
The Rev. Robert Alves (2014)

Daniel Stroud (2013)

Robert Overman (2012)

School of Theology Programs Center information for East Carolina:

Education for Ministry (EfM) groups: 10

EfM Diocesan Coordinator: Ms. Lisa B. Richey, 916.646.3394 piergazer@embargmail.com

About Sewanee

The University of the South is home to both an outstanding liberal arts college and a seminary of the Episcopal Church. Located atop the Cumberland Plateau between Nashville and Chattanooga, Tenn., Sewanee's 13,000-acre campus, the second largest campus in the United States, provides vast opportunities for research, recreation, and reflection. Within the traditionally strong curriculum of humanities, sciences, and graduate theological studies, Sewanee faculty members promote intellectual growth, critical thinking, and hands-on research. According to its mission statement, Sewanee "is an institution of the Episcopal Church dedicated to the pursuit of knowledge, understanding, and wisdom in close community and in full freedom of inquiry, and enlightened by Christian faith in the Anglican tradition, welcoming individuals from all backgrounds, to the end that students be prepared to search for truth, seek justice, preserve liberty under law, and serve God and humanity."

Sewanee's Relationship to the Episcopal Church

The University of the South, an institution of the Episcopal Church, was founded by church leaders from the southeastern United States in 1857. Sewanee is the only university in the nation that is owned and governed by dioceses of the Episcopal Church, specifically the 28 dioceses that are successors to the original founding dioceses. The university's Board of Trustees is composed of the bishops of the 28 owning dioceses, together with clerical and lay representatives elected by each diocese and representatives of other University constituencies. The Board of Regents, to which the Board of Trustees delegates some of its responsibilities for governance, is composed of Episcopal bishops, priests, and lay people, and may include a limited number of members of other Christian bodies. The Chancellor of the University, elected by the Board of Trustees, is a bishop from one of the 28 owning dioceses. The historic ownership and governance of the university by these Episcopal dioceses has produced a living synergy of leadership, resource, and mutual support, enriching the Church and advancing the university's role in American higher education.

2010–2011 Statistics

College of Arts and Sciences students: 1,455

Undergraduate Class of 2014: 401

SAT combined: 1160-1360

ACT: 26-30

High School GPA: 3.6

Female 52%, Male 48%

Student/faculty ratio: 10.1

Percentage of college students declaring Episcopal heritage: 32%

Majors offered (college): 36

Minors offered (college): 32

College Tuition and Fees: \$46,112

College Faculty: Full-Time – 124 Part-Time – 28

School of Theology residential students: 73

School of Theology Tuition and Fees: \$18,730

School of Theology Faculty: Full-Time – 9 Part-Time – 5

School of Theology summer graduate students: 69

Degrees offered: M.Div., M.A., D.A.S., and S.T.M.

University Fiscal Year July 1, 2010–June 30, 2011:

Unrestricted operating revenues: \$66.8 million

Endowment: \$272.5 million (October 2010)

2010-2011 Highlights

The fiscal year began with the “Leave Taking and Beginning” in All Saints’ Chapel on July 2, 2010. After 10 years of service as the university’s 15th vice-chancellor, Joel Cunningham was vested in his “teaching gown,” ready to assume his role as a member of the College faculty. John McCardell officially began his work as Sewanee’s 16th vice-chancellor. This ceremony was followed by McCardell’s formal installation at the Founders’ Day Convocation on Oct. 12. On Feb. 16, 2011, in a move to address the spiraling costs of higher education, the university’s Board of Regents approved a 10 percent reduction in tuition and fees at the College for the coming 2011-2012 academic year. To the same end, The School of Theology increased its per student basic scholarship by \$1,000.

On Feb. 23, 2011, John Swallow, C’89, was appointed as acting associate provost for the university, effective June 1.

On June 7, 2011, Parker Oliver, C’89, was appointed executive director of marketing and communications, effective June 20.

On July 7, 2011, the University of the South joined six other members of the NCAA Division III Southern Collegiate Athletic Conference (SCAC) in announcing plans to leave the conference effective July 1, 2012, to form a new athletic conference beginning with the 2012-13 season.

STEWARDSHIP COMMISSION

The Diocesan Stewardship Commission is peopled by both laity and clergy from each Deanery.

Diocesan Stewardship Commission Members:

The Rt. Reverend Santosh Marray

Judy Whichard

Tess Judge

The Reverend Mimi Lacy

Charlie Griffin

The Reverend Peter Stube

Harriett Wheeler

The Reverend Jill Beimdiek

Tom Secules

Adrian King

The Reverend John Bonner

The Reverend Barry Kubler

The Reverend Tom Wilson

The Reverend John Frazier

The Reverend Catherine Powell

The Commission was established to provide stewardship education to the parishes of the Diocese either within the Deanery structure or within the parish.

In 2011, the Stewardship Commission bought for distribution to the parishes in the Diocese a publication titled, *The S Word*, by The Most Reverend Douglas Hambidge. Also purchased were more copies of *A Manual For Stewardship Development Programs in the Congregation*, edited by Thomas R. Gossen.

A program using the above referenced manuals was offered to each deanery in the late winter/early spring. The Lower Cape Fear Deanery and several individual churches took advantage of this offering. Those churches were St. Mary's, Kinston, and St. Mary's, Burgaw.

2012 will bring more training to the deaneries. This seems to be the most cost effective form of training and accomplishes the mission of bringing stewardship education to the parishes of the Diocese.

Respectfully submitted,
Judy Whichard, Chair

SAINT MARY'S SCHOOL RALEIGH, NC

Founded in 1842 in the Episcopal tradition, Saint Mary's School in Raleigh, North Carolina, is an independent, Episcopal, college-preparatory, girls boarding and day school dedicated to academic excellence and personal achievement for grades 9-12. The school's core values include personal achievement in mind, body and spirit. The school values intellectual, physical and spiritual wholeness. As an Episcopal school, Saint Mary's School aspires to be a nurturing community that respects the dignity of every human being.

Built in 1856, Saint Mary's Chapel, a National Historic Site designed by Richard Upjohn, is the center of the school's spiritual life and community and the chief symbol of the school's affiliation with the Episcopal Church. The chapel program, under the leadership of Saint Mary's chaplain, the Rev. Ann Bonner-Stewart, is an integral part of school life. The chaplain leads worship and spiritual formation programs and is available to the entire Saint Mary's community for pastoral care, counseling and spiritual direction. A student vestry works closely with the chaplain to increase student involvement and participation in chapel. The vestry is also committed to enacting their faith through participating in outreach and community service. Recent community service projects have supported Nets for Life and Living Water International.

The school's strategic plan lists goals and strategies that include fostering a spiritual life in which reflection and prayer are honored and cultivated. The entire campus community attends services in the Saint Mary's Chapel two mornings each week, with boarding students and residential faculty also attending a vespers service on Sunday evenings.

The school offers a comprehensive range of opportunities enabling girls to compete successfully in college and today's global economy. The historic, residential 23-acre campus is within easy driving distance of world-renowned Research Triangle Park and the Raleigh-Durham International Airport.

Thirty-nine of the school's faculty and staff live on campus, and 81 percent of the faculty holds advanced degrees in their field. Saint Mary's School offers 15 Advanced Placement courses and a full complement of honors and college preparatory courses, competition in 11 sports and on 16 teams; a comprehensive fine arts program; and signature technology, advising and co-curricular life-skill programs that prepare students for independence and success in college and life. The school's academic technology program equips all faculty and students with tablet computers.

The student/faculty ratio is 8.4:1 and the average class size is 12.5 students. The student body represents 12 states and five foreign nations.

Theo Wilkes Coonrod, head of school since 2000, will retire at the end of the 2011-2012 school year, having served Saint Mary's with distinction for 12 years. The Saint Mary's Board of Trustees plans to hire an interim head of school for the 2012-2013 academic year, while a national search continues for the 13th head of Saint Mary's School.

For more information about Saint Mary's School, please call 919-424-4000 or visit www.sms.edu. Saint Mary's School admits girls of any race, color, religion or national or ethnic origin.

THOMPSON CHILD & FAMILY FOCUS

Founded by the Episcopal Church in 1886, Thompson Child & Family Focus (formerly Thompson Children's Home) has evolved into a leading provider of effective clinical and behavioral treatment, developmental education, and proactive care for at-risk children and families.

Thompson provides:

- Early childhood education (ages birth to 5) & family support programs,
- Psychiatric residential programs for children of trauma diagnosed with mental illness (ages 5 to 15), and
- Community programs to stabilize and enhance child and family well-being (birth on).

Through this wide variety of mental health and education services on three campuses and in various community settings---Thompson restores and heals children and families as they move into happy, successful and normal lives. All programs are nationally accredited and maintain the highest level of North Carolina state licensing requirements.

Thompson continues to be nurtured by the Episcopal Churches of North Carolina that have helped create the Thompson of today. Together we spread the light of God's love among many of His children who have lived too long in darkness.

What Can I Do?

- ♥ Share your time: Collect Campbell's Soup Labels for Education and send them to our Volunteer Services department. Link your Bi-Lo, Food Lion, Harris Teeter and/or Target cards for the benefit of Thompson.
- ♥ Share your talent: Learn and tell the wonderful redemption story of Thompson to others.
- ♥ Share your treasure: Visit hopesgiving.org regularly.

Get involved today at thompsoncff.org. Please join us and help change children's lives forever.

Respectfully submitted,
Virginia R. Amendum, President
6800 Saint Peter's Lane
Matthews, NC 28105

TRINITY CENTER

It is hard to believe, but as you read this I will have completed my fifth year as executive director of Trinity Center. I have learned plenty about people and property during the past five years, and my own life has changed dramatically. I am now a happily married man, and recently my wife and I found out that she was pregnant with twin boys. What a wonderful and frightening time this is for us both. My own lifelong dedication to helping children become responsible members of society now seems real and weighty in a way that it never has before. I'm not sure I have ever been prouder of our thriving residential youth programs, Camp Trinity and Sound-to-Sea.

Some of the emotions I am feeling as my wife and I prepare for parenthood seem suspiciously similar to ones I am feeling as executive director. What a wonderful and frightening time this is for Trinity Center. The center continues to survive in a down economy, we continue to serve over 300 conference groups a year, and we continue to serve almost 10,000 meals a month. Simultaneously, we also look more well-loved and well-used than ever before. Our inability to produce enough revenue to maintain this 62 acre property on a barrier island forces us to make tough decisions about what to repair and what to replace with our limited financial resources.

Help is on the way. The Diocese of East Carolina is now engaged in a capital campaign whose primary goal is to endow Trinity Center. Once this center is endowed, major operational up-keep will no longer be the shadow looming over all our financial decisions. Instead, major maintenance can be scheduled in down times on our calendar, and lost business from weather emergencies will not produce such direct financial hardship on the operation. I am an optimist at heart, and I believe this center will be endowed. Funds from the capital campaign are already beginning to trickle to Trinity Center.

The stated goal of the campaign is six million dollars for Trinity Center's Endowment Fund, with the first million dollars available immediately for immediate needs. Late in 2011, with the permission of the Executive Council, we began requesting from funds gathered for critical operational needs. To date we have received a total of \$64,900, \$31,300 for the replacement of the two bungalow roofs on the beach side of property, \$17,000 for the replacement of the Dorm C and D roofs, and \$16,600 for the replacement of the heat pumps for St. James, Lagoon, and the camp dining room. We have paid Mike Farrell Construction \$32,650 for the replacement of the two dorm roofs and one of the bungalow roofs, with the rest to be paid upon completion of the job. We have paid David's Heat and Air the full amount for the replacement of the heat pumps in St. James, Lagoon, and the camp dining room.

So here I am once again, appealing directly to you, Friend of Trinity Center. Our goal is to make sure that the many ministries of Trinity Center continue to serve our guests until we are fully endowed. You can play an important part in reaching that goal by considering a gift to the

Capital Campaign itself. You might also donate to our Annual Fund. All donations to our Annual Fund contribute directly to our bottom line, providing us additional resources as we struggle to keep Trinity Center clean, friendly, and well-maintained.

You might also consider giving to our Scholarship Fund. While more children are making use of our residential youth programs, more of their parents are asking for scholarship assistance. When those parents ask us for help, we want to be able to offer assistance. Most of all, I ask that you talk about us and visit with us. We are always glad to see you, for you are a part of the Trinity Center family. Thanks for all you do to support this center.

Penn Perry
Executive Director, Trinity Center

UNITED THANK OFFERING (UTO)

The United Thank Offering is an organization founded by women in 1889 and originally supportive of women missionaries. It has become a worldwide effort to meet compelling human needs and expand the mission and ministry of the church – for men, women and children throughout the world.

In the 1985—1988 triennium The United Thank Offering Committee decided to grant \$350,000 each year for three years to establish the Memorial and Gift Trust Fund. The income from this fund supports the entire operating budget of the UTO Committee. Since 1988 every cent offered through the twice-yearly gatherings is granted throughout the world for mission and in response to compelling human needs.

In the year 2001 the total granted by the board was \$3,178,984.08. In 2011 that total was \$1,634,526.19. It is the goal of this board to reach \$3 million in diocesan offerings yearly. You can see by these numbers that we have a long way to go! Increasing the offering can be done only with your help. How can we accomplish this goal?

The Logo “UTO EVERY DAY” helps all of us keep in mind our mission statement daily.

Mission: To expand the circle of thankful people. To achieve this mission, we encourage daily prayers, offerings and awareness of the abundance of God’s blessings.

Core Values: Thanksgiving (for joys, blessings and challenges), Generosity (all offerings are granted), Mission (expand the church) and Ministry (meet compelling human needs).

Positioning Statement: The United Thank Offering is a spiritual and financial partner in the mission work of The Episcopal Church.

The Vision: “We will significantly impact the lives of women and children because of Christ’s love”.

PRAYER: Keeping in mind the importance of prayer, the UTO prayer is printed in English and Spanish on the UTO Blue Box and the Bookmarks.

Respectfully submitted,
Sandra Garrison
United Thank Offering Coordinator
350 Pitt County Line Road
Grifton, NC 28530-8914
252-524-5238
sandram@coastalnet.com

YOUTH, COLLEGE CAMPUS and YOUNG ADULT MINISTRIES

2011 has been an exciting and busy year for the Department.

In Youth Ministry key leaders and coordinators were invited to be part of a calendar-restructuring day in November of 2010. The purpose of this day was to closely examine the timing and volume of youth events offered by the Diocese. As a result the team made some significant changes to the calendar including dropping from two to one New Beginnings per year. The decision was also made to move what has traditionally been Winter Conference for high schoolers to the Spring, calling it Spring Conference. The change in New Beginnings and the high school conference are to enable and promote great participation from across the Diocese. In addition, the team made some other minor calendar adjustments, including the dates for Happening. The shift is to create more time between youth events therefore allowing young people to not only participate, but also serve on teams for more than one event.

This same team gathered for calendar-reconstruction also wanted to include an event similar to what Celebration had been in the past. In lieu of bringing this same event back, yOUTHREACH was established as a one-day outreach opportunity to kick-off the youth ministry program year. On September 24, 2011 nearly 100 young people and their adult leaders from four of five deaneries were present at St. Peter’s in Washington to stuff toiletry bags for the Farm Worker Ministry in Newton Grove. Details about regular Diocesan Youth Events can be found in their specific reports. Please see the New Beginnings and Happening Report for more information. Fall and Winter Conference information for 2011 is part of the Camp Trinity Report submitted by Mary Beth Gay, the Director of Camp Trinity.

There were several special events for young people in the Diocese in 2011. The first was in April when the Diocese welcomed the Most Reverend Katharine Jefferts Schori. As part of her time visiting this Diocese she spent the morning with high school young people from four of five deaneries in our Diocese at Trinity Center. The young people spent the night before brainstorming questions for their hour of Q & A with the Presiding Bishop. After the Q & A session the Presiding Bishop and the young people in attendance participated in the Sound to Sea Program at Trinity Center.

In June, a team of six young people, two adults leaders and Bishop Daniel attended EYE (Episcopal Youth Event) in St. Paul, Minnesota. EYE is a triennial gathering of high school aged young people from all nine provinces in the Episcopal Church. The theme of EYE was Mission. As part of this theme and beyond the regular program, the Diocese of East Carolina's delegation was chosen to be part of the Habitat for Humanity Zero Energy House build. Teamed with young people from the Diocese of Western Louisiana, together the group worked on Habitat's very first "Green" home.

In July three young people, two adult leaders and Bishop Marray along with his wife traveled to New York City for a week of mission and pilgrimage. The theme of the week was "...My works will show you my faith..." from James 2:17-18. Once in New York St. Peter's Episcopal Church from McKinney, Texas joined our group. We worked and stayed at the Father's Heart Ministry on the Lower East Side of Manhattan and also helped to feed the city's homeless through the Relief Bus. The Relief Bus is a mobile soup kitchen that serves all of New York City's Burroughs. In addition, the group experienced Ellis Island and heard first hand from Bishop Marray how his faith intersected with his immigration to the United States. The group also went to the Metropolitan Museum of Art for a "Faith in Art" tour. Visits to both St. Patrick's Roman Catholic Cathedral and the Cathedral of St. John the Divine were also part of the week. At the Cathedral of St. John the Divine the group walked the Pilgrim's Path through the nave.

Over the course of the summer the Department of Youth Ministries has worked to form a new Youth Council, called the ECYC (East Carolina Youth Council). This group is still building with current representation from Lower Caper Fear, Pamlico and Trinity Deaneries. Two representatives from the ECYC traveled along with the Program Officer to the Diocese of West Tennessee for the Province IV Youth Network meeting in November.

The Youth Ministries Department also made room in the calendar to support regular meetings for Youth Leaders (lay or clergy, volunteer or paid) across the Diocese. Youth Leaders are invited for fellowship, support, lunch and a topic for each gathering. Gatherings are either hosted at Diocesan House in Kinston or at a centrally located parish. In 2011 Youth Leaders gathered in early March to share and discuss Lenten resources, in April for support, fellowship and future,

planning, in October for Journey to Adulthood training, and in December for Advent reflection and Mission trip planning resources.

Beyond gathering in community, in March this Department at the request of the Bishop issued new and up to date policies and procedures on how to ensure our parishes and communities are safe for children and young people. We are still living in to the new practices established by these policies. The Department of Youth Ministries continues to be tremendously thankful for all of the adults who attend youth events with young people from their parish. I appreciate the challenge some parishes face in meeting this requirement and the department is committed to work with all parishes as we move from good to best practices.

This year I have had the privilege of visiting parishes in every deanery. I have enjoyed meeting and working with the adults who work closely with the young people in their parishes. Youth Ministry in the Diocese cannot grow and remain strong with out well-grounded ministries with young people in the local parish.

Campus Ministry has undergone a tremendous amount of change in 2011 and those changes will continue into 2012. After the 128th Convention of this Diocese, funding for the salaries of the two part-time Campus Ministers at ECU and UNCW was no longer available. Therefore significant changes in the leadership of both ministries have occurred. At ECU the students involved with ECM created their own structure of student leadership. St. Paul's, Greenville continues to be the host parish for this ministry and the students have done a great deal to ensure ECM at ECU remains strong. At UNCW the former part-time Campus Minister agreed to remain as a volunteer with reduced hours. Much of the programming and worship has remained the same over the course of the 2011. Church of the Servant has been gracious enough to continue as the host parish for this ECM. As a result of these changes the Bishop called and formed the Campus Ministry Commission. This commission has met three times since its inception in April. In addition, a small group of members from the commission and other leaders from the Diocese gathered with The Rev. Sam Portaro, a 26-year veteran of Campus Ministry in December. The group used Sam as a resource to begin rethinking and reshaping the direction of Campus Ministry in this Diocese.

Young Adult Ministries are growing in several parishes throughout the Diocese. This department continues to serve as a resource and a place of networking between parishes engaged in this vital ministry. With the addition of a new youth event at Convention and bright horizons for both Campus Ministry and Youth Adult Ministry, an exciting year lies ahead for 2012.

Respectfully submitted,

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

**THE EPISCOPAL FOUNDATION
OF THE DIOCESE OF EAST CAROLINA, INCORPORATED**

**DESCRIPTION OF FUNDS
2011**

FUTURE MINISTRIES FUND

Gifts of various donors. Income is unrestricted and principal may be invaded or used.

Value 01-01-11 \$103,915.78

Value 12-31-11 \$ 98,761.03

LOUIS W. ALSTON FUND

Bequest of Dr. Louis Altson (1960) to the Trustees of the Diocese. Value when received \$793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-11 \$2,208,165.43

Value 12-31-11 \$2,074,251.35

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Value when received was \$49,827.54. Income unrestricted. Principal may be invaded or used.

Value 01-01-11 \$75,491.39

Value 12-31-11 \$70,102.33

EDWARD M. FORBES FUND

Bequest of The Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received \$54,446.38. Annual income divided as follows: \$250 plus 1/4 of excess over \$575 to Missionaries within Diocese; \$150 plus 1/4 excess over \$575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); \$25 plus 1/4 of excess over \$575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and \$150 plus 1/4 excess over \$575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-11 \$136,092.37

Value 12-31-11 \$128,220.12

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) \$78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese.

Value 01-01-11 \$139,907.49

Value 12-31-11 \$128,299.95

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenan Foundation (1976) to the Trustees of the Diocese. Value when received \$160,647.25. Income unrestricted. Principal subject to return to Trustees of Diocese on demand.

Value 01-01-11 \$162,811.81

Value 12-31-11 \$151,376.17

MARVIN-GILES MURCHISON FUND

Gifts of Mrs. Lucile Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother, Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees \$75,030.00. Value when transferred to the Foundation \$644,391.40. 1993 addition, from the Lucile Murchison Marvin Foundation, \$25,000. Principal may be invaded or used after December 5, 1993.

Value 01-01-11 \$93,144.87

Value 12-31-11 \$86,712.31

LUCILE M. MARVIN FUND

Gift of Mrs. Lucile M. Marvin (1962) to the Diocese. Value when received \$14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-11 \$15,756.65

Value 12-31-11 \$14,876.28

WALTER R. MARVIN FUND

Bequest of Mrs. Lucile Murchison Marvin (1986) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received \$25,000.00. 1993 addition, from the Lucile Murchison Marvin Foundation, \$25,000. Principal may be invaded or used after December 5, 1983

Value 01-01-11 \$47,467.78

Value 12-31-11 \$44,078.61

PRICE-NOE MEMORIAL FUND

Bequest in the joint will of Thomas P. Noe (1958) and Susan Ann Price Noe (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) \$944,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year.

Value 01-01-11 \$295,231.99

Value 12-31-11 \$279,353.12

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) \$10,642.85. Income for theological education.

Value 01-01-11 \$21,447.54

Value 12-31-11 \$19,302.84

BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received \$4,969.99. Income for missionary work in the Diocese.

Value 01-01-11 \$7,013.60

Value 12-31-11 \$6,277.40

CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) \$8,471.52. Income accumulated during the life of Mrs. Thompson and thereafter used for expenses of St. Gabriel's, Faison. If St. Gabriel's is closed or no longer operates as a mission or church, income unrestricted.

Value 01-01-11	\$18,395.71
Value 12-31-11	\$17,085.42

BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when received \$19,992.21. Income for the support of the Episcopate.

Value 01-01-11	\$15,488.18
Value 12-31-11	\$14,550.31

ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received \$23,048.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-11	\$46,374.78
Value 12-31-11	\$42,869.54

FANNY M. CURTIS FUND

Residual monies received in 1988 as a result of the original bequest of Fanny Murchison Curtis (1967) that was not added to the Curtis-Murchison Fund. Income unrestricted. Principal may be invaded.

Value 01-01-11	\$23,735.82
Value 12-31-11	\$22,434.05

LEON O. AND NEVA WELLS LASTINGER
MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Value when received \$49,051.09. Income to be used for benefit of Trinity Parish, Chocowinity. If this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County.

Value 01-01-11	\$65,468.17
Value 12-31-11	\$61,553.97

CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in 1979 with value when received \$40,000.00.

Value 01-01-11	\$82,644.64
Value 12-31-11	\$75,427.28

WILL G. GAITHER FUND

Bequest of Mr. Will B. Gaither of Elizabeth City to Foundation in 1979. Value when received \$50,000.00. Income unrestricted.

Value 01-01-11	\$73,633.12
Value 12-31-11	\$68,271.66

WILLIAM AND PHYLLIS WALKER FUND

Bequest of Mrs. Phyllis Walker (1980) to the Diocese for the Bishop's Discretionary Fund. Value when received \$119,898.31. Principal may be invaded or used for this purpose.

Value 01-01-11	\$385,115.32
Value 12-31-11	\$332,914.45

WINSLOW MERRICK FUND

Bequest of Winslow Merrick (1976) of 250 shares of General Motors Corporation stock. The principal to be held in trust and income to be paid annually to St. Mark's, Wilmington. The income first to be used to pay pledges to Diocese and second for the operation of the Church.

Value 01-01-11 \$20,784.63

Value 12-31-11 \$19,618.78

FLAGLER FUND

Part of bequest of Sarah Graham Kenan Fund. Income unrestricted.
Principal subject to return to Trustees of Diocese on demand.

Value 01-01-11 \$74,687.29

Value 12-31-11 \$69,314.01

BISHOP WRIGHT FUND

Gift of the Lucile Murchison Marvin Foundation to Foundation in December 1993 in thanksgiving for the ministry of the Rt. Rev. Thomas Henry Wright, Bishop of East Carolina. Value when received \$10,000.00. No restrictions.

Value 01-01-11 \$8,517.15

Value 12-31-11 \$7,736.14

WAVERLY BROADWELL FUND

Proceeds of life insurance policy for Waverly C. Broadwell (1992).
Value when received \$151,315.01. Income unrestricted.

Value 01-01-11 \$134,526.98

Value 12-31-11 \$125,379.16

GERTRUDE S. ROSEVEAR FUND

Bequest of Gertrude Shepard Smith Rosevear (1993). Value when received \$291,078.56. Addition from Gertrude S. Rosevear Unitrust in the amount of \$139,610.52. Portion of proceeds used for construction of Rosevear Cottage at Trinity Center. Income unrestricted.

Value 01-01-11 \$183,104.65

Value 12-31-11 \$169,304.72

THURMAN WILLIAMS FUND

Proceeds of life insurance policy for Thurman Williams Jr. (1994). Value when received \$25,000.00. Income unrestricted.

Value 01-01-11 \$20,589.09

S. WILLIAMS FAMILY FUND

Gift from the Williams Charitable Trust (1996). Value when received \$100,000.00. Income to be used for charitable causes with priority given to programs or direct grants providing food, clothing, or shelter to those in need, such as shelters for the homeless or the soup kitchen, and to programs or direct grants providing routine or emergency medical assistance to those in need.

Value 01-01-11 \$90,633.42

Value 12-31-11 \$82,974.77

MARY W. RALPH FUND

Bequest of Mary W. Ralph (2003). Value when received \$50,000.00. Income unrestricted.

Value 01-01-11 \$53,233.54

Value 12-31-11 \$48,903.28

SMITHSON FUND

Gift to the Foundation for the benefit of Trinity Center.

Value 01-01-11 \$306,045.08

Value 12-31-11 \$281,630.80

THERAPEUTIC SUPPORT FUND

Fund for the therapeutic support of clergy of the diocese.

Value 01-01-11 \$57,630.85

Value 12-31-11 \$54,022.68

PRIEST EDUCATION FUND

Fund established for domestic continuing education for the clergy of the diocese (1999). Value when received \$67,553.82. The Clergy Continuing Education committee was formed to allocate the available funds among diocesan clergy.

Value 01-01-11 \$49,404.24

Value 12-31-11 \$47,053.15

MARGARET U. GRIFFIN FUND

Fund established with a generous gift from Margaret U. Griffin, a faithful and lifelong member of Grace Church, Woodville, Bertie County (2006). Income unrestricted and the principal shall not be invaded. Value when received \$25,701.67.

Value 01-01-11 \$26,058.20

Value 12-31-11 \$24,219.08

YOUTH, YOUNG ADULT & CAMPUS MINISTRY FUND

Fund established to be used for ministries for youth, young adult, and campus ministry, at the request of the Director of Youth (2006). Value when received \$20,000.00.

Value 01-01-11 \$22,046.47

Value 12-31-11 \$20,534.44

GEORGE JEFFREYS' MEMORIAL FUND

Fund established with Trinity Center designated as the primary beneficiary. The income from the funds is to be used primarily for maintenance and improvements at Trinity Center. The board of directors of Trinity Center may request, with approval by the Foundation Board, that up to 50% of annual income be used for program needs (2008). Value when received \$322,897.84.

Value 01-01-11 \$320,106.08

Value 12-31-11 \$297,903.66

WILLIE S. GRIMES FUND

Funds received in 2004 with closing of Willie S. Grimes Trust established in 1955. Original funds in the amount of \$25,270.72. Funds transferred from Diocese of East Carolina Trustees (2010) in the amount of \$26,565.19 to establish the Willie S. Grimes Fund. The funds shall be expended by the Bishop for the support and maintenance of one or more need persons who are communicants of the Episcopal Church in the Diocese of East Carolina, giving preference to such persons as are residents of St. Peter's Parish of Washington, North Carolina, if, in the opinion of the Bishop, in his discretion, to change from time to time the beneficiaries as the changes in the needs of said beneficiaries may make proper. In the event the Diocese of East Carolina establishes and maintains a home for the aged and infirm communicants of the Episcopal Church in the Diocese of East Carolina, then, the Bishop shall use income for the support and maintenance of one or more persons in said home.

Value 01-01-11 \$27,689.89

Value 12-31-11 \$26,422.16

WILLIAM C. POWELL FUND

Fund established in 2010 with a \$100,000.00 bequest from the estate of William Carlyle Powell, M.D. A faithful communicant of St. John's Fayetteville and the Diocese of East Carolina, Dr. Powell offered great leadership to his Church on the parish, diocesan, and national levels. The principal of the fund may not be invaded. Income is unrestricted less a nominal amount to be sent annually to the First Presbyterian Church, Lumberton, N.C., for the purpose of placing flowers on the Altar annually in memory of Dr. Powell's mother, Hazel Carlyle Powell, and a remembrance twice annually (Christmas and Easter) at his grave in Lumberton.

Value 01-01-11 \$50,000.00

Value 12-31-31 \$92,280.33

PARISH & OTHER INVESTMENT FUNDS

Helen Madre Memorial Fund (St. Thomas, Windsor)

St. Thomas Windsor Memorial Fund

St. Thomas Windsor

St. Thomas Windsor

Melissa Gardner (Holy Trinity, Fayetteville)

Dr. Robert King (Holy Trinity, Fayetteville)

Perpetual Garden (Holy Trinity, Fayetteville)

White Bequest (Holy Trinity, Fayetteville)

Holy Trinity Endowment (Holy Trinity, Fayetteville)

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

St. John's Fayetteville

Holy Trinity Hertford

Grace Church Plymouth

W. H. Ward Fund (Grace Church Plymouth)

Church of the Servant Wilmington

St. Paul's Greenville

Trinity Center Endowment Fund

Trinity Center Bishop's Chapel Fund

St. James the Fisherman Shallotte

2012 GRANTS

St. Francis, Goldsboro	\$5,000.00
St. Andrew's, Columbia	\$10,000.00
Trinity, Chocowinity	12,300.00
Holy Innocents, Seven Springs	\$17,000.00
St. John's, Sladesville/All Saints, Fairfield	\$2,500.00
Episcopal Farmworker Ministry	\$2,000.00
Hurricane Damage Areas	\$847.00

**EPISCOPAL DIOCESE OF EAST CAROLINA
TREASURER'S REPORT
YEAR ENDING DECEMBER 31, 2011**

	Actual 2011	Budget 2011	Budget Remaining
Revenues			
Pledges			
1-4010-00 - Annual Pledges	\$1,145,417.55	\$1,144,903.00	\$514.55
1-4011-00 - Additional Pledges	44,848.00	0.00	44,848.00
1-4012-00 - Pledge Write-offs	-45,992.41	0.00	-45,992.41
Total Pledges	\$1,144,273.14	\$1,144,903.00	-\$629.86
Other Income			
1-4110-00 - Royalty Income	\$0.00	\$0.00	\$0.00
1-4120-01 - Designated Operating Gifts	21,905.00	0.00	21,905.00
Total Other Income	\$21,905.00	\$0.00	\$21,905.00
Earnings on Investments			
1-4210-00 - Interest Income	\$435.55	\$0.00	\$435.55
Total Earnings on Investments	\$435.55	\$0.00	\$435.55
Total Revenues	\$1,166,613.69	\$1,144,903.00	\$21,710.69
Expenses			
The Episcopate			
Episcopate Personnel Expenses			
1-5001-00 - Bishops Salary and Housing	\$143,500.92	\$143,500.00	-\$0.92
1-5001-01 - Bishop Assisting Salary & Housing	80,000.04	80,000.00	-0.04
1-5002-00 - Episcopate Support Staff Salaries	45,690.50	36,863.00	-8,827.50
1-5003-00 - Bishop's Benefits	46,385.80	46,267.00	-118.80
1-5003-01 - Bishop Assisting Benefits	40,442.04	40,442.00	-0.04
1-5003-02 - Episcopate Staff Benefits	24,473.08	14,226.00	-10,247.08
1-5004-00 - Episcopate Staff Payroll Taxes	3,495.30	2,820.00	-675.30
Total Episcopate Personnel Expenses	\$383,987.68	\$364,118.00	-\$19,869.68
Episcopate Operational Expense			
1-5010-00 - Bishop's Automobile	\$13,090.91	\$12,000.00	-\$1,090.91
1-5010-01 - Bishop Assisting Auto Expenses	8,206.12	6,800.00	-1,406.12
1-5011-00 - Bishop Travel	16,333.81	11,750.00	-4,583.81
1-5011-01 - Bishop Assisting Travel	9,729.92	6,625.00	-3,104.92
1-5011-02 - Episcopate Staff Travel	38.76	350.00	311.24
1-5012-01 - Bishop Assisting Conf & Training	0.00	0.00	0.00
1-5012-02 - Episcopate Staff Conf & Training	286.17	0.00	-286.17
1-5013-00 - Bishop Supplies	2,321.34	1,100.00	-1,221.34
1-5013-01 - Bishop Assisting Supplies	2,387.23	700.00	-1,687.23
1-5013-02 - Episcopate Staff Supplies	2,107.10	2,000.00	-107.10
1-5014-00 - Bishop Cell Phone	1,228.66	1,300.00	71.34
1-5014-01 - Bishop Assisting Cell Phone	1,437.18	1,300.00	-137.18
1-5060-00 - Chancellor Expenses	2,070.82	2,000.00	-70.82
1-5090-00 - Special Funding/Bishop Assisting	-71,101.25	-67,934.00	3,167.25
Total Episcopate Operational Expense	-\$11,863.23	-\$22,009.00	-\$10,145.77

**EPISCOPAL DIOCESE OF EAST CAROLINA
TREASURER'S REPORT
YEAR ENDING DECEMBER 31, 2011**

	Actual 2011	Budget 2011	Budget Remaining
Total The Episcopate	\$372,124.45	\$342,109.00	-\$30,015.45
Diocesan Administration			
Admin Personnel Expenses			
1-5101-00 - Finance Director Salary	\$66,525.00	\$66,525.00	\$0.00
1-5102-00 - Administrative Staff Salaries	31,084.63	31,103.00	18.37
1-5103-00 - Administrative Staff Benefits	59,149.01	59,161.00	11.99
1-5104-00 - Administrative Staff Payroll Tax	7,467.59	7,469.00	1.41
Total Admin Personnel Expenses	\$164,226.23	\$164,258.00	\$31.77
Admin Operational Expenses			
1-5110-00 - Administrative Travel	\$692.40	\$700.00	\$7.60
1-5111-00 - Administrative Conf & Training	3,089.54	3,000.00	-89.54
1-5111-01 - Admin Conf & Train Foundation Fun	-2,600.00	-2,600.00	0.00
1-5112-00 - Audit & Professional Fees	18,158.14	12,000.00	-6,158.14
1-5113-00 - Insurance	19,453.00	22,000.00	2,547.00
1-5114-00 - Office Supplies	9,953.92	9,100.00	-853.92
1-5116-00 - Journal Production and Mailing	565.94	600.00	34.06
1-5117-00 - Postage and Shipping	8,872.67	7,000.00	-1,872.67
1-5118-00 - Office Equipment	16,987.96	15,900.00	-1,087.96
1-5119-00 - Computer Expenses	7,949.49	7,700.00	-249.49
1-5120-00 - Dues & Publications	2,837.04	1,785.00	-1,052.04
1-5121-00 - Telephone/Internet	11,062.89	11,200.00	137.11
1-5122-00 - Utilities	13,999.97	17,000.00	3,000.03
1-5123-00 - Building Maintenance	8,504.88	8,000.00	-504.88
1-5124-00 - Yard Maintenance	5,035.49	5,000.00	-35.49
Total Admin Operational Expenses	\$124,563.33	\$118,385.00	-\$6,178.33
Total Diocesan Administration	\$288,789.56	\$282,643.00	-\$6,146.56
Congregational/Clergy Support			
Congregational Personnel			
1-5201-00 - Canon to Ordinary Salary/Housing	\$95,520.96	\$95,521.00	\$0.04
1-5201-01 - Canon for Ed/Train-Salary	12,000.00	12,000.00	0.00
1-5202-00 - Congregational Support Staff	57,160.00	57,160.00	0.00
1-5203-00 - Canon to Ordinary Benefits	36,617.04	36,737.00	119.96
1-5203-01 - Congregational Staff Benefits	39,421.30	48,813.00	9,391.70
1-5204-00 - Congregational Payroll Taxes	4,373.00	4,373.00	0.00
Total Congregational Personnel	\$245,092.30	\$254,604.00	\$9,511.70
Congregational Operational Exp			
1-5210-00 - Canons Automobile	\$9,548.60	\$9,000.00	-\$548.60
1-5211-00 - Congregational Travel	1,709.09	3,000.00	1,290.91
1-5212-00 - Congregational Conf & Training	3,648.06	7,000.00	3,351.94
1-5212-01 - Cong Conf & Train Found Funding	-3,648.06	-5,000.00	-1,351.94

**EPISCOPAL DIOCESE OF EAST CAROLINA
TREASURER'S REPORT
YEAR ENDING DECEMBER 31, 2011**

	Actual 2011	Budget 2011	Budget Remaining
1-5213-00 - Congregational Supplies	6,775.76	5,000.00	-1,775.76
1-5214-00 - Congregational Cell Phone	1,223.01	1,000.00	-223.01
Total Congregational Operational Exp	\$19,256.46	\$20,000.00	\$743.54
Congregational Programs			
1-5220-00 - Transition Ministry	\$2,534.08	\$5,710.00	\$3,175.92
1-5220-01 - Transition Min Foundation Funding	0.00	0.00	0.00
1-5222-00 - Mission and Development	7,966.43	20,932.00	12,965.57
1-5222-01 - Mission Dev. Foundation Funding	-7,966.43	-20,932.00	-12,965.57
1-5223-00 - Education for Ministry	2,893.39	3,000.00	106.61
1-5223-01 - EFM Foundation Funding	-2,893.39	-3,000.00	-106.61
1-5224-00 - Deacon Formation/Education	1,608.00	6,500.00	4,892.00
1-5224-01 - Deacon Foundation Funding	-1,608.00	-6,500.00	-4,892.00
1-5225-00 - Seminarians Education/Support	27,395.11	51,195.00	23,799.89
1-5225-01 - Seminarians Foundation Funding	-7,844.34	-23,772.00	-15,927.66
1-5225-02 - Seminarians Trustee Funding	-19,271.77	-27,423.00	-8,151.23
1-5226-00 - Clergy Domestic Education	500.00	2,230.00	1,730.00
1-5226-01 - Clergy Dom Ed Foundation Funding	-500.00	-2,230.00	-1,730.00
1-5227-00 - Clergy Foreign Travel	2,800.00	3,767.00	967.00
1-5227-01 - Clergy Foreign Travel Found Fundi	-2,800.00	-3,767.00	-967.00
1-5228-00 - Retired Clergy Liaison	0.00	250.00	250.00
1-5230-00 - Stewardship Committee	487.75	1,700.00	1,212.25
1-5230-01 - Stewardship Committee Found Fundi	-487.75	-1,700.00	-1,212.25
1-5240-00 - Diocesan Sponsored Cont Ed	3,967.02	3,000.00	-967.02
1-5240-01 - Diocesan Cont Ed Foundation Fundi	-2,000.00	-2,000.00	0.00
1-5244-00 - Fresh Start Training	0.00	0.00	0.00
1-5259-00 - Miscellaneous Committee Meetings	0.00	0.00	0.00
1-5259-01 - Misc Comm Mtgs Foundaton Funding	0.00	0.00	0.00
Total Congregational Programs	\$4,780.10	\$6,960.00	\$2,179.90
Total Congregational/Clergy Support	\$269,128.86	\$281,564.00	\$12,435.14
Youth and Young Adult Ministry			
Youth & Young Adult Personnel			
1-5301-00 - Youth Director Salary	\$36,999.96	\$37,000.00	\$0.04
1-5302-00 - Youth Staff Salary	1,000.00	1,000.00	0.00
1-5303-00 - Youth Staff Benefits	2,055.97	2,700.00	644.03
1-5304-00 - Youth Staff Payroll Taxes	2,907.00	2,907.00	0.00
Total Youth & Young Adult Personnel	\$42,962.93	\$43,607.00	\$644.07
Youth Operational Expenses			
1-5310-00 - Youth Staff Travel	\$2,172.96	\$1,500.00	-\$672.96
1-5311-00 - Youth Staff Conferences & Trainin	0.00	0.00	0.00
1-5312-00 - Youth Staff Supplies	496.01	1,000.00	503.99
1-5313-00 - Youth Staff Cell Phone	1,451.30	1,080.00	-371.30
Total Youth Operational Expenses	\$4,120.27	\$3,580.00	-\$540.27

EPISCOPAL DIOCESE OF EAST CAROLINA
TREASURER'S REPORT
YEAR ENDING DECEMBER 31, 2011

	Actual 2011	Budget 2011	Budget Remaining
Youth & Young Adult Programs			
1-5350-00 - Youth Program Funds	\$13,996.36	\$5,000.00	-\$8,996.36
1-5350-02 - Youth Program Gifts	-2,500.00	0.00	2,500.00
1-5351-00 - Campus Ministry Program Funds	46,338.76	10,000.00	-36,338.76
1-5352-00 - Campus Ministry Salary	14,375.00	13,125.00	-1,250.00
1-5353-00 - Campus Ministry Payroll Taxes	717.20	685.00	-32.20
1-5354-00 - Campus Ministry Conf & Training	0.00	500.00	500.00
1-5355-00 - Campus Ministry Admin Supplies	0.00	256.00	256.00
1-5356-00 - Campus Ministry Admin Travel	0.00	125.00	125.00
1-5357-00 - Diocesan College/Young Adult Prog	0.00	688.00	688.00
1-5359-01 - College/Young Adult Foundation Fu	-51,910.00	-51,910.00	0.00
1-5359-02 - College/Young Adult Gifts	-3,110.00	0.00	3,110.00
Total Youth & Young Adult Programs	\$17,907.32	-\$21,531.00	-\$39,438.32
Total Youth and Young Adult Ministry	\$64,990.52	\$25,656.00	-\$39,334.52
Communications			
Communications Personnel			
1-5401-00 - Communications Director Salary	\$27,783.10	\$37,100.00	\$9,316.90
1-5403-00 - Communications Staff Benefits	887.19	3,243.00	2,355.81
1-5404-00 - Communications Staff Payroll Tax	1,451.79	2,838.00	1,386.21
Total Communications Personnel	\$30,122.08	\$43,181.00	\$13,058.92
Comm Operational Expenses			
1-5410-00 - Communications Staff Travel	\$0.00	\$2,000.00	\$2,000.00
1-5411-00 - Communications Staff Conf & Train	0.00	0.00	0.00
1-5412-00 - Communications Staff Supplies	1,055.00	1,055.00	0.00
Total Comm Operational Expenses	\$1,055.00	\$3,055.00	\$2,000.00
Communications Programs			
1-5440-00 - Communication Services	\$0.00	\$1,500.00	\$1,500.00
1-5450-00 - Diocesan Website	4,490.58	1,500.00	-2,990.58
1-5451-01 - Newsletter Contributions	-45.00	0.00	45.00
Total Communications Programs	\$4,445.58	\$3,000.00	-\$1,445.58
Total Communications	\$35,622.66	\$49,236.00	\$13,613.34
Cannon Required Commissions			
1-5501-00 - Executive Council	\$0.00	\$300.00	\$300.00
1-5503-00 - Commission on Ministy	2,364.21	3,000.00	635.79
1-5503-01 - COM Foundation Funding	-2,364.21	-1,027.00	1,337.21
1-5504-00 - Archives/Historian	3,000.00	3,000.00	0.00
1-5505-00 - Diocesan Convention	-11,909.15	0.00	11,909.15
1-5506-00 - General Convention	15,000.00	15,000.00	0.00
1-5507-00 - Synod Meeting	2,910.95	2,500.00	-410.95

**EPISCOPAL DIOCESE OF EAST CAROLINA
TREASURER'S REPORT
YEAR ENDING DECEMBER 31, 2011**

	Actual 2011	Budget 2011	Budget Remaining
1-5508-00 - Ethics Training and Education	369.35	1,400.00	1,030.65
1-5508-01 - Ethics Train & Ed Found Funding	-369.35	-1,400.00	-1,030.65
1-5509-00 - Anti-Racism Training	1,023.36	250.00	-773.36
1-5509-01 - Anti-Racism Foundtion Funding	-250.00	-250.00	0.00
1-5509-02 - Anti-Racism Training Gift	-506.63	0.00	506.63
1-5510-00 - Ecumenical Relations	750.00	1,000.00	250.00
1-5510-01 - Ecumenical Foundation Funding	-750.00	-1,000.00	-250.00
1-5511-00 - Liturgical Commission	-3,778.72	0.00	3,778.72
1-5511-01 - Liturgical Foundation Funding	0.00	0.00	0.00
1-5512-00 - Christian Formation Education	0.00	750.00	750.00
1-5512-01 - Christan Form Ed Foundation Fundi	0.00	-750.00	-750.00
Total Cannon Required Commissions	\$5,489.81	\$22,773.00	\$17,283.19
Other Diocesan Ministries			
1-5801-00 - Trinity Center	\$26,160.00	\$26,160.00	\$0.00
1-5801-01 - Trinity Center Foundation Funding	-26,160.00	-26,160.00	0.00
1-5802-00 - Christian Social Ministries	12,298.00	12,298.00	0.00
1-5802-01 - CSM Foundation Funding	-4,877.00	-4,877.00	0.00
1-5803-00 - Milleniuim Development Goals	8,163.00	8,163.00	0.00
1-5804-00 - Companion Diocese Program	0.00	5,000.00	5,000.00
1-5810-00 - General Church Program	112,558.96	105,832.00	-6,726.96
1-5811-00 - Province IV Assessment	3,646.00	3,646.00	0.00
1-5812-00 - Anglican Communion/Lambeth	1,000.00	1,000.00	0.00
1-5813-00 - Bishop's Relief Fund	2,600.00	2,670.00	70.00
1-5813-01 - Bishop's Relief Foundation Fundin	-2,600.00	-2,670.00	-70.00
1-5815-00 - Special Insurance Assistance	39,120.00	19,860.00	-19,260.00
1-5815-01 - Special Ins Assis Nat Trust Fundi	-10,000.00	-10,000.00	0.00
Total Other Diocesan Ministries	\$161,908.96	\$140,922.00	-\$20,986.96
Total Expenses	\$1,198,054.82	\$1,144,903.00	-\$53,151.82
Net Income (Loss)	-\$31,441.13	\$0.00	-\$31,441.13

10/24/12

**2012 MINISTRY BUDGET OF THE
EPISCOPAL CHURCHES IN EAST CAROLINA**

Acct Code	Acct Description	Asking 2012	Adjusted 2012	Difference		
1--5000	The Episcopate					
	The Episcopate provides for the salary and benefits for the Bishop and his secretary plus:					
	*Travel to parishes and the larger church for both					
	*Office supplies and telephone					
	*Continuing education for both					
1-5001-00	Bishops Salary and Housing	144793.00	144793.00			
1-5001-01	Bishop Assisting Salary & Housing	81200.00	81200.00			
1-5002-00	Episcopate Support Staff Salaries	60293.00	60293.00			
1-5003-00	Bishop's Benefits	46481.00	46481.00			
1-5003-01	Bishop Assisting Benefits	40576.00	40576.00			
1-5003-02	Episcopate Staff Benefits	40022.00	40022.00			
1-5004-00	Episcopate Staff Payroll Taxes	4612.00	4612.00			
1-5010-00	Bishop's Automobile	13500.00	13500.00			
1-5010-01	Bishop Assisting Auto Expenses	7800.00	7800.00			
1-5011-00	Bishop Travel	11775.00	11775.00			
1-5011-01	Bishop Assisting Travel	8125.00	8125.00			
1-5011-02	Episcopate Staff Travel	650.00	650.00			
1-5012-00	Bishop Sabbatical Escrow	4600.00	2000.00	-2600.00		
1-5012-01	Bishop Assisting Sabbatical Escrow	4600.00	2000.00	-2600.00		
1-5012-02	Episcopate Staff Continuing Ed	1462.00	1462.00			
1-5013-00	Bishop Supplies	3290.00	3290.00			
1-5013-01	Bishop Assisting Supplies	1250.00	1250.00			
1-5013-02	Episcopate Staff Supplies	800.00	800.00			
1-5014-00	Bishop Cell Phone	1300.00	1300.00			
1-5014-01	Bishop Assisting Cell Phone	1300.00	1300.00			
1-5060-00	Chancellor Expenses	7750.00	4500.00	-3250.00		
1-5090-00	Special Funding for Bishop Assisting	-36213.00	-34263.00	1950.00		
1-5099-00	Episcopate Contingency Expenses					
1-5000	The Episcopate Total	449966.00	443466.00			
1-5100	Diocesan Administration					
	Diocesan Administration provides for costs associated with:					
	*Salaries for Financial, Insurance, and administrative support staff and related benefits					
	*Required audit and professional fees					
	*Diocesan House expenses					
1-5101-00	Finance Director Salary	67725.00	67725.00			
1-5102-00	Administrative Staff Salaries	33232.00	33232.00			
1-5103-00	Administrative Staff Benefits	59033.00	59033.00			
1-5104-00	Administrative Staff Payroll Taxes	7723.00	7723.00			
1-5110-00	Administrative Travel	700.00	700.00			
1-5111-00	Administrative Conferences & Training	5390.00	3790.00	-1600.00		
1-5111-01	Admin Conf & Train Foundation Fund					
1-5112-00	Audit & Professional Fees	14000.00	14000.00			
1-5113-00	Insurance	22200.00	22200.00			
1-5114-00	Office Supplies	9600.00	9600.00			
1-5116-00	Journal Production and Mailing	750.00	750.00			
1-5117-00	Postage and Shipping	9900.00	9900.00			
1-5118-00	Office Equipment	17700.00	17700.00			

10/24/12

**2012 MINISTRY BUDGET OF THE
EPISCOPAL CHURCHES IN EAST CAROLINA**

Acct Code	Acct Description	Asking 2012	Adjusted 2012	Difference		
1-5119-00	Computer Expenses	8900.00	8900.00			
1-5120-00	Dues & Publications	2085.00	2085.00			
1-5121-00	Telephone/Internet	11200.00	11200.00			
1-5122-00	Utilities	16000.00	16000.00			
1-5123-00	Building Maintenance	11000.00	11000.00			
1-5124-00	Yard Maintenance	5000.00	5000.00			
1-5100	Total Diocesan Administration	302138.00	300538.00			
1-5200	Mission and Development Staff Expenses					
	The costs associated with mission and development staff					
	salary, benefits and administrative costs plus					
1-5201-00	Canon to Ordinary Salary & Housing	96813.00	96813.00			
1-5201-01	Canon for Ed/Training Salary	0.00	0.00			
1-5202-00	Congregational Support Staff	59137.00	59137.00			
1-5203-00	Canon to Ordinary Benefits	36704.00	36704.00			
1-5203-01	Congregational Benefits	40468.00	40468.00			
1-5204-00	Congregational Payroll Taxes	4524.00	4524.00			
1-5210-00	Canons Automobile	8800.00	8800.00			
1-5211-00	Congregational Travel	6600.00	4400.00	-2200.00		
1-5212-00	Congregational Conferences & Training	3632.00	3632.00			
1-5212-01	Cong Conference Foundation Funding					
1-5213-00	Congregational Supplies	4720.00	4720.00			
1-5214-00	Congregational Cell Phone	1200.00	1200.00			
1-5217-00	Hispanic Ministry	106700.00	1000.00	-105700.00		
	Total M & D Staff Expenses	369298.00	261398.00			
	Mission and Development Program Expenses					
	The costs associated with programs for parish mission and development:					
	*Travel and conferences for parish transition					
	*Seminarians and Deacons theological education					
	*Clergy conferences					
	*Parish development grants					
	*Demographic studies services					
	*Financial support for troubled congregations					
	*Hospitality/Lunches for committee meetings					
1-5220-00	Transition Ministry	5300.00	4000.00	-1300.00		
1-5220-01	Transition Min Foundation Funding					
1-5221-00	Communications Ministry	7620.00	7620.00			
1-5222-00	Mission Development	26675.00	15000.00	-11675.00		
1-5222-01	Mission Dev. Foundation Funding	-15000.00	-15000.00			
1-5223-00	Education for Ministry	3500.00	2500.00	-1000.00		
1-5223-01	EFM Foundation Funding	-2500.00	-2500.00			
1-5224-00	Deacon Formation/Education	7750.00	3500.00	-4250.00		
1-5224-01	Deacon Foundation Funding	-3500.00	-3500.00			
1-5225-00	Seminarians Education/Support	24295.00	24295.00			
1-5225-01	Seminarians Foundation Funding	-13795.00	-13795.00			
1-5225-02	Seminarians Trustee Funding	-10500.00	-10500.00			
1-5226-00	Clergy Domestic Education	2188.00	2188.00			

10/24/12

**2012 MINISTRY BUDGET OF THE
EPISCOPAL CHURCHES IN EAST CAROLINA**

Acct Code	Acct Description	Asking 2012	Adjusted 2012	Difference		
1-5226-01	Clergy Dom Ed Foundation Funding	-2188.00	-2188.00			
1-5227-00	Clergy Foreign Travel	3602.00	3602.00			
1-5227-01	Clergy Foreign Travel Found Funding	-3602.00	-3602.00			
1-5228-00	Retired Clergy Liaison	200.00	200.00			
1-5230-00	Stewardship Committee		500.00	500.00		
1-5230-01	Stewardship Foundation Funding	-500.00	-500.00			
1-5240-00	Diocesan Sponsored Ministry Dev & Train	21580.00	12000.00	-9580.00		
1-5240-01	Diocesan MD&T Foundation Fund	-12000.00	-12000.00			
1-5259-00	Miscellaneous Committee Meetings					
1-5259-01	Misc Comm Mtgs Foundaton Funding					
1-5290-00	Standing Committee Property Conc					
1-5299-00	Contingency Congregational Expenses					
1-5200	Total Congregational and Clergy Support	39125.00	11820.00			
1-5300	Youth and Young Adult Ministry					
	Support for Youth and Young Adult provides for:					
	*Salary and benefits for a staff director of youth and young adult ministry including travel, continuing ed, telephone and supplies					
	*Youth program					
	*College Ministries					
1-5301-00	Youth Director Salary	37610.00	37610.00			
1-5302-00	Youth Staff Salary	1000.00	1000.00			
1-5303-00	Youth Staff Benefits	2743.00	2743.00			
1-5304-00	Youth Staff Payroll Taxes	2954.00	2954.00			
1-5310-00	Youth Staff Travel	4050.00	3050.00	-1000.00		
1-5311-00	Youth Staff Conferences & Training	1500.00	1500.00			
1-5312-00	Youth Staff Supplies	1980.00	1000.00	-980.00		
1-5313-00	Youth Staff Cell Phone	1200.00	1200.00			
1-5350-00	Youth Program Funds	12790.00	12790.00			
1-5350-02	Youth Program Gifts					
1-5351-00	Campus Ministry Program Funds	19900.00	19900.00			
1-5352-00	Campus Ministry Salary					
1-5353-00	Campus Ministry Payroll Taxes					
1-5354-00	Campus Ministry Continuing Ed					
1-5355-00	Campus Ministry Admin Supplies				66095.00	
1-5356-00	Campus Ministry Admin Travel				-12790.00	youth
1-5357-00	Diocesan College/Young Adult Prog	300.00	300.00		-20200.00	camp min
1-5359-01	Youth & Young Adult Foundation Fund	-66095.00	-66095.00		33105.00	director
1-5359-02	College/Young Adult Gifts					
1-5300	Total Youth and Young Adult Ministry	19932.00	17952.00			
1-5500	Canonical Departments/ Commissions/Programs					
	Costs associated with commissions and committees required by canon					
1-5501-00	Executive Council	300.00	300.00			
1-5502-00	Standing Committee					
1-5503-00	Commission on Ministry	4300.00	4300.00			
1-5503-01	COM Foundation Funding	-963.00	-963.00			
1-5504-00	Archives/Historian	7000.00	4000.00	-3000.00		

10/24/12

**2012 MINISTRY BUDGET OF THE
EPISCOPAL CHURCHES IN EAST CAROLINA**

Acct Code	Acct Description	Asking 2012	Adjusted 2012	Difference		
1-5505-00	Diocesan Convention					
1-5506-00	General Convention	30000.00	30000.00			
1-5507-00	Synod Meeting	2500.00	2500.00			
1-5508-00	Ethics Training & Education					
1-5508-01	Ethics Training Foundation Funding					
1-5509-00	Anti-Racism Training	750.00	750.00			
1-5509-01	Anti-Racism Training Found Fund	-750.00	-750.00			
1-5509-02	Anti-Racism Training Gift					
1-5510-00	Ecumenical Relations	2000.00	1000.00	-1000.00		
1-5510-01	Ecumenical Foundation Funding	-1000.00	-1000.00			
1-5511-00	Liturgical Commission					
1-5511-01	Liturgical Foundation Funding					
1-5512-00	Christian Formation Education		300.00	300.00		
1-5512-01	Christian Form Ed Foundation Funding	-300.00	-300.00			
1-5500	Total Canonical Depart/Comm/Prog	43837.00	40137.00			
1-5800	Other Ministries of the Diocese					
	Other Ministries provides support for:					
	*Camp Trinity					
	*Christian Social Ministries and other ministries					
	*Our share of the work for the Episcopal Church					
	in the United States such as deployment,					
	organization, mission, stewardship, etc.					
	*Relief fund for emergency pastoral work					
	*Retired Clergy Support					
	*Support for Episcopal based colleges in our					
	province					
1-5801-00	Trinity Center	27733.00	27733.00			
1-5801-00	Trinity Center Foundation Funding	-27733.00	-27733.00			
1-5802-00	Christian Social Ministries	12000.00	12465.00	465.00		
1-5802-01	CSM Foundation Funding	-5016.00	-5016.00			
1-5803-00	Millenium Development Goals	8198.00	8198.00			
1-5804-00	Companion Diocese Program	9660.00	5000.00	-4660.00		
1-5806-00	Camp Trinity	18000.00	18000.00			
1-5810-00	General Church Program	201602.00	116717.00	-84885.00		
1-5811-00	Province IV Assessment	3700.00	3700.00			
1-5812-00	Anglican Communion/Lambeth	1000.00	1000.00			
1-5813-00	Bishop's Relief Fund	2561.00	2561.00			
1-5813-01	Bishop's Relief Foundation Funding	-2561.00	-2561.00			
1-5814-00	Wellness Program					
1-5815-00	Special Insurance Assistance	38880.00	15000.00	-23880.00		
1-5815-01	Special Ins Assis Nat Trust Funding	-10000.00	-10000.00			
1-5815-02	Special Insurance Assistance Gifts					
1-5849-00	Presiding Bishop Visitation					
1-5850-00	Episcopal Radio/TV Foundation		500.00	500.00		
1-5851-00	Kanuga Support		1000.00	1000.00		
1-5852-00	Sewanee Support		1000.00	1000.00		
1-5853-00	Thompson Children's Home Support		1000.00	1000.00		
1-5854-00	St. Mary's College Support		500.00	500.00		
1-5855-00	St. Augustine's College Support		1000.00	1000.00		
1-5800	Total Other Ministries of the Diocese	278024.00	170064.00			

10/24/12

**2012 MINISTRY BUDGET OF THE
EPISCOPAL CHURCHES IN EAST CAROLINA**

Acct Code	Acct Description	Asking 2012	Adjusted 2012	Difference		
	Total Budget Requests	1502320.00	1245375.00	-256945.00		
	Foundation/Trustee/Other Endowments		178003.00			
Codes:	Red indicates actual budget less than asking amount					
	Purple indicates Foundation/Trustee/Other Endowment Funding					
	Green indicates actual budget greater than original asking amount					
	Special funding for Bishop Assisting is from various sources					
	including: Cornerstones (for missionary support); residual from Covenant with the					
	Future; and special bequests not part of normal operating budget					

DIOCESE OF EAST CAROLINA
2012 PLEDGE WORKSHEET 10% MINIMUM ASKING
10/24/12

		2011	2011	2009	2011	2011	2011	2010	2012	2012	2012	2012	2012	2012	2012	2012	2012
		CONVENTION	POST CONV	OPERATING	ORIGINAL	ADDITIONAL	OPERATING	MINIMUM	11.00%	CONVENTION	ASKING	2011	2012	2012	2012	2012	2012
		PLEDGE	PLEDGE	REVENUE	PLEDGE %	PLEDGE%	REVENUE	PLEDGE	PLEDGE	PLEDGE	DIFF	DIFF	PLEDGE	PLEDGE	DIFF	PERCENTAGE	PERCENTAGE
	Location																
	Southern Shores	32374	780	323739	10.00%	10.24%	\$326,965	\$32,697	\$35,966	32697	0	-457	32697	32697	-1050	10.00%	10.00%
	Leland			21588	0.00%	0.00%	\$21,588	\$2,159	\$2,375								
	Creswell	770	780	12381	6.22%	12.52%	\$11,696	\$1,170	\$1,287	500	-670	-1050	500	500	-1050	4.27%	4.27%
	Elizabeth City	20000	780	361799	5.53%	5.74%	\$358,500	\$35,850	\$39,435	25000	-10,850	4220	25000	25000	-10,850	6.97%	6.97%
	Hope Mills			14076	0.00%	0.00%	\$14,076	\$1,408	\$1,548								
	Christ Church																
	Christ Church	80000	3561	922343	8.67%	9.06%	\$982,840	\$98,284	\$108,112	85000	-13,284	1439	85000	85000	-13,284	8.65%	8.65%
	Church of the Advent	10000	1019	162471	6.15%	6.78%	\$157,142	\$15,714	\$17,286	10750	-4,964	-269	10750	10750	-4,964	6.84%	6.84%
	Church of the Good Shepherd		2400	36113	0.00%	6.65%	\$25,767	\$2,577	\$2,834	2577	0	177	2577	2577	0	10.00%	10.00%
	Church of the Good Shepherd	600	780	75074	0.80%	1.84%	\$68,041	\$6,804	\$7,485	4700	-2,104	3320	4700	4700	-2,104	6.91%	6.91%
	Wilmington																
	Church of the Servant	28475	909	284751	10.00%	10.32%	\$312,766	\$31,277	\$34,404	31,277	0	1893	31,277	31,277	0	10.00%	10.00%
	Wilmington																
	Farmville	6215	0	56497	11.00%	11.00%	\$69,342	\$7,628	\$7,628	6215	-1,413	0	6215	6215	-1,413	0	8.96%
	Emmanuel																
	Galilee Mission/Lake Phelps	648	52	5671	11.43%	12.34%	\$4,992	\$570	\$570	800	230	100	800	800	230	100	16.03%
	Lewisston-Woodville	2100	200	5020	41.83%	45.82%	\$4,736	\$1,981	\$1,981	2100	119	-200	2100	2100	119	-200	44.34%
	Grace																
	Plymouth	11571		101320	11.42%	11.42%	\$97,777	\$11,166	\$11,166	11166	0	-405	11166	11166	0	-405	11.42%
	Grace	1051		9559	10.99%	10.99%	\$10,410	\$1,145	\$1,145	1041	-104	-10	1041	1041	-104	-10	10.00%
	Whiteville	9730	845	121629	8.00%	8.69%	\$131,500	\$13,150	\$14,465	10524	-2,626	-51	10524	10524	-2,626	-51	8.00%
	Wilmington	8932	788	86328	10.35%	11.26%	\$105,882	\$10,955	\$11,647	10955	0	1235	10955	10955	0	1235	10.35%
	Holy Cross																
	Seven Springs	1000	400	59352	1.68%	2.36%	\$55,972	\$5,597	\$6,157	2000	-3,597	600	2000	2000	-3,597	600	3.57%
	Holy Innocents																
	Fayetteville	50000	780	471397	10.61%	10.77%	\$455,622	\$48,327	\$50,118	50000	1,673	-780	50000	50000	1,673	-780	10.97%
	Holy Trinity																
	Holy Trinity	9000	780	143421	6.28%	6.82%	\$137,520	\$13,752	\$15,127	12,000	-1,752	2220	12,000	12,000	-1,752	2220	8.73%
	Hertford	15000	2917	175203	8.56%	10.23%	\$177,552	\$17,755	\$19,531	17755	0	-162	17755	17755	0	-162	10.00%
	Newton Grove	3496	780	28238	12.38%	15.14%	\$20,415	\$2,527	\$2,527	2,528	1	-1748	2,528	2,528	1	-1748	12.38%
	New Bern	4135	-34	41351	10.00%	9.92%	\$38,258	\$3,826	\$4,208	3826	0	-275	3826	3826	0	-275	10.00%
	Peace																
	Nags Head	16000	4300	346568	4.62%	5.86%	\$324,308	\$32,431	\$35,674	20300	-12,131	0	20300	20300	-12,131	0	6.26%
	St. Andrew's By-the-Sea																
	St. Andrew's on-the-Sound		68690	649145	0.00%	10.58%	\$604,597	\$63,976	\$66,506	68,690	4,714	0	68,690	68,690	4,714	0	11.36%
	Wilmington																
	Columbia	1561	0	13671	11.42%	11.42%	\$14,527	\$1,659	\$1,659	1659	0	98	1659	1659	0	98	11.42%
	St. Andrew's																
	St. Andrew's	3000	0	25396	11.81%	11.81%	\$3,647	\$3,647	\$3,647	3396	-251	396	3396	3396	-251	396	11.00%
	St. Andrew's																
	Goldsboro	10817	2780	231918	4.66%	5.86%	\$217,963	\$21,796	\$23,976	13078	-8,718	-519	13078	13078	-8,718	-519	6.00%
	Morehead City																
	St. Andrew's																
	Jacksonville	25229		252287	10.00%	10.00%	\$269,432	\$26,943	\$29,638	24,663	-2,280	-566	24,663	24,663	-2,280	-566	9.15%
	St. Anne's																
	Kinston	4837	0	48374	10.00%	10.00%	\$51,389	\$5,139	\$5,653	5139	0	302	5139	5139	0	302	10.00%
	St. Augustine's																
	St. Christopher's	2737	263	24883	11.00%	12.06%	\$25,817	\$2,840	\$2,840	3,000	160	0	3,000	3,000	160	0	11.62%
	Elizabethtown																
	Havelock	2903	412	26391	11.00%	12.56%	\$27,175	\$2,989	\$2,989	3000	11	-315	3000	3000	11	-315	11.04%
	St. Christopher's																
	New Bern	4798		43617	11.00%	11.00%	\$46,327	\$5,096	\$5,096	5096			5096	5096			
	St. Cyprian's																
	Salter Path		11000	161901	0.00%	6.79%	\$166,137	\$16,614	\$18,275	12000	-4,614	1000	12000	12000	-4,614	1000	7.22%
	St. Francis by-the-Sea																
	St. Francis	9900	2280	135691	7.30%	8.98%	\$110,216	\$11,022	\$12,124	11022	0	-1158	11022	11022	0	-1158	10.00%
	Goldsboro																
	Engelhard	3725	585	30405	12.25%	14.18%	\$35,656	\$4,368	\$4,368	4,368			4,368	4,368			
	St. George's																
	St. James the Fisherman	19621	0	196207	10.00%	10.00%	\$196,622	\$19,662	\$21,628	19662	0	41	19662	19662	0	41	10.00%
	Shallotte																
	Belhaven	4173		36533	11.42%	11.42%	\$36,363	\$4,154	\$4,154	3636	-518	-537	3636	3636	-518	-537	10.00%
	Wilmington	120742	0	1174903	10.28%	10.28%	\$1,196,487	\$122,960	\$131,614	120,000	-2,960	-742	120,000	120,000	-2,960	-742	10.03%
	Fayetteville	41140	780	566632	7.26%	7.40%	\$529,843	\$52,984	\$58,283	46112	-6,872	4192	46112	46112	-6,872	4192	8.70%
	Wilmington	28000	1000	497367	5.63%	5.83%	\$508,627	\$50,863	\$55,949	37100	-13,763	8100	37100	37100	-13,763	8100	7.29%
	Wilmington																
	Grifton	2400	780	42549	5.64%	7.47%	\$36,886	\$3,689	\$3,689	3000	-689	-180	3000	3000	-689	-180	8.13%
	St. John's/St. Mark's																

200

2011 Parochial Report - Memberships

Location	Parish	Members Last Year 2010	Increases	Decreases	Members This Year 2011	Communicants	Communicants Under 16
Ahoskie	St Thomas	148	2	7	143	133	10
Aurora	Holy Cross	4			4		
Bath	St Thomas	141	9	22	128	128	4
Beaufort	St Pauls	659	20	13	666	666	54
Belhaven	St James	32	4	1	35	35	4
Belhaven	St Marys	32			32		
Burgaw	St Mary	59	0	8	51	50	5
Chocowinity	Trinity	170			170		
Clinton	St Pauls	129	4	38	95	95	8
Columbia	St Andrews	28	3	3	28	24	0
Creswell	Christ	14	0	3	11	10	1
Creswell	Galilee	14	0	0	14	5	0
Edenton	St Johns	23			23		
Edenton	St Pauls	752	29	3	778	770	80
Elizabeth City	Christ	443	14	10	447	447	43
Elizabethtown	St Christophers	34	0	0	34	34	0
Engelhard	St George's	136	1	0	137	106	18
Farmville	Emmanuel	34	13	1	46	46	9
Fayetteville	Good Shepherd	36	1	4	33	21	3
Fayetteville	Holy Trinity	674	36	104	606	576	88
Fayetteville	St Johns	729	15	14	730	508	86
Fayetteville	St Josephs	50	3	6	47	47	12
Fayetteville	St Pauls in the Pines	137			137		
Gatesville	St Marys	24	0	0	24	17	0
Goldsboro	St Andrews	24	4	3	25	17	1
Goldsboro	St Francis	129	11	10	130	130	14
Goldsboro	St Stephens	373	17	33	357	350	69
Greenville	St Pauls	1078	23	13	1088	710	88
Greenville	St Timothys	287	22	31	278	255	34
Grifton	St John & St Mark	36	0	3	33	33	1
Hampstead	Holy Trinity	101	12	12	101	101	9
Havelock	St Christophers	86	0	5	81	54	9
Hertford	Holy Trinity	125	14	3	136	133	1
Holly Ridge	St Philips	49	13	5	57	57	6
Hope Mills	Christ	19			19		
Jacksonville	St Annes	610	17	0	627	226	29
Kinston	St Augustines	44	5	11	38	23	1
Kinston	St Marys	469	2	18	453	370	61
Leland	All Souls	36			36		
Lewiston Woodville	Grace	14	0	0	14	14	0
Lumberton	Trinity	355	8	3	360	265	45
Morehead City	St Andrews	200	28	21	207	178	24
Moyock	St Lukes	38	2	8	32	32	9
Nags Head	St Andrews	366	26	7	385	378	60
New Bern	Christ	943	52	40	955	556	90
New Bern	Peace Church	56			56		
New Bern	St Cyprians	51	2	2	51	51	2
Newton Grove	Sagrada Familia	546	10	64	492	0	0
Oriental	St Thomas	177	7	11	173	173	4
Plymouth	Grace	76	4	7	73	58	2
Roper	St Lukes & Annes	28	0	1	27	0	1
Roxobel	St Marks	6	0	1	5	5	0
Salter Path	St Francis by the Sea	135	14	3	146	120	11
Seven Springs	Holy Innocents	89	0	12	77	62	8
Shallotte	St James	307	16	8	315	266	2
Southern Shores	All Saints	420	9	28	401	355	65
Southport	St Philips	658	25	29	654	611	38
Sunbury	St Peters	37	5	4	38	30	4
Swansboro	St Peters	220	13	3	230	352	71
Trenton	Grace	12	0	0	12	10	2
Vanceboro	St Pauls Vanceboro	34			34		

2011 Parochial Report - Memberships

Location	Parish	Members Last Year 2010	Increases	Decreases	Members This Year 2011	Communicants	Communicants Under 16
Washington	St Pauls	26			26		
Washington	St Peters	695	34	36	693	490	103
Washington	Zion	70	0	2	68	68	0
Whiteville	Grace	70	5	8	67	67	0
Williamston	Advent	146	2	9	139	115	13
Wilmington	Good Shepherd	189	1	2	188	70	8
Wilmington	Servant	475	37	8	504	300	45
Wilmington	Holy Cross	124	17	2	139	139	24
Wilmington	St Andrews	801	14	11	804	615	152
Wilmington	St James	2162	59	33	2188	2188	514
Wilmington	St John	650	12	58	604	594	82
Wilmington	St Mark	77			77		
Wilmington	St Pauls	183	19	5	197	175	27
Windsor	St Thomas	121	7	3	125	118	14

Location	Parish	Sunday Attendance	Easter Attendance	Saturday Sunday Eucharists	Weekday Eucharists	Private Eucharists	Marriages	Burials	Baptisms 16 Up	Baptisms Under 16	Confirmations 16 Up	Confirmations Under 16	Received
Ahoklie	St Thomas	42	70	78	5	0	1	5	0	0	0	0	0
Aurora	Holy Cross												
Bath	St Thomas	97	200	105	5	6	2	3	0	1	9	1	1
Beaufort	St Pauls	162	564	106	98	36	3	6	0	3	0	0	0
Belhaven	St James	24	41	50	3	1	0	2	0	0	0	0	0
Belhaven	St Marys												
Burgaw	St Mary Trinity	33	50	0	15	10	0	2	0	0	0	0	0
Chocowinity													
Clinton	St Pauls	48	142	53	41	8	1	2	2	2	2	0	0
Columbia	St Andrews	14	23	20	3	0	0	0	0	0	0	0	0
Creswell	Christ	7	13	6	0	0	0	0	0	0	0	0	0
Creswell	Galilee	8	0	1	1	0	0	0	0	0	0	0	0
Edenton	St Johns												
Edenton	St Pauls	325	542	121	36	0	2	5	1	6	4	2	1
Elizabeth City	Christ	128	139	100	1	142	2	5	1	8	3	0	1
Elizabethtown	St Christophers	15	32	27	1	0	0	0	0	0	0	0	0
Engelhard	St George's	22	80	51	1	0	2	0	1	0	0	0	0
Farmville	Emmanuel	25	22	36	2	1	0	2	2	6	2	3	5
Fayetteville	Good Shepherd	23	25	0	4	0	1	0	0	1	0	1	0
Fayetteville	Holy Trinity	198	372	108	100	9	1	12	0	9	10	0	6
Fayetteville	St Johns	168	392	108	55	78	1	8	0	8	3	0	0
Fayetteville	St Josephs	40	75	7	0	0	0	2	0	0	0	2	1
Fayetteville	St Pauls in the Pines												
Gatesville	St Marys	8	30	0	0	0	0	0	0	0	0	0	0
Goldsboro	St Andrews	18	29	38	3	23	0	3	0	0	0	0	0
Goldsboro	St Francis	103	144	121	6	17	0	1	0	3	1	0	0
Goldsboro	St Stephens	146	193	103	52	73	1	7	0	11	1	11	0
Greenville	St Pauls	282	650	142	56	2	0	6	0	6	4	5	0
Greenville	St Timothy's	155	249	98	21	43	3	4	1	8	0	0	0
Grifton	St John & St Mark	19	44	26	1	6	0	3	0	0	0	0	0
Hampstead	Holy Trinity	69	128	52	46	40	0	2	0	0	0	0	0
Havelock	St Christophers	30	63	43	3	1	0	2	0	0	0	0	0
Hertford	Holy Trinity	93	140	52	25	24	1	3	0	0	7	0	3
Holly Ridge	St Phillips	46	78	51	3	12	0	2	0	1	2	0	1
Hope Mills	Christ												
Jacksonville	St Annes	108	276	93	50	19	0	4	2	3	9	7	3
Kinston	St Augustines	18	26	49	1	4	0	1	0	0	0	0	0
Kinston	St Marys	170	311	106	6	39	0	8	0	0	0	0	0
Leland	All Souls												
Lewiston Woodville	Grace	1	0	0	0	0	0	1	0	0	0	0	0
Lumberton	Trinity	91	0	74	36	126	0	2	0	3	2	0	0
Morehead City	St Andrews	144	653	101	103	11	2	6	0	5	4	0	0
Moyock	St Lukes	24	40	51	5	18	0	0	0	0	0	0	0
Nags Head	St Andrews	193	547	104	58	15	10	6	0	5	2	0	2
New Bern	Christ	333	668	134	151	151	4	22	1	12	7	4	5
New Bern	Peace Church												
New Bern	St Cyrilians	25	50	25	2	0	0	2	0	0	2	0	0
Newton Grove	Sagrada Familia	360	700	58	0	0	3	0	22	0	6	0	4
Oriental	St Thomas	73	146	81	47	0	0	5	1	0	1	0	0
Plymouth	Grace	33	62	36	2	6	0	0	1	0	2	0	0
Roper	St Lukes & Annes	17	0	0	0	0	0	1	0	3	0	0	0
Roxobel	St Marks	1	0	0	0	0	0	1	0	0	0	0	0
Salter Path	St Francis by the Sea	142	617	51	38	17	3	3	0	4	8	0	3
Seven Springs	Holy Innocents	31	64	48	5	24	0	3	0	0	2	0	0
Shallotte	St James	156	316	156	9	75	2	6	1	1	0	0	0
Southern Shores	All Saints	146	429	104	27	15	6	6	1	18	4	0	0

Location	Parish	Sunday Attendance	Easter Attendance	Saturday Sunday Eucharists	Weekday Eucharists	Private Eucharists	Marriages	Burials	Baptisms 16 Up	Baptisms Under 16	Confirmations 16 Up	Confirmations Under 16	Received
Southport	St Philips	262	553	123	61	359	0	10	0	5	2	0	5
Sunbury	St Peters	15	37	20	2	8	0	0	1	2	1	0	0
Swansboro	St Peters	130	287	99	33	0	1	5	3	4	6	0	0
Trenton	Grace	7	27	13	0	0	0	0	0	0	0	0	0
Vanceboro	St Pauls Vanceboro												
Washington	St Pauls												
Washington	St Peters	241	547	150	88	123	3	7	3	13	3	5	0
Washington	Zion	32	48	46	5	3	1	4	0	0	0	0	0
Whiteville	Grace	36	53	0	48	12	1	4	0	0	0	0	0
Williamston	Advent	44	85	47	47	0	1	4	0	2	2	0	0
Wilmington	Good Shepherd	35	50	42	3	9	0	2	0	0	0	0	0
Wilmington	Servant	145	348	138	50	10	1	3	1	5	3	2	2
Wilmington	Holy Cross	122	197	52	47	0	1	1	1	4	6	1	4
Wilmington	St Andrews	321	695	156	78	85	8	5	1	13	10	1	1
Wilmington	St James	552	1603	170	61	74	12	11	0	27	5	12	1
Wilmington	St John	193	410	124	70	167	0	13	0	3	2	9	0
Wilmington	St Mark												
Wilmington	St Pauls	114	212	108	66	56	7	4	1	3	1	0	1
Windsor	St Thomas	52	168	49	30	12	2	3	2	2	5	0	0

2011 Parochial Report - Financial

Location	Parish	Pledge Cards	Amount Pledged	Operating Revenues	Non Operating Revenues	Total Revenues	To Diocese	Outreach	Other Expenses	Operating Expenses
Ahoskie	St Thomas	25	131,520.00	152,591.00	14,049.00	166,640.00	18,600.00	115	126,579.00	145,294.00
Aurora	Holy Cross			0	0	0				0
Bath	St Thomas	72	154,417.00	187,227.00	4,903.00	192,130.00	17,864.00	550	164,497.00	182,911.00
Beaufort	St Pauls	164	407,638.00	441,568.00	110,779.00	552,347.00	43,792.00	16,350.00	361,827.00	421,969.00
Belhaven	St James	0	27,000.00	33,014.00	2,800.00	35,814.00	4,172.00	1,888.00	30,791.00	36,851.00
Belhaven	St Marys			0	0	0				0
Burgaw	St Mary	24	43,490.00	54,468.00	5,062.00	59,530.00	4,075.00	550	50,850.00	55,475.00
Chocowinity	Trinity	60	96,701.00	125,379.00	4,155.00	129,534.00	8,000.00	1,018.00	126,659.00	135,677.00
Clinton	St Pauls	38	101,348.00	112,029.00	0	112,029.00	11,280.00	5,339.00	81,460.00	98,079.00
Columbia	St Andrews	10	13,780.00	19,480.00	28,732.00	48,212.00	1,561.00	1,000.00	7,906.00	10,467.00
Creswell	Christ	5	2,160.00	12,739.00	675	13,414.00	1,550.00	209	8,378.00	10,137.00
Creswell	Galilee	0	900	11,525.00	8,006.00	19,531.00	700	0	1,768.00	2,468.00
Edenton	St Johns			0	0	0				0
Edenton	St Pauls	165	475,458.00	460,637.00	44,776.00	505,413.00	4,437.00	22,915.00	435,533.00	462,885.00
Elizabeth City	Christ	124	330,665.00	373,112.00	54,037.00	427,149.00	20,000.00	9,200.00	309,012.00	338,212.00
Elizabethtown	St Christophers	12	20,180.00	23,664.00	0	23,664.00	3,000.00	167	18,971.00	22,138.00
Engelhard	St George's	0	0	48,416.00	44,830.00	93,246.00	5,487.00	1,098.00	31,040.00	37,625.00
Farmville	Emmanuel	14	23,350.00	36,591.00	1,702.00	38,293.00	7,327.00	110	31,493.00	38,930.00
Fayetteville	Good Shepherd	6	4,860.00	17,676.00	0	17,676.00	2,400.00	0	30,934.00	33,334.00
Fayetteville	Holy Trinity	109	362,067.00	402,227.00	262,139.00	664,366.00	50,780.00	6,250.00	364,772.00	421,802.00
Fayetteville	St Johns	157	516,091.00	619,090.00	206,657.00	825,747.00	41,920.00	1,011.00	566,069.00	609,000.00
Fayetteville	St Josephs			0	0	0				0
Fayetteville	St Pauls in the Pines			0	0	0				0
Gatesville	St Marys	9	13,940.00	18,310.00	0	18,310.00	2,500.00	500	11,574.00	14,574.00
Goldsboro	St Andrews	15	33,096.00	44,407.00	5,006.00	49,413.00	5,698.00	0	36,487.00	42,185.00
Goldsboro	St Francis	44	108,982.00	115,417.00	10,309.00	125,726.00	10,680.00	1,243.00	94,007.00	105,930.00
Goldsboro	St Stephens	98	306,596.00	451,968.00	104,513.00	556,481.00	32,596.00	8,263.00	319,295.00	360,154.00
Greenville	St Pauls	247	525,844.00	666,138.00	31,056.00	697,194.00	66,000.00	31,232.00	659,066.00	756,298.00
Greenville	St Timothy's	93	299,350.00	345,561.00	24,493.00	370,054.00	36,764.00	0	308,603.00	345,367.00
Grifton	St John & St Mark	0	0	31,886.00	0	31,886.00	3,180.00	950	27,433.00	31,563.00
Hampstead	Holy Trinity	54	125,597.00	151,274.00	5,377.00	156,651.00	9,780.00	2,350.00	130,712.00	142,842.00
Havelock	St Christophers	25	44,496.00	28,823.00	35,786.00	64,609.00	3,000.00	0	25,823.00	28,823.00
Hertford	Holy Trinity	66	149,592.00	168,451.00	46,229.00	214,680.00	15,000.00	3,530.00	149,921.00	168,451.00
Holly Ridge	St Phillips	0	0	45,548.00	22,653.00	68,201.00	4,462.00	1,365.00	35,244.00	41,071.00
Hope Mills	Christ			0	0	0				0
Jacksonville	St Annes	81	193,995.00	252,789.00	38,770.00	291,559.00	25,820.00	0	209,895.00	235,715.00
Kinston	St Augustines	17	31,820.00	0	0	0	0	0	0	0
Kinston	St Marys	128	354,089.00	426,629.00	46,676.00	473,305.00	43,000.00	4,166.00	385,858.00	433,024.00
Leland	All Souls			0	0	0				0
Lewiston Woodville	Grace	6	4,120.00	5,481.00	0	5,481.00	2,300.00	300	3,192.00	5,792.00
Lumberton	Trinity	68	170,714.00	183,235.00	0	183,235.00	12,780.00	0	171,644.00	184,424.00
Morehead City	St Andrews	89	202,591.00	256,918.00	25,950.00	282,868.00	13,597.00	0	227,361.00	240,958.00

2011 Parochial Report - Financial

Location	Parish	Pledge Cards	Amount Pledged	Operating Revenues	Non Operating Revenues	Total Revenues	To Diocese	Outreach	Other Expenses	Operating Expenses
Moyock	St Lukes	12	35,590.00	33,525.00	1,769.00	35,294.00	3,210.00	954	34,734.00	38,898.00
Nags Head	St Andrews	143	263,973.00	354,204.00	48,146.00	402,350.00	20,300.00	7,150.00	317,001.00	344,451.00
New Bern	Christ	378	931,025.00	1,015,036.00	301,358.00	1,316,394.00	81,561.00	7,648.00	856,001.00	945,210.00
New Bern	Peace Church			0	0	0				0
New Bern	St Cyprians	21	26,866.00	43,488.00	0	43,488.00	3,275.00	0	39,495.00	42,770.00
Newton Grove	Sagrada Familia	0	0	17,293.00	0	17,293.00	5,202.00	0	16,591.00	21,793.00
Oriental	St Thomas	70	171,799.00	171,535.00	9,347.00	180,882.00	8,500.00	1,500.00	169,571.00	179,571.00
Plymouth	Grace	34	101,844.00	99,422.00	0	99,422.00	11,571.00	1,001.00	76,463.00	89,035.00
Roper	St Lukes & Annes	8	12,513.00	41,709.00	131	41,840.00	767	0	0	767
Roxobel	St Marks	0	500	218	0	218	100	0	0	100
Salter Path	St Francis by the Sea	67	142,686.00	150,500.00	108,177.00	258,677.00	11,000.00	1,743.00	226,176.00	238,919.00
Seven Springs	Holy Innocents	42	41,904.00	122,826.00	4,960.00	127,786.00	1,312.00	0	53,364.00	54,676.00
Shallotte	St James	103	175,494.00	198,688.00	20,428.00	219,116.00	19,621.00	2,210.00	162,817.00	184,648.00
Southern Shores	All Saints	124	330,291.00	335,233.00	77,400.00	412,633.00	32,374.00	8,000.00	290,936.00	331,310.00
Southport	St Phillips	200	393,116.00	428,696.00	25,227.00	453,923.00	46,486.00	0	379,080.00	425,566.00
Sunbury	St Peters	9	12,940.00	21,831.00	3,425.00	25,256.00	7,360.00	2,146.00	20,942.00	30,448.00
Swansboro	St Peters	78	152,092.00	244,499.00	14,520.00	259,019.00	14,545.00	6,864.00	218,705.00	240,114.00
Trenton	Grace	0	0	7,931.00	0	7,931.00	1,020.00	0	8,104.00	9,124.00
Vanceboro	St Pauls Vanceboro			0	0	0				0
Washington	St Pauls			0	0	0				0
Washington	St Peters	166	492,453.00	544,648.00	131,203.00	675,851.00	42,080.00	7,307.00	474,241.00	523,628.00
Washington	Zion	21	39,162.00	80,855.00	4,443.00	85,298.00	5,780.00	5,783.00	70,500.00	82,063.00
Whiteville	Grace	24	104,289.00	115,755.00	38,906.00	154,661.00	9,730.00	3,098.00	99,937.00	112,765.00
Williamston	Advent	50	132,898.00	168,348.00	81,505.00	249,853.00	11,019.00	340	156,364.00	167,723.00
Wilmington	Good Shepherd	25	51,556.00	69,595.00	5,576.00	75,171.00	1,380.00	0	66,924.00	68,304.00
Wilmington	Servant	122	266,753.00	312,777.00	17,454.00	330,231.00	28,476.00	0	284,301.00	312,777.00
Wilmington	Holy Cross	62	153,112.00	153,936.00	138,397.00	292,333.00	9,720.00	13,860.00	105,595.00	129,175.00
Wilmington	St Andrews	243	615,011.00	708,016.00	67,200.00	775,216.00	68,690.00	701	590,737.00	660,128.00
Wilmington	St James	379	1,066,832.00	1,217,926.00	1,242,463.00	2,460,389.00	120,742.00	9,469.00	1,087,764.00	1,217,975.00
Wilmington	St John	147	403,222.00	461,245.00	196,300.00	657,545.00	28,996.00	7,039.00	427,021.00	463,056.00
Wilmington	St Mark			0	0	0				0
Wilmington	St Pauls	81	180,264.00	245,707.00	0	245,707.00	6,000.00	11,247.00	255,612.00	272,859.00
Windsor	St Thomas	41	94,074.00	118,814.00	13,120.00	131,934.00	14,216.00	4,970.00	97,374.00	116,560.00

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 next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in the office of Bishop.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, 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) Any Parish or Mission within the Diocese, which the Ecclesiastical Authority has acknowledged as the sponsoring parish or mission of an Episcopal College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student lay delegate shall be an adult communicant in good standing in this Church, chosen by the Vestry of the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

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 represen

tation 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 shall run from the close of the Convention at which the appointment is made until the close of the following Convention, unless otherwise provided. If an appointee 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, appointed by the Bishop at the Annual Convention. The Chancellor and the Secretary of the Convention shall be ex officio members of the committee. The Committee on Constitution and Canons

1 shall recommend amendments, changes, additions, deletions and rewrites of the Constitution
2 and Canons for Convention's consideration. The Committee shall also review all changes pro-
3 posed to Convention by the delegates, Departments or other committees and recommend the
4 proper form of any Constitution or Canon changes before Convention acts. The Committee
5 shall conduct any hearing on a proposed change during Convention and may recommend to
6 Convention any revised versions arising out of the hearings as the Committee may in its dis-
7 cretion determine appropriate and helpful to Convention's consideration. (b) The Committee
8 on Relations to and Communications from the General Convention shall consist of the elected
9 clerical and lay deputies to the General Convention and such other persons, not exceeding
10 four, as may be appointed by the Bishop at the annual Convention. The clerical deputy elected
11 by the largest number of votes shall chair the committee. The Committee on Relations to and
12 Communications from the General Convention shall report the actions of the General Conven-
13 tion to the Diocesan Convention and its Regular Committees and shall assure that any neces-
14 sary action in response to the actions of General Convention is taken and communicated back
15 to the General Convention. The members shall serve from the close of the electing Conven-
16 tion until the close of the Convention at which their successors are elected. (c) The Diocesan
17 Convention Committee shall consist of three members of the clergy and four lay persons,
18 appointed by the Bishop. The Secretary of the Convention and the Chair of the Liturgical
19 Commission shall be ex-officio members of the committee. The committee shall make rec-
20 ommendations with regard to the dates and places of Annual and Special Conventions, shall
21 make proper arrangements for each meeting, shall set registration fees and other charges, shall
22 prepare and submit annually to the Finance Committee a budget for expenses of the Conven-
23 tion and for publication of the Diocesan Journal, shall keep records of receipts, disbursements
24 and proceedings, and shall perform such other duties as may be assigned by the Convention
25 or by the Bishop. (d) The Committee on Resolutions shall consist of four clergy and four lay
26 persons, appointed by the Bishop, who shall appoint one of the clergy members as Chair. The
27 committee shall receive and organize the resolutions for submission to the Convention and
28 shall determine the order of their presentation. The Committee shall conduct any hearing on
29 a proposed Resolution scheduled during the Convention and may recommend to Convention
30 any revised versions arising out of the hearings as the Committee may in its discretion deter-
31 mine appropriate and helpful to Convention's consideration. (e) The Finance Committee shall
32 consist of the Treasurer and additional members, one lay person and one clergy person, rep-
33 resenting each Deanery of the Diocese, appointed by the Bishop. The members should have
34 expertise or experience in budgeting, financial management or accounting. The committee
35 shall advise the Bishop, Executive Council and the Convention on the financial affairs of the
36 Diocese. The Finance Committee shall conduct any hearings scheduled for discussion and
37 consideration of the annual budget and shall recommend changes, amendments and revisions
38 for Convention's consideration. (f) The Elections Committee shall consist of two clergy and
39 two lay persons, appointed by the Bishop. The committee shall receive nominations for the
40 offices to be filled by the Convention, recommend nomination and voting procedures, prepare
41 ballots and act as tellers for all elections during the Convention. The committee shall exam-

ine the qualifications of nominees to assure conformity with any Constitutional or Canonical requirements for the office.

Section 5. The following committee shall constitute Regular Committees of Convention. The members of the Regular Committees shall be appointed during the organization of the Convention after the Convention is called to order. The members shall serve until the adjournment of the Convention at which they were appointed. (a) The Committee on the Bishop's Address shall consist of two members of the clergy and three lay persons who are members of Convention, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate. (b) The Committee on Courtesy shall consist of three persons who are members of the Convention, appointed by the Bishop. The committee shall make such report to the Convention as the committee deems appropriate. (c) The Committee on Credentials shall consist of two members of the clergy and two lay persons who are members of the Convention, appointment by the Bishop. The committee shall verify the list of clergy and lay delegates qualified to vote in the Convention, determine the presence of a quorum, and report to the Convention.

Section 6. Expenses of Delegates. Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid by the parish or mission which he or she represents; provided, that the amount in each case shall not exceed such limits as may be fixed by the vestry of such parish or mission.

CANON 2

Worship at Convention

The Holy Eucharist shall be celebrated on the first day of each annual or special convention of the Diocese, and any other services of worship may be held at the discretion of the Ecclesiastical Authority.

CANON 3

Rules of Order

The Convention shall adopt rules of order, which shall continue in force until altered, and in the absence of such action, its proceedings shall be governed by the latest edition of "Robert's Rules of Order, Revised Edition."

CANON 4

Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Delegates entitled to seats therein; in the absence of both the Bishop and the President of the Standing Committee, shall call the Convention to order for the purpose of organization; shall keep a record of its proceedings, under its direction, in a suitable form to be kept for that purpose; 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.

Section 2. The Secretary shall prepare and issue the Journals as may from time to time be directed by the Convention, and shall preserve sufficient copies of the same for the use of the members of the next succeeding Convention, together with such other records in his or her keeping as may be required for reference. The Secretary shall also prepare a complete list of the Parishes and Missions entitled to representation and shall publish such list in the Journal.

Section 3. The Secretary is hereby authorized upon voucher approved by the Chair, or other designated member of the Department of Administration, to draw upon the Treasurer for the amount of expenses necessarily incurred from time to time in discharging the duties prescribed by this Canon.

Section 4. The Secretary of the Vestry of each Parish or Mission is directed to transmit to the Secretary of the Convention, as soon as practical after the election of delegates to each Annual Convention of the Diocese, a list showing the names of the delegates and alternates to said Convention from his or her Parish or Mission.

Section 5. The Convention may elect one or more Assistant Secretaries to assist the Secretary in discharging the duties prescribed by this Canon. An Assistant Secretary 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.

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 Trust-

ees, 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.

Section 2. If the Chancellor dies, resigns or becomes incapacitated, a successor shall be appointed by the Bishop to serve until the next Annual Convention.

Section 3. Upon advice of the Chancellor and nomination of the Bishop, the Convention may elect one or more Vice Chancellors for a one year term to assist the Chancellor. A Vice Chancellor shall have the same qualifications as the Chancellor.

CANON 7

Historiographer

Section 1. The duty of the Historiographer shall be to receive and safely keep all books, documents and manuscripts belonging to the Diocese not required to be kept by any other persons or officer; to collect and preserve such materials as can be obtained relative to the history of the Diocese and of particular Parishes; and to catalogue and classify all books, documents and papers, so as to make their contents accessible for reference.

Section 2. The Historiographer shall annually report in writing to the Convention, showing with such detail as may be expedient, the condition of the materials in the possession of the Diocese, and the additions made to them from time to time, with such suggestions as may be proper. The Historiographer 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 Historiographer.

CANON 8

The Executive Council

Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on the missionary, educational and social work of the Church in this Diocese, of which work the Bishop shall be the executive head.

Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention between the adjournment of the Annual Convention and the convening of the next Annual Convention, except:

- (a) admission of a parish or mission to union with the Diocese according to Canon II.2;
- (b) dissolution or suspension of a parish or mission according to Canon II.6;
- (c) election of a Bishop, Bishop Coadjutor or Bishop Suffragan according to Canon III.1;
- (d) admendment to the Canons according to Article XV of the Constitution and Canon V.1;
- (e) admendment to the Constitution according to Article XVI of the Constitution.

All actions of the Executive Council shall conform to the Constitution and Canons of The Episcopal Church and this Diocese.

Section 3. The Executive Council shall be composed of the following members:

- (a) the Bishop, and the Bishop Coadjutor or the Bishop Suffragan, if there be either;
- (b) the President of the Standing Committee, the Secretary of Convention, the Treasurer, the

1 Chancellor, and the President of The Episcopal Foundation of the Diocese of East Carolina,
2 Inc. shall be ex officio members, with seat and voice but no right of voting;

3 (c) sixteen members, nominated and elected as follows:

4 (i) six “at large” members, three of whom shall be clergy and three of whom shall be lay
5 persons who are confirmed communicants in good standing of any congregation in the
6 diocese and are 16 years of age or older, nominated by any delegate to Convention un-
7 der such guidelines as may be published by the Secretary from time to time and elected
8 by Convention as set forth herein; and

9 (ii) 2 members representing each Deanery of the Diocese, one clergy person, and one
10 lay person who is a confirmed communicant in good standing, nominated by the Dean-
11 ery Council under guidelines published by the Secretary from time to time and elected
12 by the Convention annually as set forth herein;

13 (d) the Diocesan President of Episcopal Church Women
14

15 Section 4. The members of the Executive Council shall be elected by vote of Convention for
16 three year terms; provided that at the 1994 annual Convention of the Diocese, one half of
17 the lay members and one half of the clergy members shall be elected to one year terms, such
18 members to be designated at the time of their nomination as candidates to a one year term of
19 office. A member who has served two consecutive terms on the Executive Council shall not be
20 eligible for re-election, or for appointment to fill a vacancy, until one year after the expiration
21 of his or her term. The Executive Council shall have power to fill any vacancy in the Council
22 that may occur through death or resignation of any member, provided that the person elected
23 to fill an unexpired term shall meet the classifications for membership of the person whose
24 vacancy is being filled. Appointments to fill any such vacancy shall expire at the close of the
25 next annual Convention following appointment. Any person appointed to fill a vacancy who
26 is eligible for election but is not elected to the Executive Council at the next following Annual
27 Convention may not be appointed to fill any subsequent vacancy for a period of one year fol-
28 lowing such Convention.
29

30 Section 5. The Bishop shall chair the Executive Council. The Council may elect one of its
31 own members, whether clerical or lay, as Vice Chair and prescribe the duties of the office.
32 The Secretary of the Convention shall be the Secretary of the Executive Council.
33

34 Section 6. The Executive Council shall provide for a Department of Administration and shall
35 have power, from time to time, to organize such other departments and committees as it may
36 deem necessary or advisable to carry out its responsibilities, and it shall determine the scope
37 of the work of all departments and committees. The standing departments of the Diocese shall
38 be the following, unless changed by the Executive Council: the Department of Communica-
39 tions; the Department of Mission & Development; the Department of Christian Social Minis-
40 tries; the Department of Christian Formation; the Department of Administration; and the De-
41 partment of Youth and Young Adults. The Bishop shall appoint the chair and members of each

1 department or committee of the Diocese. Each department or committee shall make a report,
2 at least annually, to the Bishop and the Executive Council. The Executive Council may enact
3 all necessary by-laws for its own government, and for the government of each department and
4 committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted
5 by the Convention of the Diocese.

6
7 Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Con-
8 vention a report of the work done under its supervision for the preceding year, which report
9 shall include the annual report of the Treasurer. The Executive Council shall also at each an-
10 nual meeting of the Diocesan Convention submit for its approval and adoption a budget for all
11 the work committed to the Council, including the general work of the Church in the Diocese,
12 and such other work as it has undertaken, or proposed to undertake for the ensuing year. The
13 following, among other items, shall be included in budgeted income: pledges of Parishes and
14 Missions for the support of the Diocese, including pledges from prior years, any budget sur-
15 plus from the preceding year, and unrestricted income from trust funds, investments, perma-
16 nent or unappropriated funds and reserves and unrestricted income from The Episcopal Foun-
17 dation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget
18 for the necessary and reasonable expenses of the officers and members of the Executive Coun-
19 cil. Such budget and estimate shall be considered by the Diocesan Convention and appropri-
20 ate action taken. The Executive Council shall have power to make or delegate to others the
21 making of all decisions with regard to the acceptance, receipt, use, management, investment,
22 disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or
23 property received by the Diocese or any officials or agencies thereof (except gifts or bequests
24 to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The
25 Diocese of East Carolina, Incorporated), subject, however, to the provisions of any will, agree-
26 ment, restriction or designation governing such gifts or bequests and subject to action of the
27 Diocesan Convention.

28
29 Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with
30 the Bishop's concurrence shall appoint, at least twice a year, and at such other times as the
31 Bishop shall convene it. Nine voting members of the Executive Council, including at least five
32 in the Clerical Order and four in the Lay Order, with the Bishop or Vice-Chair, shall constitute
33 a quorum; the Vice- Chair, if a voting member, shall be counted as a member in determining
34 a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese,
35 by the Vice-Chair, at any time upon written request of at least five members of the Executive
36 Council. The Secretary shall give ten days notice of a called meeting.

37
38 Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Conven-
39 tion, 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.

1 Section 2. (a) The members of the deputation who are elected shall be recorded in the order of
2 their election as indicated by the number of votes cast for each. In the case of the same number
3 of votes having been cast for two or more nominees in either Order, precedence shall be given
4 to the Clerical Deputies and Alternates in the order of date of canonical residence, and to Lay
5 Deputies and Alternates in the order of date of confirmation or reception in The Episcopal
6 Church. The Secretary shall insert the names of the Deputies and Alternates in this order upon
7 the Journal. (b) The members of the deputation shall elect one of their members to serve as
8 Chair of the deputation.

9
10 Section 3. Deputies elected to the General Convention, finding themselves unable to attend,
11 shall, four weeks at least before the time of meeting, give notice to the Diocesan Secretary,
12 who shall at once notify the proper alternate.

13
14 Section 4. Each Deputy to the General Convention, actually attending the same, shall be en-
15 titled to have the necessary expenses incurred by such attendance paid out of the funds of the
16 Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed
17 by the Executive Council.

18 19 CANON 10 20 Delegates to Provincial Synod 21

22 The Executive Council shall elect such number of clergy and lay delegates as it deems advis-
23 able to attend the Provincial Synod. Such election shall take place at such time as shall be
24 convenient to give timely notice to the Synod of such elections.
25

26 27 28 CANON 11 29 Trustees of the University of the South 30

31 Section 1. There shall be elected by the Convention at such intervals as are, or may be re-
32 quired by the Constitution or Statutes of the University of the South, one Presbyter or Deacon
33 and two Lay persons, confirmed communicants in good standing resident in this Diocese, as
34 members of the Board of Trustees of that institution on the part of the Diocese.

35
36 Section 2. The said members shall annually report to the Convention the condition and prog-
37 ress of the University, with such particulars in regard to the various departments as they may
38 deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual
39 value of the work of that institution and its claim upon them for patronage and support.
40
41

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12

Trustees of the Diocese

Section 1. The Bishop, and when there is no Bishop, 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 Foundation 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 benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, subject to the written consent of the Standing Committee, if in the opinion of said 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 benefit of any Mission or organization of the Diocese other than a Parish, the said Trustees shall have the power to convey said property upon written request and written approval of the Standing Committee, and upon like request 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 hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, 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 Standing Committee.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 13

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 programs contributing to the enrichment of Congregational and Diocesan life.
- (c) To organize and conduct an annual pre-convention meeting at which the delegates to Diocesan Convention and other members of the Deanery congregations shall be given an opportunity to review issues on the proposed convention agenda.

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. Parish Representatives. The Vestry of each parish or mission within the Deanery shall select one lay deanery representative for a term decided upon by the Vestry.

Section 5. Officers. The Bishop shall annually appoint a Dean, clergy or lay, from among the congregations of each Deanery, who shall convene and preside over any meetings of the Deanery. In addition the Deanery 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, together with such other persons who desire to be members thereof, which has not been admitted into union with convention as a parish, and which has been recognized and accepted as a mission of the Diocese in accordance with this Canon. A mission may be formed by any of the following methods:

- (a) by voluntary association of confirmed communicants of the Episcopal Church in accordance with Section 4 of this Canon;
- (b) by extension of any existing parish into a mission congregation with the consent of the Bishop and under the supervision of the Department of Mission and Development; or
- (c) by establishment of a mission by the Bishop with the advice and consent of the Executive Council of the Diocese under plans formulated by the Department of Mission and Development.

Section 4. Admission of Organized Missions. A congregation as described in Section 2 of this Canon shall be admitted into union with convention and recognized as an organized mission of the Diocese upon vote of convention after certification by the Department of Mission and Development, in consultation with the Deanery Council of the relevant Deanery of the Diocese, that the following requirements and conditions have been met:

- (a) Consent of the Bishop to the organization of the congregation;
- (b) Consent of the Rector or other clergy in charge of any congregation within the boundaries

- 1 of which the petitioning congregation intends to locate its primary place of worship;
2 (c) Adoption, with the consent of the Bishop, of a name by which the congregation shall be
3 known;
4 (d) Election of a Vestry in accordance with the Canons of the Diocese;
5 (e) Provision, both financial and otherwise, of a schedule and place of at least weekly worship,
6 with provision for the celebration of Holy Eucharist at least one Sunday of each month;
7 (f) Adoption of a plan of development and mission which has been approved by the Depart-
8 ment of Mission and Development under such guidelines as the Department may adopt from
9 time to time, with provision for adequate congregational financial support and a commitment
10 to the mission, program and financial support of the Diocese;
11 (g) Adoption of the following statement by at least ten confirmed communicants in good
12 standing, sixteen years of age or older, who are members of the proposed mission, signi-
13 fied by their signatures upon a copy of said statement, submitted to the Bishop prior to the
14 consideration of convention of the request for admission: "We, the undersigned, being con-
15 firmed communicants of the Episcopal Church, and being at least sixteen years of age, having
16 formed ourselves into a congregation known as _____, at
17 _____, North Carolina, do hereby certify that all requirements
18 and conditions for admission to union with the Convention of the Diocese of East Carolina as
19 contained in the Constitution and Canons of the Diocese have been met. We further certify that
20 we hereby consent to be governed by the Constitution and Canons of the Episcopal Church, as
21 established by its General Convention, and by the Constitution and Canons of the Diocese of
22 East Carolina, and we recognize the Bishop of East Carolina as the Ecclesiastical Authority of
23 the Diocese, and as chief pastor and spiritual and ecclesiastical authority of the congregations
24 of the Diocese. We hereby request recognition as an organized mission of the Diocese and ad-
25 mission into union with the convention thereof In witness whereof, we have hereunto signed
26 our names, this the ____ day of _____, 20__."
- 27 (h) Establishment of a relationship with a priest selected by the Bishop with the consent of the
28 Vestry, with provision for worship services and pastoral care for the congregation under terms
29 and conditions approved by the Bishop. Upon an affirmative vote of convention to any such
30 petition, the mission thus admitted shall immediately be seated in the convention of the dio-
31 cese, with full voice and vote, in accordance with the Constitution and Canons of the Diocese,
32 and shall thereafter comply fully with all the requirements of said Constitution and Canons,
33 and of the Constitution and Canons of the General Convention of the Episcopal Church and be
34 known as an organized mission of the Diocese of East Carolina.

35
36 Section 5. Parishes. A recognized congregation of the Diocese of East Carolina with at least
37 twenty-five confirmed communicants in good standing, 16 years of age or older, and in the
38 case of a new parish, which has existed as an organized mission of the diocese for at least one
39 year, and which has been admitted to union with the Convention of the Diocese as such, shall
40 be recognized as a parish. A mission of the Diocese shall be admitted to status as a parish by
41 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) Vestry Plan One. At each annual parish meeting all the members of the Vestry shall be elected to serve until the next annual parish meeting or until their successors are elected.

(2) Vestry Plan Two. The annual parish meeting may select, by vote of the annual parish meeting or bylaw, a rotating Vestry system with three-year terms. At the first election following the adoption of this plan, one-third of the members shall be elected to serve one year, one-third for two years and one-third for three years. Thereafter, at the annual parish meeting, one-third of the Vestry shall be elected. Members of the Vestry shall serve until their successors are elected.

(3) Vestry Plan Three. The annual parish meeting may select, by vote of the annual parish meeting or bylaw, a rotating Vestry system with two-year terms. At the first election following the adoption of this plan, one-half of the Vestry shall be elected for one year and one-half shall be elected for two years. Thereafter, at each annual parish meeting, one-half of the Vestry shall be elected. Members of the Vestry shall serve until their successors are elected.

(b) A parish may provide that a retiring member of the Vestry shall not be eligible for re-election until a period of one year has elapsed between terms. No member shall serve for a period greater than three consecutive years on any Vestry until a period of at least one year has elapsed between terms, except as provided in Section 10(b) of this Canon.

Section 4. Wardens. (a) The Vestry shall elect annually a Senior Warden and a Junior Warden from among their own number. The Rector shall nominate the Senior Warden. If there is no Rector, the election of the Senior Warden shall proceed without such nomination.

(b) The Wardens shall: (1) provide the Elements for the Eucharist; (2) keep and disburse the alms when there is no Rector or Priest-in-Charge; (3) provide for the celebration of public

1 worship and instruction of the congregation by clergy or a lay person licensed by the Eccle-
2 siastical Authority; and (4) when there is no Rector or Priest-in-Charge, the Senior Warden
3 shall preside at all meetings of the Vestry, Parish or Mission.
4

5 Section 5. Clerk of the Vestry. (a) The Vestry shall annually elect a Clerk, who is not required
6 to be a member of the Vestry. (b) The Clerk of the Vestry shall: (1) take and record the min-
7 utes of all meetings of the Vestry; (2) attest to or certify the public acts of the Vestry; (3)
8 preserve all records and papers of the Parish or Mission; (4) perform all other duties legally
9 assigned to the Clerk of the Vestry; and (5) faithfully and promptly deliver all books, records,
10 files and documents, including electronic files and storage devices, of the Parish or Mission to
11 the succeeding Clerk.
12

13 Section 6. Treasurer. (a) The Vestry shall elect a Treasurer, who is not required to be a member
14 of the Vestry. (b) The Treasurer shall: (1) receive and disburse all monies collected under the
15 direction of the Vestry or parish bylaw; (2) keep an accurate account of all monies received
16 and report to the Vestry at least semi-annually or as directed (3) faithfully and promptly deliv-
17 er all books, records of account and financial documents, including electronic files and storage
18 devices, of the Parish or Mission to the succeeding Treasurer.
19

20 Section 7. Duties of the Vestry. (a) The Vestry shall act as the Trustees of the Parish or Mis-
21 sion, and shall take charge of the property of the Parish or Mission. (b) The Vestry shall regu-
22 late the temporal concerns of the Parish or Mission. (c) The Vestry shall elect and call a Rector
23 for the Parish and provide for the Rector's maintenance. (d) The Vestry shall keep order in the
24 Parish or Mission. (e) The Vestry shall act as helpers to the Rector or Priest-in-Charge in what-
25 ever is appropriate to the laity for the furtherance of the Gospel.
26

27 Section 8. Powers of the Rector. (a) The Rector or Priest-in-Charge of the Parish or Mission,
28 or a member of the Vestry designated by the Rector, shall preside in all meetings of the Ves-
29 try. Where there is no Rector or Priest-in-Charge, the Senior Warden shall preside at Vestry
30 meetings as provided in Title II, Canon 4, Section 4 (b) (4). No Interim Rector shall preside at
31 Vestry meetings unless so appointed by the Bishop.

32 (b) The Rector or Priest-in-Charge is entitled to vote only in case of a tie on any question ex-
33 cept those in which he or she may be personally concerned.

34 (c) The Rector or Priest-in-Charge shall have the power to call special meetings of the Vestry
35 at any time, giving reasonable notice and specifying the business for which the meeting is
36 called.

37 Section 9. Vestry Meetings. (a) Regular meetings of the Vestry shall be held as the Vestry and
38 Rector or Priest-in-Charge may determine, but there shall be no less than four meetings of the
39 Vestry each year.

40 (b) Upon request of three members of the Vestry, the Rector or Priest-in-Charge shall call a
41 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 assests 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. Nominations shall be made in open Convention in joint session of Clerical and Lay Delegates, and may be made by any person entitled to vote in the Convention.

Section 3. When the nominations have been closed, 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 ballot 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 4. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, and by like consent may proceed jointly to further nominations; after which the balloting shall be resumed in accordance with the provisions of Section 3 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 submitted by it to the Annual Convention; and the salary as fixed in the budget adopted by the Convention shall be paid to the Bishop for the calendar year for which the budget is adopted. The salary as above determined shall include all income received from the Bishop Watson Fund for the support of the Episcopate. The salary shall be paid in twelve equal monthly installments, the first installment to be paid on January 31st of said calendar year and a like amount on the last day of each month in said calendar year.

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 to the Secretary of Convention, who shall record it. Such record shall be sufficient evidence of the relation between the Minister and the Parish.

Section 5. A Minister is settled, for all purposes here and elsewhere mentioned in these Canons, who has been engaged permanently by any parish, according to the rules of the Diocese, or for any term of not less than one year.

Section 6. The Rector or Priest-in-Charge of a parish or mission shall have the authority to select and call an assistant, by whatever title called, with the consent of the Vestry of the parish or mission. Any assistant clergy shall serve under the authority and direction of the Rector or Priest-in-Charge. Before beginning the process of selection, the Rector or Priest-in-Charge shall discuss with the Bishop and the Vestry the Parish or Mission's readiness to call an assistant and present a draft job description. The Rector or Priest-in-Charge shall discuss a list of candidates and job description of the assistant with the Bishop before the final selection is made. Before issuing a call of any assistant the name of the Member of the Clergy proposed for selection shall be made known to the Bishop, and the Bishop shall have sufficient time, not exceeding sixty days to communicate with the Rector or Priest-in-Charge and the Vestry on the selection. Any assistant selected shall serve at the discretion of the Rector or Priest-in-Charge but may not serve beyond the period of service of the Rector or Priest-in-Charge except that, pending the call of a Rector, Priest-in-Charge, or full-time Interim Priest, the assistant may continue in the service of the Parish or Mission if requested to do so by the Vestry, and under such terms and conditions as the Bishop shall determine in consultation with the Vestry. No assistant may succeed directly to the position of Rector, Priest-in-Charge, or Interim Priest in any parish in which the assistant is currently serving in the event of the removal, resignation or death of the Rector or Priest-in-Charge.

Section 7. When a parish is vacant, or when a mission is vacant and the Bishop has authorized the Vestry to call a priest-in-charge, a priest may be called as Interim Rector with the consent of the Bishop with all rights and responsibilities attaching to that office except tenure. The Interim Rector shall serve in accordance with the terms and conditions of a written letter of agreement mutually agreeable to the priest, the Vestry and the Bishop. An Interim Rector may or may not be eligible to become the settled Rector or Priest-in-Charge of the congregation, and such eligibility shall be determined in accordance with the wishes of the Bishop prior to entering into an agreement with the proposed Interim Rector and shall be set forth in the letter 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.

1 Section 2. List of Communicants, etc. It shall also be the duty of each member of the Clergy to
2 keep a list of the communicants within the Parish or Mission, and, so far as practicable, of the
3 families and adult persons within the same, to remain for the use of the Parish and any succes-
4 sor called by the Parish.

5

6 Section 3. Parochial Reports.

7 (a) It shall be the joint duty of the Rector or Priest in Charge and the lay leadership to report
8 annually to the Bishop, through the Secretary of Convention, not later than March 1st preced-
9 ing the Annual Convention, all official acts performed since the last such report to and includ-
10 ing December 31st of the preceding year, and all information concerning the state of the Par-
11 ish, Mission or other Cure, according to the form prescribed by the Executive Council of the
12 General Convention. Each such report shall also include all official acts performed by the Rec-
13 tor or Priest in Charge outside the Parish, Mission or Cure. The Vestry's approval is required
14 before filing the Parochial Report.

15

16 (b) In the case of a Parish without a Rector, Priest in Charge or Interim Rector, it shall be the
17 duty of the Vestry to make the required Parochial Report. (c) In making the Parochial Report,
18 all communicants shall be included, except those who have been repelled by the proper au-
19 thority under Canon I.17 of the Canons of the General Convention.

20

21 Section 4. Annual Audit Report. The Vestry of each Parish or Mission shall provide for an
22 Annual Audit of all accounts. Such audit shall conform to the requirements of Canon I.7 of the
23 Canons of the General Convention. The Vestry shall review the Audit Report and recommen-
24 dations and file them together with an action plan to correct any deficiencies with the Bishop
25 or Ecclesiastical Authority not later than September 1 following the close of the Parish or Mis-
26 sion's fiscal year.

27

28 Section 5. Penalties. Failure to keep records or to file the reports required by this Canon or by
29 the Canons of General Convention shall result in the imposition of those penalties set forth in
30 Article IV, Section 5(b) of the Constitution of the Diocese.

31

32 Section 6. Transfer of Communicants. It shall be the duty of the Rector or Minister in Charge
33 of every Parish or Mission, learning of the removal of any communicant of the minister's Par-
34 ish or Mission to another cure, without having secured a letter of transfer as provided for by
35 General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said
36 communicant, to transfer the communicant to the new Cure.

37

38 Section 7. Disclosure of Parish Register. It shall be the duty of the Rector or Minister in
39 Charge of a Parish or Mission to submit for the Bishop's examination at the time of the Bish-
40 op's annual visitation the Parish Register. The Bishop shall determine that all entries are prop-
41 erly 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.

Section 4. If differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

(a) The Bishop shall give written notice to the Rector and the Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.

(b) If a timely request is made, the President of the Standing Committee shall set a date for a conference, which will be held within thirty days.

(c) At the conference, each party shall be entitled to representation and to present its position fully.

(d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the counsel of the Standing Committee, which shall not be binding upon the Bishop and which the Bishop shall consider along with such other information as the Bishop deems proper; thereafter, the Bishop, as final arbiter and judge, shall render a godly judgment.

(e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.

(f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.

(g) If the relation is to be dissolved:

(1) The Bishop shall direct the Secretary of Convention to record the dissolution.

(2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the congregation.

Section 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as are consonant with the Constitution and Canons of the General Convention of the Episcopal Church, and of the Diocese of East Carolina, including the following: (a) In the case of a priest, suspend the priest from the exercise of the priestly office until the priest shall comply with the judgment. (b) In the case of the Vestry, invoke any available sanctions including those set forth in Article IV of the Constitution of the Diocese until it has complied with the judgment.

Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Section 8. (a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV of the Canons of the Episcopal Church, or under Title III, Canon 7 of the Canons of this Diocese, provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable or admissible.

(b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Title IV of the Canons of the Episcopal Church or Title III, Canon 7 of this Diocese, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

CANON 7
Trial of Members of the Clergy
(Effective until June 30, 2011)

Section 1. Whenever any Priest or Deacon of this Diocese is subject to ecclesiastical discipline as set forth in Title IV, Canon 1 of the General Convention, all matters related to such ecclesiastical discipline shall be governed by the provisions of Title IV of the General Convention, which provisions are incorporated by reference as if fully set forth herein.

Section 2. An Ecclesiastical Trial Court of the Diocese shall be established for the trial of any Priest or Deacon subject to its jurisdiction.

Section 3. The Ecclesiastical Trial Court shall consist of three clerical members, two of whom must be priests, and two lay persons, to be elected by the Convention of the Diocese for three year terms. The priests and deacons shall be canonically resident in this Diocese and the lay persons shall be persons eligible for election as lay delegates to the Convention of this Diocese. No member of the Standing Committee shall be eligible to serve on the Ecclesiastical Trial Court.

Section 4. The Convention of this Diocese shall elect at its annual meeting in 1996 [and thereafter every three years at its annual meeting,] three clerical members, two of whom must be priests, and two lay persons, to serve as an Ecclesiastical Trial Court. Any vacancies among the members of the Ecclesiastical Trial Court arising while the Convention is not in session shall be filled for the unexpired term by the Ecclesiastical Authority.

Section 5. Pursuant to Canon IV.4.2 of the Canons of the General Convention, within two months following the Convention of their election, the Ecclesiastical Trial Court of this Diocese shall elect from its members a Presiding Judge.

Section 6. The Standing Committee of the Diocese shall serve as the Diocesan Review Committee for purposes of all proceedings pursuant to Title IV of the Canons of General Convention.

Section 7. The Convention shall appoint a Church Attorney upon nomination by the Bishop. The Church Attorney shall be licensed to practice law in North Carolina and shall be a confirmed adult communicant in good standing in a parish of this Diocese. The Church Attorney shall not be a current member of the Diocesan Review Committee or the Ecclesiastical Trial Court. The Church Attorney is entitled to be reimbursed for all expenses incurred in the performance of the prescribed duties.

CANON 7A
Ecclesiastical Discipline
(Effective beginning July 1, 2011)

Section 1. Purpose. Those provisions of Title IV of the Canons of The Episcopal Church which are applicable to the Diocese are hereby incorporated as part of this Title. To the extent, if any, that any of the provisions of this Title are in conflict or inconsistent with the provisions of Title IV of the Canons of The Episcopal Church, the provisions of Title IV of the Canons of The Episcopal Church shall govern. Any terms not defined herein are defined in Title IV of the Canons of The Episcopal Church.

Section 2. Multi Diocese Agreement. The Diocese may enter into an Agreement to develop and share a Disciplinary Board and/or other resources necessary to implement Title IV of the Canons of The Episcopal Church with one or more other dioceses as authorized by Canon IV.5.3(i) of the Canons of The Episcopal Church (an "Agreement"). An Agreement and any amendment to it must be signed by the Bishop and ratified by Convention in like manner as for an amendment to the Diocese's Canons before becoming effective. During the effectiveness of an Agreement, the provisions of this Title below shall apply except as modified by the Agreement.

Section 3. Discipline Structure.

(a) Disciplinary Board. The Board shall consist of eleven persons, six of whom are members of the Clergy and five of whom are Laity.

(b) Clergy Members. The Clergy members of the Board shall be in good standing, and canonically and geographically resident in the Diocese.

(c) Lay Members. The lay members of the Board shall be confirmed Adult Communicants in Good Standing, and geographically resident in the Diocese.

(d) Election. The members of the Board shall be elected by the annual Diocesan Convention. Each member shall be elected for a three (3) year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The terms of the members shall commence on the day immediately after the conclusion of the Diocesan Convention in which they are elected. The terms of office of the Board shall be staggered and arranged into three classes.

(e) Election of First Disciplinary Board. The Bishop, with the advice and consent of the Standing Committee, shall appoint the initial members of the Disciplinary Board. The term of the initial members of the Disciplinary Board shall be from July 1, 2011 until the conclusion

of the 2012 Diocesan Convention. At the 2012 Diocesan Convention, the Convention shall elect all eleven members of the Disciplinary Board. Of the six clergy members, two shall serve a one year term, two shall serve a two year term, and two shall serve a three year term. Of the five lay members of the Disciplinary Board, one shall serve a one year term, two shall serve a two year term, and two shall serve a three year term. Beginning at the 2013 Diocesan Convention and each Diocesan Convention thereafter all persons elected to the Disciplinary Board shall be elected to a three year term in accordance with the terms of Section 3(d) above.

(f) Vacancies. Vacancies on the Board shall be filled as follows:

(i) If a vacancy is created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next Diocesan Convention. If a vacancy results from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

(ii) The Standing Committee shall appoint replacement Board members.

(iii) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as elected Board members.

(iv) When a vacancy exists, the President of the Board shall notify the President of the Standing Committee and the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

(g) Preserving Impartiality. In any proceeding under this Title, if any member of any panel of the Board at any stage of the process shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subject of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

(h) President. Within sixty (60) days following the Diocesan Convention, the Board shall convene to elect a President to serve one annual term beginning upon the day of selection 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

1 appoint one or more Investigator(s). The Investigator may, but need not, be a Member of the
2 Church.

3 (k) Church Attorney. Within sixty (60) days following each Diocesan Convention, the
4 Bishop, with the advice and consent of the Standing Committee, shall appoint an attorney to
5 serve as Church Attorney for the following calendar year. The person so selected must be a
6 Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

7
8 (l) Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coor-
9 dinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral
10 responses provided for in Title IV.8 of the Canons of General Convention. The Pastoral Re-
11 sponse Coordinator may be the Intake Officer, but shall not be a person serving in any other
12 appointed or elected capacity under this Title.

13
14 (m) Advisors. In each proceeding under this Title, the Bishop shall make available an
15 Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors
16 shall hold no other appointed or elected position provided for under this Title, and shall not
17 include the Chancellor or any Vice Chancellor of this Diocese or any person likely to be called
18 as a witness in the proceeding. No Respondent or Complainant shall be required to accept the
19 services of any Advisor made available by the Bishop. Any Respondent or Complainant may
20 use the services of any Advisor of his or her choice after designating that person as Advisor in
21 writing to the Intake Officer.

22
23 (n) Clerk. The Board shall appoint a Board Clerk to assist the Board with records man-
24 agement and administrative support. The Clerk may be a member of the Board.

25
26 Section 4. Costs and Expenses.

27 (a) Costs Incurred by the Church. The reasonable costs and expenses of the Board, the
28 Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Re-
29 sponse Coordinator shall be the obligation of the Diocese, subject to budgetary constraints.

30
31 (b) Costs Incurred by the Respondent. In the event of a final Order dismissing the com-
32 plaint, or by provisions of an Accord approved by the Bishop, the reasonable defense fees and
33 costs incurred by the Respondent may be reimbursed by the Diocese, subject to budgetary
34 constraints.

35
36 Section 5. Records.

37 (a) Records of Proceedings. Records of active proceedings before the Board, includ-
38 ing the period of any pending appeal, shall be preserved and maintained in the custody of the
39 Clerk, if there be one, otherwise by the Diocesan offices.

40 (b) Permanent Records. The Bishop shall make provision for the permanent storage of
41 records of all proceedings under this Title at the Diocese and the Archives of The Episcopal
Church, as prescribed in Title IV of the Canons of The Episcopal Church.

TITLE IV. Church Institutions.**CANON 1****The Episcopal Foundation of The
Diocese of East Carolina, Incorporated**

Section 1. The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein called the Foundation, is a diocesan corporation created under the laws of the State of North Carolina for the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite period of time, or permanently, and for 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 improvements.

Section 2. The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Title I, Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Title I, Canon 12, Section 3. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise the purpose of which does not conform to the purposes set out in Section 1 of this Canon and the charter of the Foundation, or which would be burdensome or impractical to administer.

Section 3. The operation of the Foundation shall be under the control of its Board of Directors, who shall be elected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement.

Section 4. The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing the use of principal and income, the

manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 2

The Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of Convention a Church Pension Fund Committee to consist of three presbyters and two lay persons, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension system created by the General Convention and committed to it by the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their 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 pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

1 Section 4. It shall be the duty of this Diocese and of the Parishes and Missions and other eccle-
2 siastical organizations therein, each through its Treasurer and other proper official, to inform
3 the Church Pension Fund of salaries and other compensation paid to members of the Clergy by
4 said Diocese, Parishes, Missions and other ecclesiastical organizations for services rendered,
5 currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such
6 salaries and other compensation as they occur; and to pay promptly to The Church Pension
7 Fund the pension assessments required thereon under the Canons of the General Convention
8 and in accordance with the Rules of said Fund.

10 Section 5. It shall be the duty of every member of the Clergy canonically resident in or serv-
11 ing in this Diocese to inform The Church Pension Fund promptly of such facts as date of birth,
12 ordination, reception, or marriage, birth of children, deaths and changes in cures or salaries, as
13 may be necessary for its proper administration and to cooperate with said Fund in such other
14 ways as may be necessary in order that said Fund may discharge its obligations in accordance
15 with the intention of the General Convention in respect thereto.

17 Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other
18 ecclesiastical institutions and organizations therein, to participate in all medical care, hospi-
19 talization, health, accident and life insurance plans for clergy which are made mandatory on a
20 nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or
21 under its authority, and to pay promptly to The Church Pension Fund the premiums or assess-
22 ments required to maintain such coverage in accordance with the Rules of the Fund. The Dioc-
23 esan Convention, or when it is not sitting the Executive Council, shall make all decisions and
24 take all action to carry out the provisions of this Canon.

26 Section 7. Lay Pension Plans.

27 (a) All Parishes, Missions and other ecclesiastical organizations or bodies subject to the au-
28 thority of this Diocese, and any other societies, organizations, or bodies in the Church which
29 under the regulations of The Church Pension Fund have elected or shall elect to come into the
30 pension system, shall provide all lay employees who work a minimum of 1,000 hours annu-
31 ally, retirement benefits through participation in the Episcopal Church Lay Employees Retire-
32 ment Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to
33 those of ECLERP. Such participation shall commence no later than January 1, 1993. At its
34 commencement, if the plan is a defined benefit plan, the employer contribution shall be not
35 less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the em-
36 ployer shall contribute not less than 5 percent and agree to "match" employee contributions of
37 up to another 4 percent.

38 (b) The employer may impose a minimum age of 21 years and a minimum employment period
39 not to exceed one year of continuous employment before an employee would be eligible to
40 participate.

41 (c) The Trustees of The Church Pension Fund shall have authority to increase or decrease the
contribution percentages as required for the lay pension plan.

CANON 3

Trinity Center

Section 1. There shall be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on the nomination of the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination of the Bishop shall be four members elected for a one year term, four members elected for a two year term, and four members elected for a three year term. The Bishop shall be ex officio Chair of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center, including, but not limited to, the employment of a Director, formulating and administering an annual budget, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until the next Convention when a new member shall be elected upon nomination by the Bishop for the completion of the unexpired term.

Section 4. The Board of Managers shall make an annual report to Convention.

CANON 4

Commission on Planning, Design and Construction

Reserved for future use.

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 their ratification 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.

CANON 4

Citation of Canons

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.

8
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.

16
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.

19
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.

24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

**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.

11
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.

16
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.

20
21 9th. The period of existence of this Corporation is unlimited.

22
23 The original Charter was revised and rewritten by Certificate of Amendment filed March 26,
24 1957, in the Office of Secretary of State.

25
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.

29
30
31
32
33
34
35
36
37
38
39
40
41

**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.

5
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.

13
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.

18
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.

34
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.

41

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.

3
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.

8
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.

14
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.

20
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.

24
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.

28
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.

Bequest Form

SUGGESTED FORMS FOR BEQUEST TO THE EPISCOPAL FOUNDATION

FOR THE CONTINUATION AND EXPANSION OF THE WORK OF THE CHURCH IN THE DIOCESE OF EAST CAROLINA

“I give, devise and bequeath to the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the sum of \$_____ (or the following property: _____) for its corporate purposes.”

“I give, devise and bequeath to the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the sum of \$_____ (or the following property: _____) to be invested and reinvested and the income only used for its corporate purposes.”

The President of the Foundation will be glad to confer with you or your attorney concerning any gift or bequest you may wish to make to the Episcopal Foundation. For more information call 252-522-0885 or correspondence may be directed to: President of the Foundation, Post Office Box 1336, Kinston, NC 28503.

129th Journal of the Diocese of East Carolina

The Episcopal Diocese of East Carolina
Mail: Post Office Box 1336 Kinston, NC, 28503
Location: 705 Doctor's Drive Kinston NC, 28501
Phone: 252-522-0885 Fax: 252-523-5272
Web-page: www.diocese-eastcarolina.org
